











**MSU Strategic Plan Metric Progress: STEWARDSHIP**  
**University Council Update**  
**March 1, 2017**

Metric		11-12	12-13	13-14	14-15	15-16	Target	Progress		
S.1.1	Increase the average MSU staff salary compared to peer market (classified)	discussions with HR and Staff Senate		OCHE discussion			100%			
	Increase the average MSU staff salary compared to peer market (professional; surveyed positions changed in FY13, FY15)	77%	80%	83%	80%	80%	100%		↓	
S.1.2	Increase the average MSU faculty salary compared to peer market (R1)	76%	77%	78%	80%	79%	80%		↓	
	Increase the average MSU administrative salary compared to peer market (surveyed positions changed in FY13)	69%	66%	66%	69%	69%	80%		↔	
S.1.3	Faculty and staff participation in professional development opportunities will increase	CFE (events/ attendees)	448	90 1,080	96 1,512	87 1,763	91 1,784	20% incr		↑
		PDT (events/ attendees)		17 433	75 1,681	82 1,648	97 1,937			↑
		Fac Self Report (AI - activities)			768	1,901	2,009			↑
S.2.1	Utilize current educational technologies and environments									
	% of classrooms with technology rated tier 3 or above	2%	6%	7%	12%	15%	10%		↑	
	% of classrooms with technology rated tier 2	58%	62%	62%	67%	78%	70%		↑	
S.2.2	Increase accessibility to campus facilities (Projects/Cost)	9	14	18	16	5	ADA		↑	
		\$3,363,900	\$1,465,700	\$1,898,200	\$308,100	\$942,427	Plan		↑	
S.2.3	Develop and implement a comprehensive master plan	not funded	not funded	not funded	not funded	not funded	by 2015		↔	

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S.3.1	Budgeting processes will reflect alignment with the MSU strategic plan	SIP; Allocation Strategy		BC, PC	UPDate Budget	New model, investment pools		↑
S.3.2	Improved efficiency and effectiveness of mission support processes	Data gathering, benchmarking, planning, and initial implementation		Projects underway, assessment in development		Metrics systematically collected, all improving	Open MSU Targets	↑
S.3.3	Fiscal resources in support of the MSU Strategic Plan	Discussions with VPAF and others		MSUAF, RED, Legislative requests, Performance Funding			Increase	↑
S.4.1	Greenhouse Gas Emissions (MT)	57,356	50,635	49,717	50,050	49,975	Reduce 20%	↓
S.4.2	Diverted waste from landfill	9.5%	9.2%	11.8%	15.8%	19.2%	25%	↑

Sources: MSU Office of Planning and Analysis, CUPA and OSU Salary Surveys, Center for Faculty Excellence and HR Professional Development & Training, Campus Planning, Design, and Construction, Facilities Services, ADA Advisory Committee, Vice President of Administration and Finance, OpenMSU, Climate Action Plan, Office of Sustainability