

Living The Vision: A performance plan for excellence
Appendix - Goals and Examples of Measures under Consideration

1. To be the “University of Choice” for undergraduate education in New Mexico.

| | |
|---|--|
| Average Proportion Of Undergraduate Students Enrolled From New Mexico Counties Example | |
| ACTUAL | TO BE BEST AMONG NM 4-YR INSTITUTIONS |
| | |

Source:IRPOA

| Undergraduate Student, Faculty, and Staff Diversity Example | | | | |
|---|--------------------------------------|---------------------------------|-------------------------------|-----------------|
| Demographic Category | Fall 0X Undergraduate Students | Fall 0X Full Time Faculty | Fall 0X Full Time Staff | US Census NM |
| | ACTUAL | | | TARGET |
| | (% 's) | (% 's) | (% 's) | (% 's) |
| Anglo/Other | | | | |
| Asian | | | | |
| Black, Non-Hispanic | | | | |
| Hispanic | | | | |
| Native Am | | | | |
| FYI Total | 100 | 100.1 | 100 | 100 |

Source: IPEDS

| | |
|--|--|
| Number of Transfer Students from NM Two-Year Institutions Example | |
| Fall 0X ACTUAL | TO BE BEST AMONG NM 4-YR INSTITUTIONS |
| | |

Source: PEP Report

1. To be the “University of Choice” for undergraduate education in New Mexico. (continued)

| Accountability in Government Act Outcomes (four-year campus) Example | | | |
|--|-------------|--------------------------|---|
| Measure | NMSU Actual | AGA Performance Standard | AGA Measure Met if Proportion ≥ 1.00 |
| Two-Year Transfer Measure | | | |
| Completion Measure 1 | | | |
| Completion Measure 2 (CSRDE) | | | |
| Access Measure 1 Native American (1st yr) | | | |
| Access Measure 2 Native American (ACT Takers) | | | |
| Retention Measure 1 | | | |
| Retention Measure 2 (CSRDE) | | | |
| Institutional Specific 1 # DE Programs | | | |
| Institutional Specific 2 Outcomes Assessment (% mjrs using results) | | | |
| Institutional Specific 3 # Teacher Prep @ 2-Yr | | | |
| Institutional Specific 4 Research \$ (millions) | | | |

Source: PEP Reports

| Degree Programs Available through Distance Education Example | |
|--|---------------------------------------|
| ACTUAL | TO BE BEST AMONG NM 4-YR INSTITUTIONS |
| | |

Source: PEP Reports; PEER information by special request

2. To be nationally and internationally recognized for its academic programs.

| Freshman Composite ACT Score Example | |
|--------------------------------------|--|
| ACTUAL (Fall 0X) | TO BE IN TOP 25% AMONG PEERS (Fall 0X) |
| | |

Source: IPEDS

2. To be nationally and internationally recognized for its academic programs. (continued)

| International and Out Of State Degree-Seeking Graduate Students as a Proportion of Total Degree-Seeking Graduate Students Example | | |
|---|-------------------|---|
| Graduate Student Category | ACTUAL Proportion | Proportion TO BE IN TOP 25% AMONG PEERS |
| International Graduate Students | | |
| Out of State Graduate Student | | |

Source: To be determined

| Graduate Students as a Proportion of All Students Example | | |
|---|----------------|------------------------------|
| Student Academic Level | Fall 0X ACTUAL | TO BE IN TOP 25% AMONG PEERS |
| Graduate Students | | |

Source: IPEDS

- Retain a competitive percentage of students to degree completion at all academic levels

| Degree Completion Example | | |
|--|--------|------------------------------|
| Measures | ACTUAL | TO BE IN TOP 25% AMONG PEERS |
| First-Year Retention Rate (NMSU vs. PEER Cohort) | | |
| Six-Year Graduation Rate (NMSU vs. PEER) | | |

Source: IPEDS

| Teaching and Academic Support Example | | |
|---|--------|------------------------------|
| Measures | ACTUAL | TO BE IN TOP 25% AMONG PEERS |
| Student Faculty Ratio (Fall 0X NMSU vs. Fall 0X PEER) | | |
| Percentage of classes with 1-19 Students | | |
| Percentage of Instructional Faculty who are Full-Time (Fall 0X NMSU vs. Fall 0X PEER) | | |

Source: PEP Reports (NMSU Student Faculty Ratio)USNWR

3. To have a high quality, diverse faculty, staff and student body.

| Faculty and Staff Diversity Example | | | | |
|-------------------------------------|-----------------|------------------------------|---------------|------------------------------|
| Demographic Category | Fall 0X Faculty | TO BE IN TOP 25% AMONG PEERS | Fall 0X Staff | TO BE IN TOP 25% AMONG PEERS |
| | (% 's) | | | |
| Anglo/Other | | | | |
| Asian | | | | |
| Black, Non-Hispanic | | | | |
| Hispanic | | | | |
| Native Am | | | | |
| FYI Totals | | | | |

Source: IPEDS

| Full-Time Faculty with Terminal Degrees Example | |
|---|------------------------------|
| ACTUAL | TO BE IN TOP 25% AMONG PEERS |
| | |

Source: PEP Reports (NMSU); Kaplan &/or AAUP(PEERS)

| Faculty Compensation Example | | |
|--|----------------|--------------------------------------|
| Measures | Fall 0X ACTUAL | Fall 0X TO BE IN TOP 25% AMONG PEERS |
| | \$(000s) | \$(000s) |
| Average Salary All Faculty Ranks | | |
| Average Compensation All Faculty Ranks | | |

Source: AAUP; Consider adjusting measure for cost-of-living.

| Student Diversity Measures by Academic Level Example | | | | |
|--|----------------------|--------------------------|-------------------|--------------|
| Demographic Category | Certificate Students | Two-year Degree Students | Graduate Students | US Census NM |
| | ACTUAL | ACTUAL | ACTUAL | TARGET |
| | (% 's) | (% 's) | (% 's) | (% 's) |
| AfroAm | | | | |
| Anglo/Other | | | | |
| Asian | | | | |
| Hispanic | | | | |
| Native Am | | | | |
| FYI Totals | | | | |

Sources: To be determined.

