

Summary of Metric Change Proposals 3/18/2013

Discovery

Goal: MSU will raise its national and international prominence in research, creativity, innovation and scholarly achievement, and thereby fortify the university's standing as one of the nation's leading public research universities.

Objective D.1: Elevate the research excellence and recognition of MSU faculty.

Proposed Metrics

Metric D.1.1: By 2019, MSU will increasingly attract and retain faculty of national and international recognition. (Simplified by omitting descriptors)

Technical note: Data on retention and hires are available through central databases and are currently reported under the auspices of ADVANCE Project TRACS. Prominence may be indicated using a combination of comparative data from Academic Analytics and self-reported activity in Activity Insight for disciplines not covered by Academic Analytics. (added sources)

Metric D.1.2: By 2019, national and international recognition of MSU faculty will improve as measured through scholarly and creative accomplishments. (Moved catalog to technical note)

Technical note: Measures include but may not be limited to national awards, peer-reviewed publications, grant awards, invited presentations, journal citations, fellowships, editorial positions, technology transfer activities, visiting appointments, hosting scholarly conferences, membership on governmental policy committees, review panels, museum-level exhibitions, and creative work that engages audiences at leading venues. These data are reported in Academic Analytics and Activity Insight. (Moved catalog to technical note, added sources)

Original Metrics

Metric D.1.1: By 2019, MSU will attract and retain faculty of national and international recognition, including society fellows, artists with museum-level exhibitions, acclaimed writers and critics, and performers, filmmakers, and composers whose work engages audiences at leading venues.

Technical note: Data on retention and hires are available through central databases. However, information on prominence will need to be collected annually either by a departmental survey or in a faculty activity reporting system.

Metric D.1.2: By 2019, national and international recognition of MSU faculty will improve as measured through accomplishments such as national awards, peer-reviewed publications, invited presentations, journal citations, fellowships, editorial positions, technology transfer activities, visiting appointments, scholars visiting MSU, occurrence of scholarly conferences on the MSU campus, membership on governmental policy committees, review panels, museum-level exhibitions, creative work that engages audiences at leading venues and placement of doctoral students.

Technical note: These data will need to be collected annually either by a departmental survey or in a faculty activity reporting system.

Objective D.2: Enhance infrastructure in support of research, discovery and creative activities.

Proposed Metrics

Metric D.2.1: By 2019, funding for capital projects from public and private sources will increase in order to provide state-of-the-art laboratory, studio and other space-related resources. (Omitted the last phrase for simplicity)

Original Metrics

Metric D.2.1: By 2019, funding for capital projects from public and private sources will increase in order to provide state-of-the-art laboratory, studio and other space-related resources for MSU's growing community of scholars and artists.

Objective D.3: Expand the scale, breadth and quality of doctoral education.

Proposed Metrics

Metric D.3.4: The number and proportion of doctoral students presenting at national and international meetings, publishing in eminent academic outlets, earning high-profile fellowships, securing prizes from national and international competitions and garnering prestigious job placements will increase by 2019. (Changed to specify doctoral student activity to better reflect the objective)

Original Metrics

Metric D.3.4: The number and proportion of graduate students presenting at national and international meetings, publishing in eminent academic outlets, earning high-profile fellowships, securing prizes from national and international competitions and garnering prestigious first job placements will increase by 2019.

Engagement

Goal: Members of the Montana State University community will be leaders, scholars and engaged citizens of their local, national and global communities, working together with community partners to exchange and apply knowledge and resources to improve the human prospect.

Objective E.1: Strategically increase service, outreach and engagement at MSU.

Proposed Metrics

Metric E.1.2: By 2019, the percentage of students, faculty and staff involved in service, outreach and engagement activities, with particular attention to underserved areas and minority populations, will increase. (Combine four metrics into two. Focus on percentage rather than number of people, across activity types rather than separated by activity types for simplicity, to better reflect objective, and to better align with practice)

Metric E.1.3: By 2019 the number of MSU service, outreach, and engagement activities will increase. (Combine four metrics into two. Focus on number of activities across types for simplicity, to better reflect objective, and to better align with practice)

Original Metrics

Metric E.1.2: By 2019, the number of students, faculty and staff involved in outreach activities will increase, with particular attention to underserved areas and minority populations.

Metric E.1.3: By 2019, the number of students, faculty and staff involved in service activities will increase.

Metric E.1.4: By 2019, all MSU students and faculty will have an engagement experience during their time at MSU.

Metric E.1.5: By 2019, MSU staff will have increased opportunities for engagement experiences.

Integration

Goal: By integrating learning, discovery and engagement, and by working across disciplines, the MSU community will improve the world.

Objective I.1: Increase the integration of learning, discovery and engagement

Proposed Metrics

Metric I.1.1: By 2019, all graduating students will have had a substantial curricular experience that integrates learning, discovery and engagement. (No change)

Technical note: A substantial curricular experience means a credit-bearing course or program in which the student, with the guidance and supervision of a faculty advisor, will learn, discover, and engage in a sustained manner involving observation, critical thinking, creativity, and introspection. The experience culminates in the student producing a formal scholarly product that is discussed with and critically reviewed by the supervising faculty advisor. Courses with qualifying experiences must be designated. (Defines the experience, removed reference to Core)

Metric I.1.2: By 2019, department role and scope documents will include substantial integration of learning, discovery and engagement. (no change)

Technical note: Each college and department's Role, Scope, Criteria, Standards and Procedures document shall define the meaning of "substantial integration of learning, discovery and engagement" in the context of the college or department and shall describe how such integration is assessed and valued for purposes of promotion and tenure as well as annual reviews. Such description shall include the value placed on interdisciplinary teaching and research. (Defines parameters and removes CBA reference)

Original Metrics

Metric I.1.1: By 2019, all graduating students will have had a substantial curricular experience that integrates learning, discovery and engagement.

