

EMBRACING THE LEGACY TRANSFORMING THE FUTURE

PROGRESS REPORT SPRING 2023



ACADEMIC EXCELLENCE

YEAR 1	Key Performance Indicators	On/above target Ongoing Below target	YEAR 1 Accomplishment(s)
Expand undergraduate educational programs by focusing on those that are nighly marketable.	 Increase number of academic programs reviews to three annually. Evaluate, consolidate, and align existing programs. 		 Comprehensive Program Review began 1/23 Comprehensive Program Review began 1/23
ncrease the number of master's and doctoral degree programs.	 Needs assessment completed of masters and doctoral programs. 		Comprehensive Program Review began 1/23
	Develop enrollment management plans for both graduate and undergraduate programs to achieve Carnegie status by Year 4.		Enrollment Management Plan Draft Completed Fall 2022
Expand our global research activities, locations, and partners	 Expand global education and research activities with an emphasis on building global hubs in the Middle East, Africa, Caribbean Islands, and Asia Pacific. 		 Global Office expanding collaborations with Nigerian University, Jamaica, Brazil, and Kenya Global Studies Minor
			Passport Fair

OPERATIONAL EFFICIENCY

YEAR 1	Key Performance Indicators	On/above target Ongoing Below target	YEAR 1 Accomplishment(s)
Optimize the use of University esources to fund and support strategic initiatives while maintaining fiscal viability and sustainability.	 Evaluate optimum enrollment size to ensure sustainability. 	•	
Create a culture that embraces operational efficiency, best oractices, and continuous quality and service mprovements.	 Revolutionize and streamline operations to create less paper, less duplication of work. 	<u>O</u>	 Reviewed best practices from other organizations IT 3.5 million grant to assist with streamlining processes
	 Explore the rationale for decreasing faculty loads (indirect costs; curriculum sheets). 	<u> </u>	Workload survey instrument developed
	• Customer Satisfaction Surveys 95% (internal and external stakeholders).		 Reviewed Customer Satisfaction Surveys Customer Services (Point of Contact/Service) begin dissemination SP 23
ncrease operational excellence and efficiencies.	 Implementation of electronic performance evaluation and review 		Faculty Evaluations Spring 2023
	 processes. Faculty and staff satisfaction surveys; 75% satisfaction rate Explore the rationale for decreasing faculty loads (indirect cost; curriculum sheets). 		 Campus Climate Survey Disseminated Fall 2022 Faculty Evaluations Spring 2023 Workload survey instrument developed and reviewed

STUDENT EXPERIENCE

YEAR 1	Key Performance Indicators	On/above target Ongoing Below target	YEAR 1 Accomplishment(s)
• Build a customer service engagement culture for students that is modeled on the University's core values.	Student customer service satisfaction surveys; 75% satisfaction.		 Ongoing; student satisfaction over 92% with REACH Retention Services Entering Student Survey (BCSSE) Exit Student Survey
	Increase retention rates and reduce withdrawal, and drop out rates.		 Implemented full-time REACH Advisors Fall 2022 Implementation of Navigate (EAB) Student App Faculty Recitation Courses Spring 2023 University wide Retention Committee launched Ranked #1 Retention -Chronicle of Higher Education
Increase recruitment and enrollment of undergraduate students	Develop Enrollment Management Plan.		Enrollment Plan draft submitted Fall 2022
	 5% annual increase in undergraduate enrollment. 		Optimize recruitment efforts; Implementation of SLATE CRM

RESEARCH, INNOVATION AND ENTREPRNEURSHIP

YEAR 1	Key Performance Indicators	On/above target Ongoing Below target	YEAR 1 Accomplishment(s)
Strengthen the grants and contracts accounting in both the pre- and post-award processes to ensure accurate and timely documentation and financial oversight.	Develop Standard Grants Administrative Policies and Procedures that clarify, specify and formalize expectations criteria in full compliance with grant award.	0	 Taskforce fact finding and collecting best practices regarding policies and procedures (FACT FINDING)
	 Grants management software in place and operational by Year 2. 	O	 Taskforce fact finding and collecting best practices regarding policies and procedures (FACT FINDING)
ncrease external funding to support research, Innovation and entrepreneurship.	• Increase in external funding to support research, innovation, and entrepreneurship 5% annually.		
expand and enhance Tuskegee University research acilities.	Complete a research facilities needs assessment.		

