

**ENGAGE EXCELLENCE:**

**STRATEGIC PLAN 2019-24**

**DELTA STATE  
UNIVERSITY** 

<b>Designation</b>	<b>Indicator Broad Category</b>	<b>Specific Measures – following are suggestions/examples &amp; are not intended to be read as comprehensive –</b>
Strategic Plan Goal 1: <b>Increase student learning</b> (DSU will ensure through high-quality programs that graduates are well prepared for successful careers, meaningful work in a global society, and engaged citizenship.)		
SP1.Ind01	<b>Pass rates: developmental and intermediate courses</b>	Pass rate in first course (099) after Developmental (090) Pass rate in first course (100-level) after Intermediate (099)
SP1.Ind02	<b>National / Standardized Test Scores</b>	CAAP, PRAXIS I, II, NCLEX
SP1.Ind03	<b>Access to academic and support services</b>	Career services (# of student contacts, surveys, workshops, etc) Academic Tutoring Developmental Resources
SP1.Ind04	<b>Job placement</b>	(%) of students employed w/in one year of graduation; (%) of students employed in field at time of graduation
SP1.Ind05	<b>Diversity: Access to diverse ideas/programs</b>	students exposed to diverse ideas at “moderate” to “very high” levels (survey)
SP1.Ind06	<b>Advising: Access to improved, comprehensive, and directed/targeted advising</b>	students satisfied with level of advising (excellent or good)
SP1.Ind07	<b>Resources: Access to appropriate library and learning resources</b>	Library collections: age/range Technology Computer/media labs
SP1.Ind08	<b>Curriculum Development and Review</b>	Curriculum review Program review Accreditation
SP1.Ind09	<b>Extracurricular, Leadership, Organization Activities</b>	Memberships, participation numbers, new organizations/activities, demographics

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<b><u>SP Goal 2 Develop an engaged, diverse, high-quality student population</u></b> (Delta State will attract, retain, and graduate an engaged and success-oriented student population)		
SP2.Ind01	<b>Enrollment</b>	FT/FT freshmen, CC transfer, Part – time, International, Graduate
SP2.Ind02	<b>Retention</b>	Year to year retention (available by race/gender) Graduate Student Completions in One Year or Returned for a Second Year
SP2.Ind03	<b>Graduation Rate</b>	(IPEDS) freshmen cohort 6 years (by race/gender/Pell) Athletes (academic success rate) 4 and 5 year grad rates
SP2.Ind04	<b>Number of degrees</b>	UG, GR
SP2.Ind05	<b>Admissions yield rate</b>	UG, GR
SP2.Ind06	<b>Graduate Assistantships</b>	Number of graduate assistantships
SP2.Ind07	<b>Scholarships and Aid</b>	Scholarship (or aid) dollars per FTE
SP2.Ind08	<b>Recruitment Activities and Improvement</b>	Budgets, software, processes

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<b><u>Designation</u></b>	<b><u>Indicator Broad Category</u></b>	<b><u>Specific Measures</u></b>
<b><u>SP Goal 3 Assure high-quality, diverse, engaged faculty and staff</u></b> (Delta State will attract, retain, and support an engaged and highly-trained workforce.)		
SP3.Ind01	<b>Faculty and staff hiring</b>	
SP3.Ind02	<b>Salary</b>	by rank (faculty) by EEO (staff)
SP3.Ind03	<b>Distance Education training</b>	Number of faculty participating in distance learning training through OIT
SP3.Ind04	<b>Technology training</b>	Training available Training utilized
SP3.Ind05	<b>Retention of personnel</b>	Faculty Staff
SP3.Ind06	<b>Diversity</b>	Race/Gender/Ethnicity – all categories of employees
SP3.Ind07	<b>Credentials</b>	FT faculty
SP3.Ind08	<b>Evaluations</b>	Systematic, on time, archived
SP3.Ind09	<b>Professional Development</b>	Faculty research opportunities, grants funding, travel budget, new faculty HR Training offered Utilization of offerings
SP3.Ind10	<b>Personnel Training- HR and Other (staff development)</b>	Skills training, OIT

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<b>Goal 4: <u>Enhance institutional effectiveness:</u></b> (DSU will improve and communicate effectively its financial, physical, and resource capacities, demonstrating efficiencies in programs and services.)		
SP4.Ind01	<b>IHL reports</b>	Timely, accurate Protocol
SP4.Ind02	<b>Audits</b>	Scheduled, no findings
SP4.Ind03	<b>External resources</b>	Capitol campaign; Alumni/Foundation reports Grants submitted/funded External funding (bonds?)
SP4.Ind04	<b>Facilities management</b>	Deferred maintenance, construction Construction Improvements
SP4.Ind05	<b>Master lease</b>	budget, number of items
SP4.Ind06	<b>Technology infrastructure</b>	sustainability, improvements, contracts
SP4.Ind07	<b>Website</b>	Regular review (cmte) Use (measured by hits) upgrades/maintenance
SP4.Ind08	<b>Campus efficiencies</b>	Energy savings; Recycling Use of facilities
SP4.Ind09	<b>Institutional review process/ Accreditations/ Institutional Effectiveness</b>	Strategic planning (indicators assessed) Accreditation status (all) Annual Reports (outcomes/goals)
SP4.Ind10	<b>Data integrity</b>	Goals established, beginning with APR's for 2010-11
SP4.Ind11	<b>Process manuals</b>	All units: Phased in over three year period, starting with APR's for 2010-11
SP4.Ind12	<b>Publication of University Data and Information</b>	prepared and posted on website
SP4.Ind13	<b>Safe and Secure Campus</b>	policies, procedures, practices
SP4.Ind14	<b>Marketing, Publicity, Advertising</b>	

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<b><u>Goal 5 Improve the quality of life for all constituents</u></b> (Improving its image and impact, DSU will increase and enhance outreach, services, and partnership initiatives, in the region and beyond.)		
SP5.Ind01	<b>Distance Education offerings</b>	online offerings courses, programs, enrollment off-campus offerings courses, programs, enrollment
SP5.Ind02	<b>Continuing education</b>	intersession offerings number non-traditional workshops, CEU's
SP5.Ind03	<b>Campus facilities and space for use by external constituents</b>	space usage
SP5.Ind04	<b>Cultural offerings</b>	cultural events for public
SP5.Ind05	<b>Diversity initiatives</b>	Internationalization Events Outreach
SP5.Ind06	<b>Community outreach</b>	partnerships centers programs
SP5.Ind07	<b>Economic Development initiatives and projects</b>	Projects; impact; partnerships events
SP5.Ind08	<b>Area priorities (Delta, IHL, or state)</b>	Ed.D. enrollment (AY unduplicated) Number of teaching degrees UG, GR Number of nursing degrees BSN, MSN