

PERFORMANCE 07

Preview for the Spring Operating Review

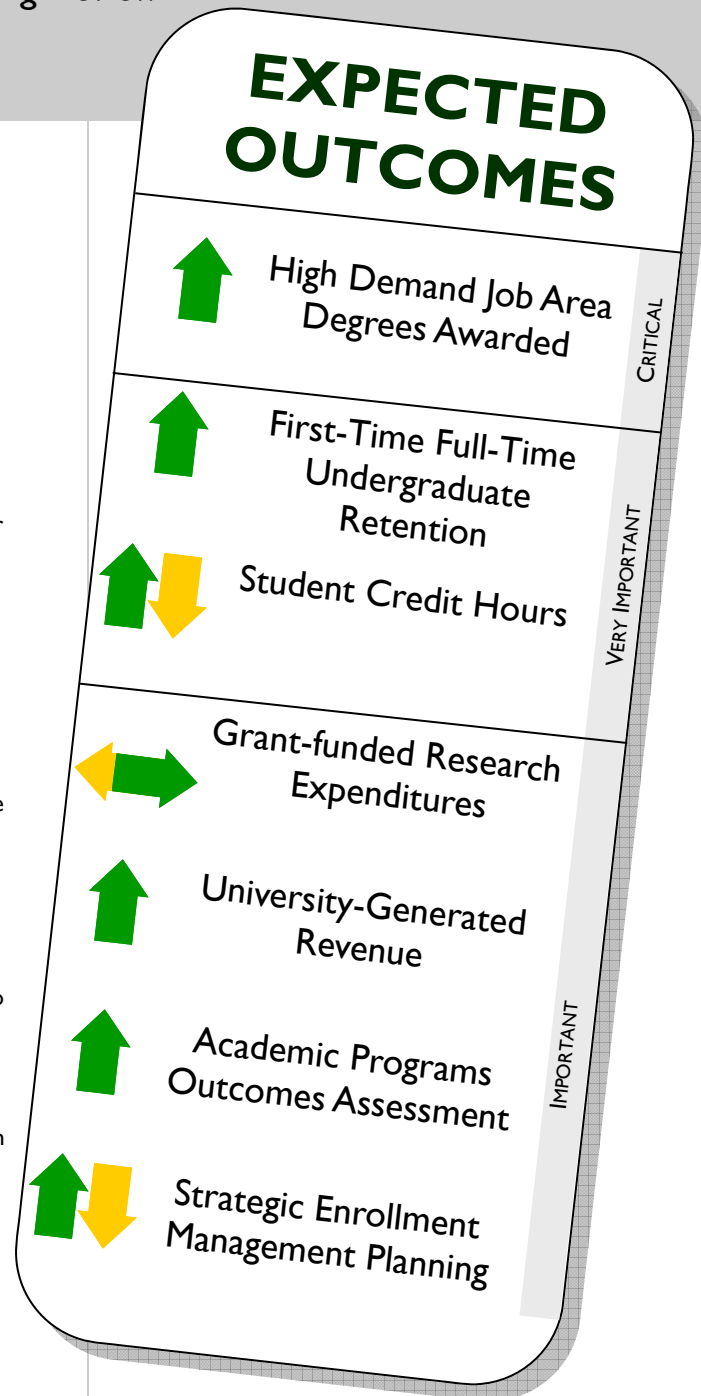
Overview

This document contains a mid-year update on UAA's status and expectations with regard to seven Performance-Based Budgeting (PBB) measures for the 2006-07 fiscal year (FY07). It was prepared for UAA's Spring Operating Review, April 10, 2007.

Because of definitional differences, the measures are in various stages of completeness. We have final data for one measure (Retention), and nearly final data for another (Student Credit Hours). The other five measures are currently somewhere between the mid-year and final marks, with much still to be accomplished in May, June, and even July. A final accounting of some measures will not be available until August. Our estimates of final performance results on these measures are based on past history, current trends, and a little bit of educated guesswork.

At this point in time, UAA expects to meet targets on five of the seven measures, including the critical one of High Demand Job Area Degrees Awarded. We expect to fall short of the target on Student Credit Hours, even though we expect an increase over last year. And we expect to fall short of our original target on Strategic Enrollment Management Planning, although we expect to meet the new target of incorporating an MAU-level assessment into this measure.

