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