APPENDIX

Below is a table of agreed-upon measures we will use on an annual basis to track our progress as we become an AAU-like institution.

KEY INDICATORS OF SUCCESS FOR ARTS & HUMANITIES DEPARTMENTS			
INDICATOR	DEFINITION	GOAL	RESPONSIBLE TO MONITOR
UNDERGRADUATE EDUCATION			
FRESHMAN RETENTION RATE	% of full-time degree seeking students who return the following year	Enhance advising; involve regular faculty in introductory courses; enable high quality faculty-student interaction	Dean's Office
6-YEAR GRADUATION RATE	% of full-time degree seeking students who began as first year students and have graduated within 6 years	Enhance advising; enable high quality faculty-student interaction; normal progress to degree	Dean's Office
SACS ACCREDITATION	Adherence to a set of educational standards for quality assurance as determined by Southern Association of Colleges and Schools	Meet SACS learning outcomes	Departments
# OF MAJORS AND MINORS IN A DEPARTMENT	Number of total majors and minors as determined by university in annual Fall Factbook	Desirable major/minor to maintain or increase demand high-quality majors and minors	Dean's Office & Departments
RESEARCH AND GRADUATE EDUCATION			
QUALITY PUBLICATIONS, BOOKS, AND OTHER SCHOLARLY PRODUCTS; PRODUCTIONS IN THEATRES WITH NATIONAL IMPACT; ART EXHIBITIONS IN HIGH IMPACT VENUES AND HAVING WORK ACCEPTED INTO THE PERMANENT COLLECTIONS OF MUSEUMS, NATIONAL LIBRARIES AND PRESTIGIOUS ORGANIZATIONS	Quality as determined per disciplinary standards	Increase the number of quality products	Department
PERCENT OF FACULTY WITH EXTERNAL GRANTS, AWARDS, AND FELLOWSHIPS	Number of regular faculty with external grants, awards and fellowships divided by total regular faculty roster	Improve percentage	Department
SACS ACCREDITATION	Adherence to a set of educational standards for quality assurance as determined by Southern Association of Colleges and Schools	Meet SACS learning outcomes	Departments

KEY INDICATORS OF SUCCESS FOR ARTS & HUMANITIES DEPARTMENTS

INDICATOR	DEFINITION	GOAL	RESPONSIBLE TO MONITOR
RESEARCH AND GRADUATE EDUCATION			
NUMBER OF FACULTY WHO SERVE ON NEH/NEA REVIEW PANELS, NATIONAL COMMITTEES, EDITORSHIPS OF JOURNALS, NATIONAL LEADERSHIP POSITIONS IN PROFESSIONAL ASSOCIATIONS	Self-explanatory	Increase the number of faculty with national service	Department
DIVERSITY OF FACULTY	Self-explanatory	Increase faculty diversity	Dean's Office
PHD DEGREES GRANTED PER YEAR (AVERAGE OF THE PAST 3 YEARS)	Self-explanatory	Recruit stronger PhD students; reduce attrition rate; reduce time to graduation	Department
DIVERSITY OF GRADUATE STUDENTS	Self-explanatory	Increase diversity of graduate students	Department
TIME-TO-DEGREE (AVERAGE OF THE PAST 3 YEARS)	% of PhD students completing their degrees within the average time-to-degree per the disciplinary norms	Timely graduation of students; increase percent of PhD students who complete degree within the average time-to-degree per disciplinary norms	Department
ADDITIONAL			
FACULTY IN NATIONAL ACADEMIES	Self-explanatory	Increase the number of faculty who are members of the National Academies	Dean's Office
PERCENT ANNUAL GIVING	Self-explanatory	Increase number of alumni donors; increase the College endowment	Dean's Office

KEY INDICATORS OF SUCCESS FOR SCIENCE DEPARTMENTS

INDICATOR	DEFINITION	GOAL	RESPONSIBLE TO MONITOR
UNDERGRADUATE EDUCATION			
FRESHMAN RETENTION RATE	% of full-time degree seeking students who return the following year	Enhance advising; involve regular faculty in introductory courses; enable high quality faculty-student interaction	Dean's Office
6-YEAR GRADUATION RATE	% of full-time degree seeking students who began as first year students and have graduated within 6 years	Enhance advising; enable high quality faculty-student interaction; normal progress to degree	Dean's Office
SACS ACCREDITATION	Adherence to a set of educational standards for quality assurance as determined by Southern Association of Colleges and Schools	Meet SACS learning outcomes	Departments
# OF MAJORS AND MINORS IN A DEPARTMENT	Number of total majors and minors as determined by university in annual Fall Factbook	Desirable major/minor to maintain or increase demand High quality majors and minors	Dean's Office & Departments
RESEARCH AND GRADUATE EDUCATION			
IMPACT OF PUBLICATIONS, BOOKS, AND OTHER SCHOLARLY PRODUCTS	Impact of publications can be measured by a variety of means such as H-index or impact factor; departments will rank their publications based on disciplinary standards	Increase citations per publication; publish in higher impact journals or quality presses	Department
PERCENT FACULTY WITH GRANTS AND AWARDS	Self-explanatory	Increase faculty diversity	Dean's Office
NUMBER OF PROPOSALS SUBMITTED	Self-explanatory	Increase extramural proposal submissions	Department
SACS ACCREDITATION	Adherence to a set of educational standards for quality assurance as determined by Southern Association of Colleges and Schools	Meet SACS learning outcomes	Departments