This report provides a preview of the more detailed performance and strategy analysis that will appear in UAA's complete *Performance 07* report, scheduled for publication in September 2007.



Produced by:
UAA Office of Community Partnerships
April 2007

High Demand Job/Degrees Awarded

Strategic Importance: **Critical**
 Difficulty: **Moderate**
 Status: **On Track, Meeting Projections**

Estimated 07 Performance 1,440

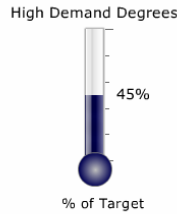
UA Target 1,371

UAA Nominal Projection 1,338

STATUS

As of April 2, UAA has awarded 619 high demand certificates and degrees for AY 07.

This is about 45% of our target, and 46% of our nominal projection.



- Summer high demand awards were up by 32 (13.8%) over last year.
- Fall high demand awards were down by 3 (0.8%).



EXPECTATION

We now expect to **meet or exceed** both our nominal projection and our Statewide-defined AY07 target, based on the following assumptions:

- Spring is the biggest semester for degree awards, accounting for more than 55% of degrees awarded last year.
- Anchorage has received a record 1,400 applications for this spring graduation.
- Based on December 06 graduation rates, we assume that 75% of Anchorage applicants will graduate (1,050).
- Based on past averages, we assume that at least 70% of graduates will be in high demand job areas (735).
- Based on last year's ratio, we expect that 7-8% of all high demand graduates will come from the community campuses. The campuses are estimating spring high demand graduates to be about 85.
- We expect our first Occupational Endorsements to be awarded.
- We are therefore basing our expectation on the following calculation:

619	(already awarded, Summer and Fall)
735	(Anchorage estimate, Spring)
85	(community campus estimate, Spring)
+ 1	(occupational endorsement)
1,440	estimated total

STRATEGIES IMPLEMENTED FOR AY07

Because our current status stands at less than half of what we expect it to be once Spring 07 graduation is complete, we are deferring any strategy analysis to the *Performance 07* report to be completed this summer. A variety of strategies were detailed in Chapter 3 of the *Performance 06* report, and will be analyzed further once the graduation results are in.

Expect updates on the following:

- **New Programs**
- **Private Fundraising**
- **Occupational Endorsement programs**
- **Distance Delivery of degree programs**
- **Improved Program Articulation**
- **Title III grant: PWSCC**

FY08 TARGETS: TAKING A SECOND LOOK

UAA set an FY08 target of 1,377. UA Statewide revised that target upward to 1,423, partly to account for the inclusion of new occupational endorsements. Assuming that UAA meets this year's target, that recent trends continue, and that Statewide's assumptions are correct, the Statewide target seems reasonable and attainable at this time.

	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	Current Status	Target 2006-07
High Demand Job Area Degrees Awarded	1,065	994	1,144	1,131	1,224	1,258	1,350	619	1,371
Other Measures	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	
All Awards	1,499	1,478	1,581	1,632	1,739	1,702	1,842	830	
% HD Awards	71.0%	67.3%	72.4%	69.3%	70.4%	73.9%	73.3%	74.6%	

Undergraduate Retention

Strategic Importance: **Very Important**
 Difficulty: **Moderate**
 Status: **Achieved**

Actual 07 Performance **67.6%**

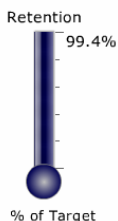
UA Target: **68%**

UAA Nominal Projection **64.8%**

STATUS: FINAL



For the cohort of first-time full-time freshmen entering in Fall 05, UAA achieved its highest retention rate ever, with 67.6% returning in Fall 2006. This retention rate exceeded both our nominal and high projections, and fell only 0.4% short of the UA-designated target of 68%.



STRATEGIES IMPLEMENTED FOR FY07

Note: FY07 retention performance actually measures activities that took place in FY06 for the cohort entering in Fall 05.

Alaska Native and Rural Student Transition Program

The Cama'i Room, new in FY 06, offered Alaska Native and rural students in the residence halls a much-needed "home" environment and an extra measure of support. The staff welcomed 500 visitors and facilitated 150 programs during the academic year.

Supplemental Instruction (SI)

Initiated with FY06 Strategic Opportunity Funds, the new SI program had 565 participants in its first year. Course section mean grade point averages were consistently higher for SI participants than non-participants, and that success led UAA to continue this strategy into FY07, increasing SI sections in Biology, Chemistry, and Mathematics.