YEAR 1	Key Performance Indicators	On/above target Ongoing Below target	YEAR 1 Accomplishment(s)
evelop a competitive impensation program to tract and retain world-class culty and staff.	Complete a compensation analysis.		 Funding needed to provide assistance with compensation plan
evelop a center for ontinuing education to nhance the professional evelopment and learning of aculty and staff.	 Student satisfaction with faculty teaching and professionalism; 95%. 	•	 Course Evaluations disseminated Fall 22; dissemination sett Spring 23 Ongoing Course Evaluations
ncrease the number of ndowed professorships and hairs through enhanced undraising initiatives.	 One endowed professorship and chair per College/School within 5 years. 		

ADVANCES IN INFRASTRUCTURE AND RESOURCES

YEAR 1	Key Performance Indicators	On/above target Ongoing Below target	YEAR 1 Accomplishment(s)
ate the campus master plan oving the campus structure.	Update campus master plar		
•	Create plan for facilities renovations and development.		
•	Remediate health and safety issues within residence halls and classroom buildings.	0	Classroom upgradesADA campus enhancements
	C		
ance technology oughout the University npus to support digital urity and academic ellence.	Develop digital-readiness technology plan	•	 In progress-IT 3.5 million grant to enhance and improve University technology
ate an engaging anthropic culture to port fundraising and gifts n alumni, corporations,	 Capital campaign feasibility study completed. 		

ATHLETICS

KEY PERFORMANCE INDICA				
YEAR 1	Key Performance	On/above target	YEAR 1	
	Indicators	Ongoing Below target	Accomplishment(s)	
Develop a master plan to upgrade the athletic facilities and grow athletic programs.	 Implement athletic electronic ticket management system. 		Online ticketing implemented Fall 2022	
	 Complete Athletics Facilities Plan (AFP) aligned with University Master Plan. 	5 <u> </u>	Researching other division schools for compensation and organization structure SP'23 estimated completion	
	 Increase retention of student athletes by 3%. 	<u> </u>	Partnering with REACH for Athletic Study Halls	
	 Increase the competitiveness of athletic teams in SIAC Championships. 	<u> </u>	Ongoing	
	Annually increase revenue from athletic operations by 10%.		Baseline data requested to compare Fall 22	
Expand the number of staff to support athletic teams.	 Complete Athletic Compensation Analysis. Implement Athletic Compensation Plan/Structure. 	0	Researching other division schools for compensation and organization structure SP'23 estimated completion	

COMMUNITY AND STRATEGIC PARTNERSHIPS

YEAR 1	Key Performance	On/above target	YEAR 1
	Indicators	Ongoing Below target	Accomplishment(s)
stablish the Tuskegee niversity Community ngagement and Innovation enter to build strategic artnerships and community ngagement.	Develop a plan for the Community Engagement and Innovation Center to include a fundraising plan.		 Developing evaluation tools to assess potential community and industry partnerships with TU Sub groups are assessing case studies for community partnerships (i.e. Education, Health, Agriculture, Economic Development) Benchmarking for an Innovation Center for Community and Industry Partnerships Select Centers Model and recommend structure for TU
Conduct multidisciplinary community-based research by Tuskegee University faculty, staff, and students.	• Increase annually 3% the number of Tuskegee community, local businesses, and national businesses opportunities for Tuskegee students.	•	 Assessing present Tuskegee community, local businesses, and national businesses opportunities for Tuskegee students.