

# Metrics and the Academic Plan

University of Connecticut  
Board of Trustees

September 8, 2004

# Purpose of Academic Plan

- © Meet the expectations of the students and state for a world-class university
- © Provide an educational experience that is unrivalled in its cost-benefit ratio
- © Accelerate Connecticut's 'Brain Gain'
- © Enhance the quality of the state's workforce
- © Strengthen the scientific/technological infrastructure of Connecticut's economy

# Purpose of Metrics

- © Ability to compare UConn with peer institutions in a clear and concise fashion
- © Identification of factors which characterize the University's success in meeting its academic goals
- © Provides the basis for a consistent resource allocation model
- © Serves as a guide for reallocation and hiring decisions at all levels

# Implementation of Focused Metrics

## ◎ Undergraduate Education

- ▣ Freshmen Average SAT
- ▣ 6 Year Graduation Rate
- ▣ Student/Faculty Ratio

## ◎ Research & Graduate/Professional Education

- ▣ Doctoral Degrees Awarded
- ▣ Post Doctoral Appointees
- ▣ External Research Expenditures

## ◎ Diversity

- ▣ Minority 6 Year Graduation Rate
- ▣ Faculty: % Underrepresented

## ◎ Resources

- ▣ Endowment Assets Market Value
- ▣ Alumni Giving Rate

## ◎ Reputation: Public National University Rank

# Peer Institutions

- ◎ Iowa State University
- ◎ Ohio State University
- ◎ Purdue University
- ◎ Rutgers University
- ◎ University of Georgia
- ◎ University of Iowa
- ◎ University of Minnesota-Twin Cities
- ◎ University of Missouri-Columbia

# 3 Year Goals

- ◎ Freshmen Average SAT - Rank 3rd
- ◎ 6 Year Grad Rate - Rank 2nd
- ◎ Doctoral Degrees - @ Peer Average
- ◎ Post Docs – Rank 2nd
- ◎ Research Expenditures - @ Peer Average
- ◎ Minority 6 Year Grad Rate – Rank 1st
- ◎ % Underrepresented Faculty – Rank 1st
- ◎ Endowment Assets – 30% Increase
- ◎ Alumni Giving – Rank 1st
- ◎ America's Best College Rank – Top 20

# 5 Year Goals

© Rank 1st or 2nd in all categories  
(except Endowment Assets)

© Modify peer group

# Provost's Grant Competition

- ©48 pre-proposals submitted in short timeframe
- ©7 invited to present full proposals
- ©Decisions will be announced by November 1, 2004

*Proposals for Excellence!*



# Program Focus Areas

5 Year Hiring Plan: 150 Faculty

©Life Science/Technology/Environment: 75

©Arts & Culture: 26

©Health & Human Services: 49

# Program Focus Areas

## 1st Year Plan: 30 Faculty

### © Life Science/Technology/Environment: 17

▣ Biology (4), Engineering (4), Physical Sciences (4), Psychology (3), Agriculture (1), Pharmaceutical Science (1)

### © Arts & Culture: 4

▣ Fine Arts (1), Humanities (1), Law (1), Avery Point (1)

### © Health & Human Services: 9

▣ Business (2), Education (2), Family Studies (1), Nursing (1), Political Science (1), Stamford (1), Tri-Campus (1)

# Research & Graduate Education

© To increase research expenditures, hires should be focused in: Biological Sciences, Physical Sciences & Engineering and Psychology

or

© In other words: Life Science/Technology/Environment sections of the Academic Plan

but

© “Start ups” will be more costly in lab sciences

© Research awards will lag 2-3 years behind hires, especially with assistant professors

# Targeted Resource Allocation

- © Allocation of 150 positions
- © Reallocation into areas of priority
- © Methodology

# Methodology for Resource Allocation

- © The challenge – translate the numbers into a resource allocation plan.
- © We have initiated conversations with Dr. William Massy, President, Jackson Hole Higher Education Group, Inc., Professor Emeritus, and former CFO Stanford University to create a methodology which guides resource allocation

# Conclusion

- © University must move to the next level to fulfill expectations
- © Investment in faculty is essential
- © Hire faculty in areas of highest payoff / greatest demand
- © Use existing resources wisely