University Planning Committee  
January 28, 2011 Meeting, 10-11:30 am 

Attending:  Rosemary Battalio, MJ Brukardt, Steve Drucker, Susan Harrison, Andy Nelson, Lori Snyder, Rama Yelkur 

Guests: Teresa O’Halloran, Michael Wick 

Teresa O’Halloran reviewed with the UPC the various committees and groups that are currently addressing campus climate and employee satisfaction issues. The Women’s Commission is examining work/life issues; a research team is analyzing the Climate Survey; and Donna Weber is facilitating the Gold Arrow initiative to address perceptions of inequity across employee classifications. The UPC discussed ways in which it could engage the groups in helping to identify relevant KPI for Centennial Plan Goal 4—Nurture Human Resources. It was determined that a representative group could meet to discuss potential KPIs and develop a KPI hierarchy. Rama Yelkur volunteered to represent the UPC. MJ will coordinate next steps with Teresa. 

Mike Wick discussed the work by Academic Affairs to set success measures for the Educational Attainment goals, which directly address Goal 1—Purposeful Learning. He reviewed the KPI hierarchy he has developed for improved graduation rates and discussed how the deans will be using the hierarchy to identify department-level action strategies. The UPC discussed how this approach would help departments better connect to relevant KPI, and relate outcomes more effectively on annual reports. 

The UPC then discussed how to facilitate KPI development for other goals. Bob Knight will be continuing Susan Turell’s leadership on Goals 2 and 3. Goals 5 and 7 are proceeding but are not a priority. The UPC discussed Goal 6—Focus Programmatic Resources with Mike. Development of a written academic plan that lays out programmatic priorities is important before KPI can be developed. The UPC will offer its support to the Provost in facilitating a process to develop the plan. 

Andy Nelson presented the group with some models of KPI dashboards—presentations of KPI that enable readers to assess progress at a glance. The group discussed the features that would be most valuable, emphasizing the importance of keeping the information points to a minimum and to using clear graphics. The UPC would like to see a dashboard that enables people to drill down for more information. 

The meeting was adjourned at 11:40 am.