



New Century Iowa: Bridges to the Next Horizon 24 Targets for 2005

November 15, 2000

As one of the nation's leading public research universities, The University of Iowa has traditionally demonstrated its quality and value to society through its discovery, preservation, and dissemination of knowledge – a mission reflected in the enriched lives and expanded horizons of beneficiaries of our services on campus and across the state and the nation. These profoundly significant “products” of our work are inherently non-quantifiable, therefore beyond the scope of even the most sensitive numerical indicators. But because we wish to be judged as a community of learners by the highest public standards, we have established objective milestones to mark advances under our third strategic plan, *New Century Iowa: Bridges to the Next Horizon, 2000-2005*. As a demonstrable gauge of progress toward our institutional goals, we have challenged ourselves to achieve 24 specific targets by 2005.

In selecting these 24 targets, we have benefitted greatly from our experience with progress measures under *Achieving Distinction 2000*, our plan for 1995-2000. Over the past five years, our annual self-assessment exercise, encompassing numerous goal-specific targets and indicators, has proved to be a valuable community-building endeavor, both spurring us to better self-management and serving as a highly visible vehicle for public accountability and outreach. Now, under our new and much leaner plan, we have adopted a streamlined 24-target sampling approach that preserves the best features of our previous system of indicators while relieving us of its most cumbersome data-gathering drawbacks.

New Century Iowa is designed, above all, to promote innovations through interdisciplinary bridge-building and disciplinary experimentation. Over the next five years, much of our progress will therefore occur in and among colleges and departments, at a level not necessarily registered on institution-wide indicators. The separate plans of our eleven colleges – each with its own distinctive set of indicators – are tightly integrated into our overall institutional planning effort; innovations reported by the colleges will provide a rich source of narratives for our annual University Report, which complements the target report to produce a comprehensive picture of our accomplishments. For the institution as a whole, the following 24 targets offer a core sample of activities that accelerate our progress toward our five strategic goals and reinforce the five fundamental principles that – along with our Core Values – define our institutional character.



**New Century Iowa: Bridges to the Next Horizon
A Strategic Plan for The University of Iowa
2000-2005**

University-wide Indicators

<i>Indicator</i>	<i>Target</i>	<i>1999-00 Baseline</i>
1. Undergraduate participation in comprehensive careers program	Increase the number of undergraduates taking advantage of center for longitudinal career planning	N/A
2. Undergraduate participation in study abroad experience	Increase to 1,000 the number of undergraduate participants in the study abroad program	556
3. Undergraduate participation in Honors program (number of students receiving Honors in their major at graduation); statewide participation in comprehensive K-12 Honors Program	Increase by 20% the number of students graduating with Honors Increase to 1,725 the number of students participating in the comprehensive K-12 honors program	299 1437 (900 in summer 2000, 537 in 1999-00 school year)
4. Percentage of first-year cohort graduating in four or six years; percentage of community college degree-holders graduating in two or four years	Increase by 10% the 4-year graduation rate Increase by 10% the 6-year graduation rate Increase by 10% the 2-year graduation rate for community college degree-holders Increase by 10% the 4-year graduation rate for community college degree-holders	37.1% 63.1% 23.6% 61.0%
5. Graduate/professional pass rate above national average on qualifying/licensing/certification exams in all appropriate disciplines	Maintain graduate/professional pass rate above national average on qualifying/licensing/certification exams in 100% of appropriate disciplines (CPA Exam, Clinical Lab Science, Dentistry, Engineering, Law, Medicine, Nuclear Medical Technology, Nursing, Pharmacy, Physical Therapy, Physician Assistant)	Pass rate in all disciplines above national average