4. To be nationally and internationally recognized in research and creative activity.

| Total Research (\$ Millions) Example | | |
|--------------------------------------|--------|------------------------------|
| Measures | ACTUAL | TO BE IN TOP 25% AMONG PEERS |
| Total Research | | |
| Total Federal Research | | |

Source: The Center (Top 200 Research Universities) – Gainesville, FLA; Consider “improve federal ranking” measure and adjusting measures to be Per Full-Time Faculty Member

| Faculty Participation in Research and Creative Activity Example | | |
|---|--------|------------------------------|
| Measures | ACTUAL | TO BE IN TOP 25% AMONG PEERS |
| | (#) | (#) |
| Faculty Citations | | |
| Faculty Publications | | |
| Faculty Awards | | |
| Doctoral Degrees Awarded | | |
| National Academy Members | | |
| Postdoctoral Appointees | | |

Source: The Center (Top 200 Research Universities) – Gainesville, FLA; More complete information available through Essential Science Indicators (ISI); Adjust degrees awarded to be per graduate school faculty member.

5. To serve as an engine for economic, social, educational and community development in New Mexico.

| Technology Transfer Example | | |
|--|--------|------------------------------|
| Measures | ACTUAL | TO BE IN TOP 25% AMONG PEERS |
| Start-Up Companies Formed | | |
| U.S. Patents Issued | | |
| Invention Disclosures Received | | |
| Total U.S. Patent Applications Filed | | |
| Licenses & Options Executed | | |
| Adjusted Gross Income Received (\$000) | | |
| Licenses and Options Yielding License Income | | |

Source: AUTM-Annual Survey

| Cooperative Extension Example - Measure to be Determined | |
|--|------------------------------|
| ACTUAL | TO BE IN TOP 25% AMONG PEERS |
| | |

Source: To be determined

5. To serve as an engine for economic, social, educational and community development in New Mexico. (continued)

| Two-year to Four-year Academic Program Example - Measure to be Determined | |
|---|---------------------------------------|
| ACTUAL | TO BE BEST AMONG NM 4-YR INSTITUTIONS |
| | |

Source: To be determined

| 2+2 Preparation Programs Example | | |
|----------------------------------|--------|---------------------------------------|
| Measure | ACTUAL | TO BE BEST AMONG NM 4-YR INSTITUTIONS |
| | | |

Source: PEP Reports; PEER information by special request

| Accountability in Government Act Outcomes (two-year campuses) Example | | | |
|---|-------------|--------------------------|---|
| Measure | NMSU Actual | AGA Performance Standard | AGA Measure Met if Proportion ≥ 1.00 |
| Two-year Campus Completion Measure (Complete in 3 yrs) | | | |
| Two-year Campus Retention Measure (>9 cr.to 2nd yr) | | | |
| Small Business Development Centers | | | |
| Two-year Campus Students with New Mexico Jobs | | | |

Source: NM AGA – NMACC

| Improvement in Adult Student Personal Income | | |
|--|--------|---------------------------------------|
| Measure | ACTUAL | TO BE BEST AMONG NM 4-YR INSTITUTIONS |
| | | |

Source: NM NMACC

6. To be an excellent steward of all resources dedicated to achieving the vision of the University.

| Measures of Alumni Giving Example | | |
|--|--------|------------------------------|
| Measures | ACTUAL | TO BE IN TOP 25% AMONG PEERS |
| Annual Giving (\$ Millions) | | |
| Two-Year Average Percentage of Alumni Who Give | | |

Source: The Center (Top 200 Research Universities) – Gainesville, FLA; USNWR (% giving)

6. To be an excellent steward of all resources dedicated to achieving the vision of the University. (continued)

| Percentage of Total Expenditures Allocated Example | | |
|--|--------|------------------------------|
| Measures | ACTUAL | TO BE IN TOP 25% AMONG PEERS |
| Instruction, Research & Service in Total | | |
| Administration | | |

Source: IPEDS; PEP Reports

| Endowed Assets (\$ Millions) Example | |
|--------------------------------------|------------------------------|
| ACTUAL | TO BE IN TOP 25% AMONG PEERS |
| | |

Source: The Center (Top 200 Research Universities) – Gainesville, FLA

| New Mexico Financial Ratio Example | | |
|------------------------------------|--------|---------------------------------------|
| Measures | ACTUAL | TO BE BEST AMONG NM 4-YR INSTITUTIONS |
| Viability Ratio | | |
| Primary Reserve Ratio | | |
| Net Income Ratio | | |
| Debt Burden Ratio | | |
| Return on Net Assets Ratio | | |

Source: NMSU Financial Services