KEY INDICATORS OF SUCCESS FOR SCIENCE DEPARTMENTS

INDICATOR	DEFINITION	GOAL	RESPONSIBLE TO MONITOR
RESEARCH AND GRADUATE EDUCATION			
EXTERNAL FUNDING EXPENDITURES	External funding expenditures for the prior fiscal year (direct costs only)	Increase grant funding from federal and other sources	Department
NUMBER OF FACULTY WHO SERVE IN NIH/NSF REVIEW PANELS, NATIONAL COMMITTEES, EDITORSHIPS OF JOURNALS, NATIONAL LEADERSHIP POSITIONS IN PROFESSIONAL ASSOCIATIONS	Self-explanatory	Increase the number of faculty with national service	Department
DIVERSITY OF FACULTY	Self-explanatory	Increase faculty diversity	Dean's Office
PHD DEGREES GRANTED PER YEAR (AVERAGE OF THE PAST 3 YEARS)	Self-explanatory	Recruit stronger PhD students; reduce attrition rate; reduce time to graduation	Department
DIVERSITY OF GRADUATE STUDENTS	Self-explanatory	Increase diversity of graduate students	Department
TIME-TO-DEGREE (AVERAGE OF THE PAST 3 YEARS)	% of PhD students completing their degrees within the average time-to-degree per the disciplinary norms	Timely graduation of students; increase percent of PhD students who complete degree within the average time-to-degree per disciplinary norms	Department
ADDITIONAL			
FACULTY IN NATIONAL ACADEMIES	Self-explanatory	Increase the number of faculty who are members of the National Academies	Dean's Office
PERCENT ANNUAL GIVING	Self-explanatory	Increase number of alumni donors; increase the College endowment	Dean's Office

KEY INDICATORS OF SUCCESS FOR SOCIAL SCIENCE DEPARTMENTS

INDICATOR	DEFINITION	GOAL	RESPONSIBLE TO MONITOR
UNDERGRADUATE EDUCATION			
FRESHMAN RETENTION RATE	% of full-time degree seeking students who return the following year	Enhance advising; involve regular faculty in introductory courses; enable high quality faculty-student interaction	Dean's Office
6-YEAR GRADUATION RATE	% of full-time degree seeking students who began as first year students and have graduated within 6 years	Enhance advising; enable high quality faculty-student interaction; normal progress to degree	Dean's Office
SACS ACCREDIATION	Adherence to a set of educational standards for quality assurance as determined by Southern Association of Colleges and Schools	Meet SACS learning outcomes	Departments
# OF MAJORS AND MINORS IN A DEPARTMENT	Number of total majors and minors as determined by university in annual Fall Factbook	Desirable major/minor to maintain or increase demand High quality majors and minors	Dean's Office & Departments
RESEARCH AND GRADUATE EDUCATION			
IMPACT OF PUBLICATIONS, BOOKS, AND OTHER SCHOLARLY PRODUCTS	Impact of publications can be measured by a variety of means such as H-index or impact factor; departments will rank their publications based on disciplinary standards	Increase citations per publication; publish in higher impact journals or quality presses	Department
PERCENT OF FACULTY WITH GRANTS AND AWARDS	Number of regular faculty with active grants divided by total regular faculty roster	Increase grant activity and the number of awards in all departments	Department
NUMBER OF PROPOSALS SUBMITTED	Self-explanatory	Increase extramural proposal submissions	Department
SACS ACCREDIATION	Adherence to a set of educational standards for quality assurance as determined by Southern Association of Colleges and Schools	Meet SACS learning outcomes	Departments

KEY INDICATORS OF SUCCESS FOR SOCIAL SCIENCE DEPARTMENTS

INDICATOR	DEFINITION	GOAL	RESPONSIBLE TO MONITOR
RESEARCH AND GRADUATE EDUCATION			
EXTERNAL FUNDING EXPENDITURES	Self-explanatory	Increase grant funding from federal and other sources	Department
NUMBER OF FACULTY WHO SERVE IN NIH/NSF REVIEW PANELS, NATIONAL COMMITTEES, EDITORSHIPS OF JOURNALS, NATIONAL LEADERSHIP POSITIONS IN PROFESSIONAL ASSOCIATIONS	Self-explanatory	Increase the number of faculty with national service	Department
DIVERSITY OF FACULTY	Self-explanatory	Increase faculty diversity	Dean's Office
PHD DEGREES GRANTED PER YEAR (AVERAGE OF THE PAST 3 YEARS)	Self-explanatory	Recruit stronger PhD students; reduce attrition rate; reduce time to graduation	Department
DIVERSITY OF GRADUATE STUDENTS	Self-explanatory	Increase diversity of graduate students	Department
TIME-TO-DEGREE (AVERAGE OF THE PAST 3 YEARS)	% of PhD students completing their degrees within the average time-to-degree per the disciplinary norms	Timely graduation of students; increase percent of PhD students who complete degree within the average time-to-degree per disciplinary norms	Departments
ADDITIONAL			
FACULTY IN NATIONAL ACADEMIES	Self-explanatory	Increase the number of faculty who are members of the National Academies	Dean's Office
PERCENT ANNUAL GIVING	Self-explanatory	Increase number of alumni donors; increase the College endowment	Department