Freshman Convocation

The Fall 05 entering cohort was the first group of students to enjoy UAA's new Freshman Convocation program. The convocation was designed to kick off the academic year, create a sense of community, involve parents and families, and increase student success and retention rates.

Survival Skills for College Students

Success in Guidance 150 (the freshman seminar course) correlates to increased retention, and GUID 150 enrollment increased 30% between Fall 04 and Fall 05 (from 384 to 501 SCH). We expect this strategy to have an even greater effect on FY08 performance, because SCH increased another 68% between Fall 05 and Fall 06 (from 501 to 846), partly as a result of delivering course sections in the residence halls.

Academic Learning Communities

The number of students in UAA learning communities continued to increase in FY06. The University Honors Program, Alaska Native Science and Engineering Program (ANSEP), Recruitment and Retention of Alaska Natives in Nursing (RRANN), and Alaska Natives into Psychology (ANPsych) and others used best practice retention strategies to engage students in academic and campus life.

Residential Learning Communities

The Fall 05 cohort had access to 6 residential learning communities: First Year Experience, ANSEP, Nursing, Honors, First Year Honors, and First Year Engineering. The Fall 06 cohort will also have access to new ones in Aviation and Psychology. A lounge in the First Year Experience hall was remodeled into a "smart classroom for delivery of GUID 150 and other general ed requirements.

Active Engaged Learning

Growth continued for service learning, undergraduate research, 49th State Fellows and other engagement programs. New programs that may impact future retention include Bonner Leaders, started in FY07, and the new Civic Engagement certificate opening in FY08.

Academic Support Programs

A variety of support programs had an impact on retention rates this year, including:

- Early intervention programs at Kenai, Mat-Su, and PWSCC;
- Advising coordinators in each school/college;
- Student Support Services program for low-income, first-generation, and students experiencing disabilities;
- Testing, placement, orientation, developmental education, Learning Resources Center, and other support programs and services.

FY08 TARGETS: TAKING A SECOND LOOK

UAA set an FY08 target of 64.8%. UA Statewide revised the target upward to 68%. This target seems to be within UAA's reach for the cohort who entered in Fall 06, barring any unforeseen external factors that might still influence student decisions to return to school in Fall 07.

	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	This Year 2006-07	Target 2006-07
First Time Full Time Undergraduate Retention	57.7%	61.9%	61.4%	65.0%	65.9%	64.6%	67.6%	68%
Other Cohorts	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	
Ist Time FT Bachelor	65.8%	69.2%	64.9%	68.6%	70.7%	68.7%	71.5%	
Ist Time FT Associate	47.9%	53.6%	55.2%	57.9%	56.6%	54.2%	59.4%	
Ist Time FT Certificate	26.1%	48.6%	51.7%	48.0%	35.5%	38.9%	51.9%	

Student Credit Hours

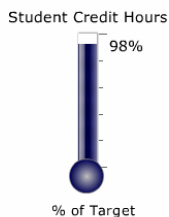
Strategic Importance: **Very Important**
 Difficulty: **Challenge**
 Status: **Below projections**

Estimated 07 Performance	337,000
UA Target (adjusted)	343,000
UAA Nominal Projection	341,541

STATUS

As of Spring 07 opening, UAA has generated 335,177 Student Credit Hours (SCH) for AY 07.

This is about 98% of our nominal projection and of the target Statewide set for us (adjusted for the transfer of statewide military programs to UAF).



- Anchorage campus SCH are running about even with last year. The most noticeable swings are in the School of Engineering (up 19%) and the Community and Technical College (down 3%).
- Kenai Peninsula College is up about 4%.
- Kodiak College is down about 3%.
- Mat-Su College is down about 5%.
- PWSCC is down about 6%.

EXPECTATION



Although we still expect **SCH to increase** over FY06 performance, we now expect to **fall short** of both our nominal projection and the Statewide target. We base this expectation on the following assumptions.

