

MISSOURI S&T WILL REMAIN VIGILANT IN PROVIDING VALUE AND OPPORTUNITY 12/1/2017

Missouri S&T Compact for Excellence in Student Success

Striving for excellence in academic quality and diversity, learning experiences, flexible paths to learning and degree completion, professional development, retention and graduation rates, career outcomes, affordability, debt at graduation and loan default rates.

Objective (Outcome)	Primary Sub-goal supported	Unit Owner/ Administrative Manager	Metric
1. INCREASE QUALITY OF THE STUDENT EXPERIENCE			
Provide student services and experiences to maximize career success	Career Outcomes	Career Opportunities/ Vice Chancellor for Student Affairs	Career outcomes rate
Increase undergraduate and graduate national and international awards and increase excellence student design team performance	Other	Chairs/Vice Provost for Academic Support	Number of national and international student awards: Gates Cambridge, Goldwater, Rhodes, Fulbright, NSF Graduate Fellows, DOE Fellows, DOD Fellows, NIH Fellows, Gates Millennial, NASA Fellows and others Student design team performance
2. MAINTAIN AFFORDABILITY AND OPPORTUNITY			
Increase opportunities and recruitment from underserved parts of the state focusing on first-generation and underrepresented students	Degree Completion	Vice Provost for Enrollment Management/Provost	Number of first-generation students and number of underrepresented students
Increase utilization of open source textbooks	Debt at Graduation	Faculty/Chairs	Number of courses utilizing open source textbooks
Increase opportunities to shorten time-to-degree completion	Degree Completion	Chairs, VP&Deans/ Provost	Number of students who graduate in four years

Missouri S&T Compact for Excellence in Research and Creative Works

Striving for excellence in intellectual merit and broader impact, extramural research, high-quality publications and citations, faculty awards and recognition, curated exhibits and juried performances.

Objective (Outcome)	Primary Sub-goal supported	Unit Owner/ Administrative Manager	Metric
1. BUILD A CULTURE OF RESEARCH AND SCHOLARSHIP			
Build a culture of research priority through goal-driven resource allocation, faculty hiring and retention efforts and improved faculty engagement	Extramural Research	Vice Provosts, Vice Chancellors/ Chancellor	Faculty hires, faculty attrition, amount of resource allocation
Increase quality of scholarly works including creative works, curated exhibits and juried performances	Curated Exhibits & Juried Performances	Faculty/Chairs	Number of citations, publications, curated exhibits, juried performances
Manage workload policy to equitably distribute faculty time for scholarly activity	Broader Impact	Chairs/VP&Deans	Executed faculty workload guidelines
2. ACHIEVE HIGHEST CLASSIFICATION IN CARNEGIE RANKINGS			
Double annual research expenditures	Extramural Research	Vice Chancellor for Research/ Chancellor	Annual research expenditures, number of undergraduate research opportunities, number of endowed professorships, number of interdisciplinary research projects, number of interinstitutional research projects, number of post-docs, number of full-time graduate students
Increase doctoral degree productivity (absolute and per-capita)	Broader Impact	Chairs/VP&Deans	Number of doctoral degrees granted

Missouri S&T Compact for Excellence in Engagement and Outreach

Strive for excellence by building a climate that values the diverse background, experiences and perspectives of each individual; effective programs for educational, health, cultural, economic and social outreach with local, state and global communities; and innovative partnerships with industry for economic and workforce development.

Objective (Outcome)	Primary Sub-goal supported	Unit Owner/ Administrative Manager	Metric
1. INCREASE VALUE AND OPPORTUNITY FOR OUR STAKEHOLDERS THROUGH OUTREACH			
Increase awareness of, and improve access to, university expertise and capabilities	Programs for Educational, Health, Cultural, Economic and Social Outreach	Vice Provosts, Vice Chancellors/Chancellor	Development of experts database
Increase reciprocal agreements with UM campuses, other academic institutions, national laboratories, and external partners	Innovative Partnerships with Industry	Vice Provosts, Vice Chancellors/Chancellor	Number of reciprocal agreements
2. INCREASE OUTREACH AND EDUCATIONAL SUPPORT			
Provide increased support for students and teachers in K-12, particularly in underserved areas and in STEM disciplines	Programs for Educational, Health, Cultural, Economic and Social Outreach	Faculty/VP&Deans	Number of courses and programs

Missouri S&T Compact for Inclusive Excellence

Comprehensively integrate inclusion efforts into the areas of access and success, campus climate and intergroup relations, education and scholarship, institutional infrastructure, community engagement

Objective (Outcome)	Primary Sub-goal supported	Unit Owner/ Administrative Manager	Metric
1. FOSTER AN INCLUSIVE ENVIRONMENT THAT VALUES DIVERSITY AT S&T			
Provide a campus atmosphere that creates a safe and respectful place for all, especially underrepresented groups, and promote the same values in the community	Campus Climate and Intergroup Relations	Vice Provosts, Vice Chancellors/ Chief Diversity Officer	Survey results
Provide additional professional development opportunities related to diversity and inclusion	Access and Success	Vice Provosts, Vice Chancellors/ Chief Diversity Officer	Number of additional professional development opportunities
Develop a campus recruitment, hiring and retention plan based on best practices	Institutional Infrastructure	Vice Provosts, Vice Chancellors/ Chief Diversity Officer	Plan developed

Missouri S&T Compact for Excellence in Planning, Operations and Stewardship

Strive for excellence in long-term planning processes for operating and capital needs, measures of accountability visible to all stakeholders, processes, practices, and policies that encourage collaborations and progress across the four institutions of the UM System, and a change in organizational structures to achieve the objectives of the research, teaching and engagement mission.

Objective (Outcome)	Primary Sub-goal supported	Unit Owner/ Administrative Manager	Metric
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1. INCREASE TRANSPARENCY OF BUSINESS SERVICES AND FISCAL OPERATIONS

Evaluate and redesign the physical facilities funding model and campus service providers to increase efficiency and transparency	Measures of Accountability Visible to All Stakeholders	Vice Chancellor for Finance and Operations	Written protocols of how services are funded and implemented
Evaluate the budgeting process	Long-term Planning Processes for Operating and Capital Needs	Vice Provosts, Vice Chancellors/ Vice Chancellor for Finance and Operations	Evaluation completed

2. INCREASE EFFECTIVENESS OF BUSINESS SERVICES AND FISCAL OPERATIONS

Redesign the budget revenue distribution model to more effectively support campus wide strategic objectives	Long-term Planning Processes for Operating and Capital Needs	Vice Provosts, Vice Chancellors/ Vice Chancellor for Finance and Operations	Evaluation of all internal and external revenue streams including tuition, fees, indirect cost recovery and recharges/ Changes made to budget model
Develop a written comprehensive compensation policy	Measures of Accountability Visible to All Stakeholders	Vice Provosts, Vice Chancellors/ Vice Chancellor for Finance and Operations	Policy written and adopted
Improve effective utilization of carryover	Long-term Planning Processes for Operating and Capital Needs	Vice Provosts, Chairs/Vice Chancellor for Finance and Operations	Written and approved reserve protocols for departments, colleges, divisions and the institution
Evaluate processes to improve efficiency and service	Long-term Planning Processes for Operating and Capital Needs	Vice Chancellors/ Chancellor	Number of processes enhanced
Implement program prioritization efforts for all academic and non-academic departments	Change in Organizational Structures to Achieve Objectives of Research, Teaching and Engagement Mission	Vice Chancellors/ Chancellor	Project completion

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