Indicator	Target	1999-00 Baseline
6. Number of graduate and professional students winning nationally competitive fellowships or awards	Increase to 50 the number of graduate and professional students winning nationally competitive fellowships or awards	25
7. Rankings of graduate and professional programs by the National Research Council, professional and disciplinary associations and others	Increase to 8 the number of graduate/professional programs in the top quartile of National Research Council rankings by the next ranking Increase to 30 the number of disciplinary rankings in the top ten (baseline year: includes U.S. New & World Report and the Speech Communication Association rankings)	5 (1995) 23
8. Number of graduate degree recipients obtaining academic employment (by 6 months after degree); number obtaining tenure-track academic positions; number obtaining faculty positions at Research Institutions; number obtaining nonacademic professional positions	Increase to 60% the percentage of Ph.D. recipients obtaining academic employment within 6 months of graduation Increase to 40% the percentage of Ph.D. recipients obtaining nonacademic employment within 6 months after graduation Decrease to 0% the percentage of Ph.D. recipients not obtaining employment or not reporting within 6 months of graduation	56% 38% 6%
9. Selectivity of graduate programs, compared to national rates	Increase to 33.6% above national rates the selectivity of graduate programs	28% (3-year average)
10. Ranking of library system by Association of Research Libraries	Maintain library system rankings by Association of Research Libraries in top 15	15 (in 1998-99)
11. Amount of external funding received by faculty and staff for research, scholarship, and artistic creation	Increase to \$300 million the amount of external funding received by faculty and staff for research, scholarship and artistic creation	\$253 million
12. Percentage of faculty and number of staff members receiving external support for research, scholarship and artistic creation	Increase to 60% the percentage of faculty receiving external support for research, scholarship and artistic creation Increase the number of staff members receiving external support for research, scholarship and artistic creation	50% N/A; baseline available for FY2001

Indicator	Target	1999-00 Baseline
13. Number of intellectual property disclosures	Increase to 100 the number of intellectual property disclosures	84
14. Number of faculty/staff elected to selected national scholarly academies (National Academy of Science, National Academy of Engineering, Institute of Medicine, American Academy of Arts and Sciences, American Academy of Arts and Letters)	Fifteen new faculty/staff elected to selected national scholarly academies in 2000-2005 (pre-1995: 12; 1995-2000: 16 new)	15 new over 5 years
15. Number of faculty/staff receiving Guggenheim, Fulbright, NEH and NEA fellowships annually	Increase to 10 the number of faculty/staff receiving Guggenheim, Fulbright, NEH and NEA fellowships annually (1996-2000: 17 Fulbrights, 2 Guggenheims, 7 NEH, 0 NEA = approximate average 6.5 per year)	6.5 (average)
16. Number of externally funded grants involving interdisciplinary/cross-collegiate principal investigators	Increase the number of externally funded grants involving interdisciplinary/cross-collegiate principal investigators (Sponsored Programs to establish baseline, 2001)	N/A; baseline available after FY2001
17. Staff/faculty participation in professional development activities sponsored by Staff Development, UI Wellness, Health Protection Office, Information Technology Services, Public Safety, UHC, Affirmative Action or Provost's Office in leadership and management, technology, wellness, health and safety	Increase by 10% the number of staff and faculty participating in professional development activities	Leadership and Management: 5,795; Technology: 5,422; Health, Safety and Wellness: 11,598
18. Staff-supervisor participation (including faculty in supervisory roles with staff) in annual performance reviews in all departments and units	Increase to 100% staff-supervisor participation in annual performance reviews in all departments and units (tracking system to be in place by 2002)	N/A; not available until FY2002
19. Gender and ethnic diversity among faculty, staff and students	<p>Increase to 13.1% minority tenure-track faculty</p> <p>Increase to 30.0% female tenure-track faculty</p> <p>Increase to 6.5% minority P&S staff</p> <p>Increase to 7.0% minority merit staff</p> <p>Increase to 33.0% women in executive, administrative, and managerial positions</p> <p>Increase to 8.5% minorities in executive, administrative and managerial positions</p> <p>Increase to 12.0% minority student enrollment</p>	<p>11.9%</p> <p>25.7%</p> <p>5.6%</p> <p>5.8%</p> <p>29.7%</p> <p>7.4%</p> <p>9.2%</p>

Indicator	Target	1999-00 Baseline
20. Engagement of alumni and donors in University advancement	Increase UI Alumni Association membership to 57,500 Increase annual UI Foundation gift productivity to \$125 million (This total will be added to private giving to the University)	50,000 \$106 million (3-year average)
21. Updated physical and technological infrastructures for educational and support programs	Increase to 1.0% building value funding for facilities renewal Lower technology replacement rate to 3-year cycle	.783% 5-year replacement rate
22. New Clinical Initiatives to enhance UIHC patient care; UIHC patient satisfaction rate	Increase to \$5.5 million funding for New Clinical Initiatives Increase patient satisfaction rate to 4.5 on 5.0 scale	\$4.5 million 4.0
23. Number of educational and professional outreach and service programs for lowans in their communities; number of outreach programs for K-12 students in Iowa	Increase the number of lowans served by educational, professional and service programs in their communities Increase the number of K-12 students served by outreach programs	TBD TBD
24. Mean monthly news citations of University of Iowa activities	Increase to 200 the number of mean monthly news citations of University of Iowa activities	181

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