- The Statewide-determined target of 346,000 was based on achieving a 2% increase over our AY06 performance. However, the calculation presumed an 06 performance of 339,000, a total that included 3,046 SCH from Statewide Military programs (which were transferred to UAF at the beginning of the year). We have adjusted the Statewide target to 343,000 to correct this error.
- UAA's nominal projection was based on a more cautious 1.6% growth assumption and calculated against an adjusted 06 performance of 336,146.
- We now estimate **actual growth** in 07 to be about 0.5% above the adjusted 06 performance, based on year-to-year comparisons for this point in time.
- Summer semester was down about 0.5%. Fall semester was up about 2%. Spring semester appears to be down about 4,000 SCH (2.7%) at this point; it will be very difficult to make that up with only 4 weeks left.

Total	336,146	335,177	337,000
Spring	148,791	144,792	146,615
Fall	155,442	158,636	158,636
Summer	31,914	31,749	31,749
	AY 05-06 Final	AY 06-07 YDT	AY 06-07 Expected

STRATEGIES IMPLEMENTED FOR AY07

- Career/Educational Pathways Emphasis**
 UAA is taking visible steps to highlight its role as an economic driver in Alaska, including placing all academic programs in career clusters and developing a consistent educational pathways and career-oriented approach in all recruitment, advising, and promotional materials.
- Distance, On-line, and Blended Delivery**
 UAA has significantly increased distance and blended delivery options. Distance SCH is up 16% from Fall 05 to Fall 06, and up 19% from Spring 06 to Spring 07.
- New Recruitment Strategies**
 —Pre-college Academic Enrichment for Rural Alaska program staff traveled to every rural high school on the North Slope and in the Cook Inlet area, established relationships with the communities, provided scholarship workshops, attended college fairs, and facilitated pre-college computer building programs.
 —Trio pre-college programs provided academic enrichment and college advising for low-income, first generation high schools, strengthening the pipeline to UAA.
 —Other efforts targeted diversity, workforce development certificates, degree-completion, and summer enrollment.

FY08 TARGETS: TAKING A SECOND LOOK

UAA set an FY08 target of 345,434. UA Statewide revised the target upward to 353,000 (350,000 adjusted as before). Given what we know about the pipeline and conditions in the communities we serve, we do not believe that continuous 2% growth is sustainable throughout the MAU.

	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	Current Status	Target 2006-07
Student Credit Hours	285,128	286,284	297,668	314,746	332,757	333,263	336,146	335,177	343,000
By Course Level	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	YTD	
050-099	12,716	12,576	13,024	13,647	13,765	12,477	12,483	12,396	
100-299	192,519	194,237	207,154	223,220	238,455	237,060	238,322	235,964	
300-499	54,182	54,020	54,587	53,404	57,601	60,008	62,088	63,053	
500-599	12,341	11,454	8,231	7,647	7,407	8,819	8,268	7,986	
600-699	13,370	13,997	14,671	16,827	15,528	14,899	14,985	15,778	

Grant-Funded Research Expenditures

Strategic Importance: **Important**
 Difficulty: **Moderate**
 Status: **Below Projection, but expected to rise**

Estimated 07 Performance \$13

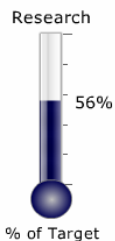
UA Target \$13.3

UAA Nominal Projection \$13.3

STATUS

As of April 2, UAA's FY07 grant-funded research expenditures have totaled \$7,391,811.

This is about 56% of our target, with four months still to go in the fiscal year.



Majority contributors include

- CBPP, currently at 54% of last year's expenditures
- CHSW, currently at 41% of last year's expenditures
- CAS, currently at 64% of last year's expenditures
- CTC, currently at 17% of last year's expenditures

EXPECTATION



We now expect to **meet or come very close** to our FY07 target of \$13 million. We base this estimate on the following assumptions:

- FY07 grant expenditures are about 25% less compared to the same time last year. However, many of the PI's directing the largest awards are planning to scale work and expenditures rapidly once the spring semester is completed in May.
- We have projected expenditures from now until the end of the fiscal year using a 3-month moving average trending based on last year's patterns. This seems to track well actual expenditures in the previous two years.
- Our total restricted revenues are about 1.2% higher than they were at the same time last year, reflecting our overall stable growth in proposal and grant awards.

STRATEGIES IMPLEMENTED FOR AY07

• EPSCoR, Phase III

UA was notified in late March that the Phase III EPSCoR proposal was awarded at full funding. Co-Directors Chapin (UAF) and Alessa (UAA) will be meeting soon with PI Schweitzer to plan future activities.

