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## Background

- President's initiative to promote transparency and accountability regarding overall performance
- "A Strategic Direction for the University System" outlined first cut of measures in October 2008
- Impetus: Association of Governing Boards
- University systems and performance measures

University of Missouri Strategic Plan: Organized around Five Themes

- Teaching and Learning
- Research and Discovery
- Economic Development
- Community Service and Engagement
- Developing and Managing Human, Financial, and Physical Resources



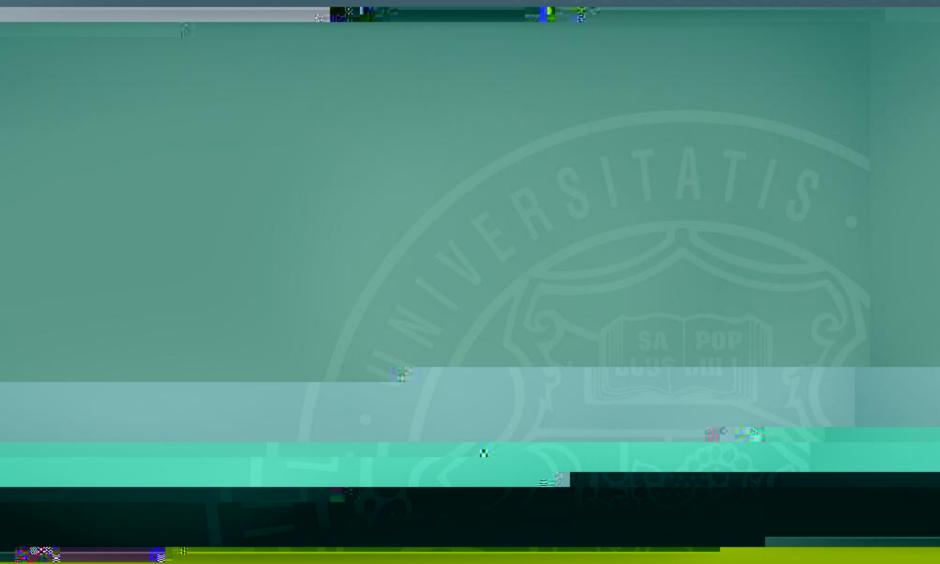
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### **Process of Developing Measures**

- Task Force began August 2008
- Four campuses and UM System represented
- Meetings and video conferences during year
- Relied heavily on campus and UM System IR offices
- UM System IR maintained official report template
- Report template and core measures finished March 2009
  - Historical data, benchmarks, and comparator peer averages populated July 2009
  - Campuses given option to add campus-specific measures
  - Campus targets established August 2009



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### **Components of Notebook - Campus Reports**

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## **Campus Report Example**

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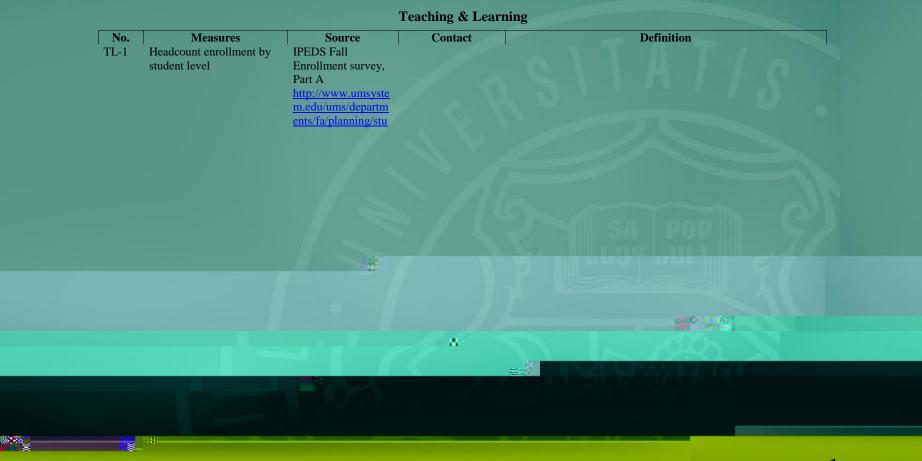
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No.		Measures	FY07	FY08	FY09	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	Source
	Teach	ng and Learning						No. Tak		
TL-1	Heado	ount enrollment by student level					1 - 1	٩./	2.1	IPEDS Fall / EMSAS Fall
	Und	ergraduate	21,484	21,586	22,980		24,741		25,658	•
	Gra	uate	5,598	5,708	6,024		6,481		7,573	
	Prof	essional	1,102	1,111	1,126		1,123		1,418	
		ping and Managing Human, Financial, ysical Resources								
DM-1	Avera	e ranked faculty salary	\$74,549	\$76,139	\$81,604		\$85,000	\$112,481	\$93,957	AAUP (Academe)
	(1) Indicator:									
		Green = reach or exceed								
		Yellow = making progress								A DESCRIPTION OF
	Red = no progress								1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	
	(2) Target Indicator for most measures is for 3 full years out, FY12.									
	(3) Benchmark based on top performing peer institution in FY07.									
	(d) Peer Average based on FY07 peer institution data. (4) Peer Average based on FY07 peer institution data. ⇒									

### **Components of Notebook - Operational Definitions**

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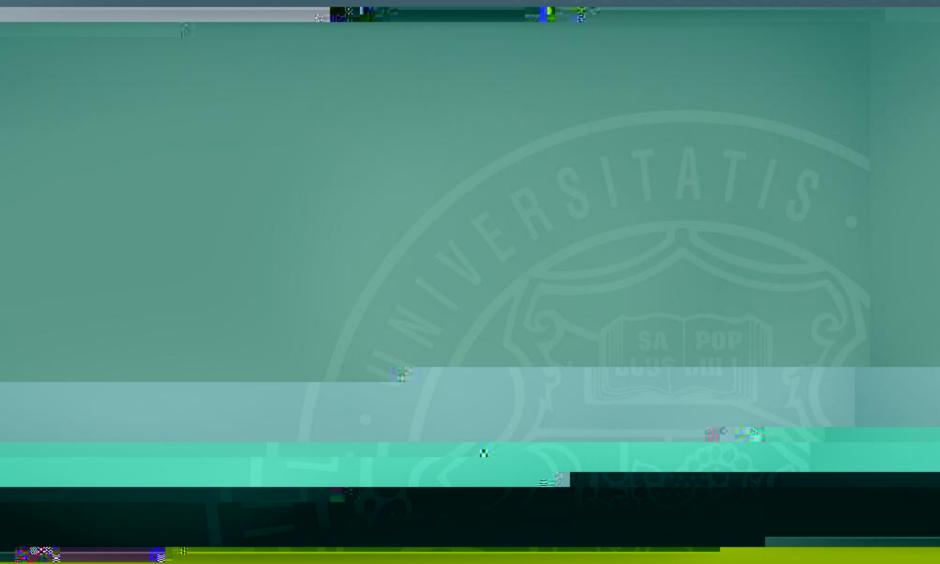


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#### Strategies for setting campus targets

- Campus sets targets on selected measures
- Same for each campus
- Reviewed and discussed annually by Chancellors & President



#### **Annual Process**

- Collaboration with campuses
- UM System IR responsible for maintaining and updating report

- Updates shared with Board of Curators in December
- Considered dynamic document

#### Lessons Learned

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- President lead effort
- Balancing involvement and speed

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Changes based on campus input

#### Questions

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