Technical note: There are a variety of current programs that seem to fulfill this objective, but we don't currently collect (and transcript) them. This will be a new reporting requirement. If included in Core 3.0, this objective will be met for all bachelor degree recipients. There will be a need to develop measurements that demonstrate the integration of the three for graduate students.

Metric I.1.2: By 2019, department role and scope documents will include substantial integration of learning, discovery and engagement. (no change)

Technical note: Role and scope documents will undergo systematic review as part of the faculty collective bargaining agreement.

Objective I.2: Increase work across disciplines.

Proposed Metrics

Metric I.2.1: By 2019, the number of students completing interdisciplinary programs will increase 30 percent. (No change)

Technical note: Completing an interdisciplinary program means that the student:

- (a) Earns an undergraduate major or graduate degree in a field determined to be interdisciplinary.*
- (b) Earns a second major or a second degree in a different department than the first major or degree.*
- (c) Earns a minor in a different department than the major.*
- (d) Earns an interdisciplinary minor, which generally means a minor created to be interdisciplinary, or in a field that does not have a major.*

Degrees and certificates awarded in identified majors are reported here: <http://www.montana.edu/opa/facts/GradsByYear.html> (Added criteria for determining interdisciplinary programs to include)

Metric I.2.2: By 2019, MSU will increase interdisciplinary research and creative projects on campus. (No change)

Technical note: Interdisciplinary research and creative projects are research or creative projects that “integrate[] information, data, techniques, tools, perspectives, concepts, and/or theories from two or more disciplines or bodies of specialized knowledge to advance fundamental understanding or to solve problems whose solutions are beyond the scope of a single discipline or area of research practice.”
(http://www.nsf.gov/od/iaa/additional_resources/interdisciplinary_research/definition.jsp)

Measurable outputs include, but are not necessarily limited to, grant proposals, presentations, published articles, books, book chapters, monographs, juried exhibitions, performances, and compositions. This information may be designated on all intellectual contributions reported in Activity Insight. (Added specificity to definition, added sources)

Original Metrics

Metric I.2.1: By 2019, the number of students completing interdisciplinary programs will increase 30 percent.

Technical note: Degrees and certificates awarded in identified majors are reported here: <http://www.montana.edu/opa/facts/GradsByYear.html>

Metric I.2.2: By 2019, MSU will increase interdisciplinary research and creative projects on campus.

Technical note: This is not currently collected. Faculty will need to identify and report these. The information might come from a faculty activity reporting system.

Stewardship

Goal: As stewards of our land grant institution, we will responsibly manage our human, physical, economic and environmental resources in an open and sustainable manner.

Objective S.1: Human Resources. Attract, develop and retain the best faculty and staff to achieve our MSU mission.

Proposed Metrics

Metric S.1.3: By 2019, faculty and staff participation in professional development opportunities will increase 20 percent. (No change)

Technical note: Participation is currently tracked for long established programs and for professional development opportunities through the Center for Faculty Excellence and Human Resources Professional Development and Training. In addition, we will monitor tuition waivers for employees and expenditures for conference participation as defined by account code 62817. (Specify sources)

Original Metrics

Metric S.1.3: By 2019, faculty and staff participation in professional development opportunities will increase 20 percent.

Technical note: Participation is not currently reported anywhere, so this will require some additional reporting. Figures can be obtained for the most well-developed campus based programs like sabbaticals, BEST awards, DEAL and Leadership MSU.

Objective S.3: Economic Resources. Increase and effectively allocate resources in support of the MSU Strategic Plan.

Proposed Metrics

Metric S.3.1: By 2019, budgeting processes will reflect alignment with the MSU strategic plan. (No change)

Technical Note: MSU will align and justify budgets at all levels and from all sources with the goals in this strategic plan and the unit-level plans that will be developed to reach university goals. This includes an initial phase-in of an all funds budgeting model by FY16 under the leadership of the Budget Council and documenting the alignment of new initiative funding with the MSU strategic plan. (Changed to reflect broader focus of all-fund budgeting underway in the Budget Council)

Original Metrics

Metric S.3.1: By 2019, budgeting processes will reflect alignment with the MSU strategic plan.

Technical Note: MSU will align and justify budgets at all levels and from all sources with the goals in this strategic plan and the unit-level plans that will be developed to reach university goals. This includes the implementation of an allocation model by FY13 under the leadership of the Budget Council and documenting the alignment of new initiative funding with the MSU strategic plan.

Objective S.4: Environmental Resources. Promote sustainable stewardship and a culture of resource conservation at MSU.

Metric S.4.2: MSU will increase waste diverted from landfill to 25% by 2020, in addition to implementing a campus wide source reduction and responsible purchasing policies. (More ambitious than Climate Action Plan specified and easier to understand)

Metric S.4.2: MSU will achieve a 25% increase in waste diverted from landfill by 2020, in addition to implementing a campus wide source reduction and responsible purchasing policies.