• International Polar Year (IPY)

UAA has two UA Presidential IPY Post Doctoral researchers on campus (Kathy Graves and Dan Johnson) and a NOAA IPY Post-Doc working at ISER. We submitted 11 proposals to the recent NSF IPY program.

• Institutional Support

We continued the very successful Chancellor's Fund competition, which provides funding to faculty in support of research, scholarship, and creative activities. In addition, the Office of Research and Graduate Studies provided new sources of funds for faculty and graduate student travel, pilot projects, grants-in-aid, and equipment purchase, maintenance, and repair.

• Health and Biomedical Research

There has been a massive loss of funding from Title VII programs, including the termination of many long-running initiatives. We are continuing to pursue funding from NIH and HHS sources.

FY08 TARGETS: TAKING A SECOND LOOK

UAA set an FY08 target of \$13.6 million. UA Statewide set the same target. It is a little early to determine whether these and future targets are still realistic or too optimistic. Federal research funding is essentially flat, while competitive pressures continue to rise. While UAA's rates of proposal submission and success continue to increase (~10% over last year), award amounts are smaller, reflecting the declining pool of available funds.

BEYOND THE METRIC

This metric captures only those grant-funded activities defined by NCHEMS as "pure" or "basic" research. These activities represent only 25% of UAA's restricted expenditures, and only one aspect of UAA's research mission. This metric misses community-based and translational research activities, undergraduate research, and research-based teaching, all of which are distinctive of UAA's role in Alaska.

In Millions	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	Current Status	Target 2006-07
Grant-funded Research Expenditures	6,445	7,184	9,114	10,158	11,089	11,249	13,651	7,392	13,300
Restricted Expenditures	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	YTD	
Other Restricted Expend.		11,317	13,018	15,630	17,721	17,558	27,520	21,953	
Total Restricted Expend.		18,501	22,132	25,788	28,810	28,807	41,171	29,344	

University-Generated Revenue

Strategic Importance: **Important**
 Difficulty: **Moderate**
 Status: **On Track, Above Projections**

Estimated 07 Performance **\$126**

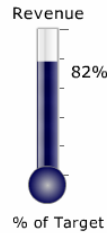
UA Target: **\$124**

UAA Nominal Projection **\$121**

STATUS

As of February 28, UAA has generated \$101,157,991 in university-generated revenues for AY 07.

This is about 82% of our target, and about 7% higher than UAA was at the same time last year.



Most major contributors to this metric are also up:

- Tuition revenues (the largest category) are up 10.8% from the same time last year.
- Auxiliary revenues (the 3rd largest category) are up 9% from the same time last year.
- Five other revenue categories are up.
- Federal receipts (the 2nd largest category) are down, but only slightly (.04%) from the same time last year.

EXPECTATION



We now expect to **exceed** both our nominal projection and our AY07 target, reaching an estimated \$126 million in university-generated revenues for FY07. We base this expectation on the following assumptions:

- We have numbers from the same time last year (end of Cycle 8) against which to compare this year's performance.
- Last year at this time, 80.3% of all revenues were in. Assuming the same percentage for this year, our calculation is $(101,158/80.3)100 = 125,975$.

STRATEGIES IMPLEMENTED FOR AY07

Increased Tuition Rate

The 10% rate increase accounts for a major proportion of our 10.8% increase in this category.

Increased SCH and Retention

Overall, retention increased significantly, and student credit hours increased about a half a percent, boosting tuition revenues about the same amount. Individual results, however, vary from unit to unit.

Increased Grants and Contracts (all types)

Overall, restricted revenues are up about 1.9% from the same time last year.

Increased Auxiliary Revenues

Auxiliary revenues have gone up due to several factors: record summer conference business, strong Bookstore computer sales, and rate increases in Housing and Parking Services.

New Facilities

The startup of work on the new Integrated Science Facility plus other capital deferred maintenance projects resulted in CIP increases of 22% over the same time last year.

FY08 TARGETS: TAKING A SECOND LOOK

UAA set an FY08 target of \$125 million. UA Statewide revised the target upward to \$132 million. Based on recent trends, and given UA Statewide assumptions, UAA accepts the Statewide target as a worthy goal.

In Millions	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	Current Status	Target 2006-07
University-Generated Revenues	71,909	77,670	86,423	96,644	103,130	107,623	117,673	101,158	124,003
Restricted Revenues	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	YTD	
Federal		15,150.3	17,248.4	21,161.7	22,544.1	21,640.1	21,755.4	15,359.9	
Interest		6.4	3.8	2.3	1.9	2.7	6.1	5.7	
State		4,768.6	6,123.7	5,672.9	5,171.5	5,776.0	6,133.6	3,086.9	
Student Fees		3.7	0	0	0	0	0	0	
UA Receipts		5,576.2	6,227.0	7,338.2	7,415.9	7,403.8	9,000.1	5,980.7	
Subtotal, Restricted		25,505.2	29,602.9	34,175.1	35,133.4	34,822.6	36,895.2	24,433.2	
Unrestricted Revenues	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	YTD	
Auxiliary		13,615.6	14,520.5	15,888.7	16,853.1	17,793.7	18,738.9	17,561.6	
Indirect		2,486.5	3,026.7	3,236.3	3,229.5	3,327.4	3,734.0	2,148.5	
Tuition		23,179.1	25,088.5	27,615.6	31,465.8	34,861.3	39,205.3	41,347.8	
Student Fees		5,282.4	5,714.5	6,644.5	7,197.0	7,828.6	8,887.0	7,759.1	
UA Receipts		6,933.4	7,717.4	8,179.7	8,347.0	8,132.0	9,284.7	7,446.8	
CIP		0	0	0	0	0	722.7	425.9	
Interest		0	0	0	0	0	205.0	35.1	
Subtotal, Unrestricted		52,164.9	56,820.2	62,469.1	67,996.2	72,800.1	80,777.4	76,724.8	

Enrollment Management Planning

Strategic Importance: **Important**
 Difficulty: **Moderate**
 Status: **Shifting to planning for assessment; In progress**

Estimated 07 Performance Assessment begun

UA Target Plans and Assessment completed

UAA Nominal Projection Plans completed

STATUS

As of Spring 2007, formal Strategic Enrollment Management (SEM) plans are in place at each of UAA's five campuses. The community campuses are in the first year of implementing plans completed last year. The Anchorage campus is in its fifth year of implementation and is currently engaged in its third biennial review and revision.

Formal plans are not yet complete at the school/college level; however, extensive planning has taken place for many individual programs, and in most cases, colleges are actively managing many elements of their enrollment.

EXPECTATION



We now expect to **fall short** of our projection of having formal plans in place at each school and college in Anchorage by the end of this academic year. Greater emphasis has been placed this year on the schools and colleges continuing to engage in specific enrollment management activities detailed in Chapters 2, 3, and 4 of UAA's *Performance 06* report. However, we expect to **meet the target** of assessing the effectiveness of our five campus plans.

NEW DEFINITION: ASSESSMENT OF EFFECTIVENESS

For FY07 reporting, UA has adopted a new definition for this metric and will incorporate an MAU-level assessment of whether each unit's enrollment planning process is effective.

This change in definition calls for a university-wide discussion of the criteria to be used in making the assessment. How do we identify an "effective" planning process? If "effective" merely equals a positive enrollment outcome, how do we keep this metric from being redundant? How do we account for the impact of changes in the operating environment? And most importantly, how do we measure the impact of strategies that typically take multiple years to reach fruition?

UAA has begun these campus discussions already, and will continue them through the spring and summer as we prepare for the *Performance 07* report.

STRATEGIES IMPLEMENTED FOR AY07

• Assessment of Effectiveness

The campuses are leading the way on this new strategy. They are currently reviewing their SEM plans to pinpoint:

- * Identified action plans and goals
- * Status of implementation
- * Impact timeframe
- * Update of enrollment status

• University-wide SEM Discussions

Campus Directors and the Anchorage SEM team will share their SEM planning expertise and assessment experience with school/college deans.

• Focus on Alignment with Schools/Colleges

Alignment of school/college activities is critical for the effectiveness of the campus-level plan. Accordingly, discussions are underway to fold the schools and colleges into the Anchorage campus plan rather than encourage the Deans to develop independent plans on their own.

• Dashboard Technology

We have refined the enrollment data displayed on our Dashboard technology to be maximally useful for the Deans and Campus Directors to review the status of metrics throughout the year.

FY08 TARGETS: TAKING A SECOND LOOK

UAA set FY08 targets of having school/college plans in implementation and of campus plans engaged in biannual review. UA Statewide set targets of 100% completion of plans, with assessment also occurring.

These targets will need to be adjusted, in light of UAA's revised thinking on how best to achieve the larger goal of coordinated strategic enrollment planning across the MAU. Community campus implementation and assessment targets can remain the same, but an additional major focus in FY08 will be to incorporate school/college activities and concerns within a more collaborative and comprehensive Anchorage campus plan.

SEM Plans	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	Current Status	Target 2006-07
Anchorage campus				Completed		Revised		Revising	Assessed
Kenai Peninsula College							Completed	Assessing	
Kodiak College							Completed	Assessing	
Matanuska-Susitna College							Completed	Assessing	
PWSCC							Completed	Assessing	

Academic Outcomes Assessment

Strategic Importance: **Important**
 Difficulty: **Moderate**
 Status: **On track, meeting target**

Estimated 07 Performance **97%**

UA Target: **97%**

UAA Nominal Projection **97%**

STATUS

As of April 1, 93% of Anchorage, Mat-Su, Kenai, and Kodiak programs and 100% of PWSCC programs have outcomes assessment plans in place.

Of the remaining 13 programs, three are certificates that will be assessed as part of their related degree programs, one is new and does not yet have enough students to assess, and four are inactive. Faculty and staff are actively designing plans for the 5 remaining programs.

EXPECTATION

We expect to **meet our target** of 97% compliance with the outcomes assessment requirement. Because of program adjustments, varying enrollments, faculty transitions, and shifting college priorities, there will always be a few programs whose instabilities are impacting their assessment of student outcomes. However, by the end of this year we expect to have fewer than 6 programs in this category.

STRATEGIES IMPLEMENTED FOR AY07

- **Work the Plan**

Assessment Steering Committee members and college-level coordinators are tracking and supporting the assessment activities in each of their programs. Assessment data is used in program evaluation as well as department-level and program-level decision-making.

- **Publish Program Outcomes**

All programs are encouraged to publish program outcomes when their catalog copy is revised. CTC and Kodiak College have published outcomes for all of their programs in the catalog. Others are using program web pages.

- **Associate of Arts/ GER Assessment**

Committees assembled by CAS are working to assess the effectiveness of the Associate of Arts degree within each area (Basic Skills, Social Sciences, Natural Sciences, Arts, and Humanities). Pilot assessments of the basic skills areas (written communication, oral communication, and quantitative skills) began in the last academic year using instruments developed by the faculty in each discipline. Since the AA degree incorporates the majority of the general education requirements, the AA assessments will be used for GER outcomes as well.

- **Institutional outcomes assessment**

Academic outcomes for the institution are reflected in the three tiers of the general education requirements. These are being assessed in each contributing discipline and as described above. Other institutional outcomes that are less academic in nature (e.g. citizenship, tolerance, work readiness, etc.) are being discussed by faculty and administration.

EXPECTED CHANGE IN METRIC DEFINITION FOR AY08

For FY08 reporting, UA plans to adopt a new definition and will incorporate an MAU-level assessment of whether each program is successfully responding to the outcomes assessment findings. A majority of programs at UAA are already in this stage of assessment, having completed at least a full annual cycle of their assessment processes.

For the future, it will be important to clearly define evidence of 4 essential activities for continuous improvement processes:

- (1) Identification of desirable outcomes with a plan to regularly measure their attainment;
- (2) Collection of student data related to those outcomes while enrolled and after graduation;
- (3) Analysis of data by faculty, administrators, and program advisors who recommend or plan for improvements;
- (4) Implementation of recommendations as appropriate and possible.

All UAA assessment plans and reports are reviewed, evaluated and rated each year by a faculty committee that then makes suggestions for program improvements, student assessment, and continued success.

FY08 TARGETS: TAKING A SECOND LOOK

UAA set an FY08 target of 99%, which may be a little optimistic for reasons stated above. UA Statewide set the same target, and also notes the change in definition for FY08. Before setting targets for this revised version of the metric, however, a review of the status of program assessment at all the MAUs should be conducted, with special emphasis on the difficulties each is encountering. The system should also agree on the means that will be used by each MAU in determining the compliance with the metric.

Outcomes Assessment	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	Current Status	Target 2006-07
MAU total				74%	n/a	82.3%	91.2%	93%	97.4%