



WILBERFORCE UNIVERSITY

Strategic Goal Three Deliver High Quality Programs

Institutional Value Drivers Academic Excellence

We are dedicated to establishing rigorous and challenging academic programs and intellectual experiences which prepare students for successful entry into the workplace, graduate and professional schools, entrepreneurship, and an appreciation of ideas which results in life-long learning.

Category	Metric	Description	2018	2019	2020	Projections	Responsible Unit
Student Progression Management							
1. Student Satisfaction	Implement and record student Satisfaction Survey Data	Review data collected and inform practices					Academic Affairs/Center for Academic Advising and Student Success
2. Deliver academic experience that ensures first year student success	Implementation of Cohorts and monitoring of their impact on student retention, pre/post skill test	Impact on Semester to semester retention, results of pre/post-skill					Academic Affairs/CASS/Student Engagement and Success
3. Instruction Hours	Credit Hours Taught	# of credit hours and net tuition dollars					Academic Affairs/Enrollment Management
4. Completion of First Year Career Readiness Course	% of grade of C or better for intro course	Rate of students who pass course					Academic Affairs/CO-OP/Registrar Office
5. Retention	Student Retention- Freshman	The percent of first-year students who enter in the fall and return in the following fall semester					Enrollment Management /Student Success
	Student Retention- All Students	The percent of students retained, minus graduates, from fall to fall semester					Enrollment/Student Success
	Student Retention for Renaissance Scholars- 1 st to 2 nd Year	The percent of first-year renaissance scholar students who enter in the fall and return in the following fall semester					Enrollment Management/Office of Academic Affairs/Student Success
6. Graduation	Graduation Rate-4, 5, and 6 years	The percent of full-time, first-time, degree					Enrollment/Academic Affairs/Student Success

		seeking undergraduates who graduate in 6 years of matriculating					
7. Student/Faculty Ratio	Student/Faculty Ratio	Ratio of FTE students to FTE faculty averaged over all programs					Academic Affairs
8. Evaluations	Course Overall Evaluations	Overall mean score quality rating as it contributes to learning (scale 1-5)					Academic Affairs

Academic Pathway and Professional Development

Academic Pathway and Professional Development							
1. Faculty Qualifications	# of full-time faculty # faculty with terminal degrees	Percentage of instructional full-time faculty with tenure at the start of a given academic year, tenure-track, and with terminal degrees					Academic Affairs/Human Resources
2. Institutional Prominence in academic and intellectual spaces	# of Faculty Publications, conference attendance, conference presentations	Faculty involvement in professional conferences, presentations, and programs					Academic Affairs/Institutional Advancement
	% Percentage of revenue generated from faculty grants	Amount of grants (includes gifts generated by faculty efforts)					Academic Affairs/Institutional Advancement
3. CO-OP	# and type of internships/co-ops	Develop organizational structure that allows for students to experience competitive internships and prepares students to be competitive in for the 21 st Century Workplace. Report student internships/co-op and major/interest as an indicator					Academic Affairs/Institutional Advancement
	# of returned evaluations and analysis of data.	Develop and Implement a feedback process for partners and students that is used to enhance overall experience.					Academic Affairs/Institutional Advancement

4. Establish New degree, certificate, and on-line programs	Identify new opportunities for student learning.	Develop New opportunities for constituents to access higher education. Example Drone Prone					Academic Affairs
5. Graduate School Application Rate	# of students applying for graduate school within twelve months of graduation (see transcript request)						Academic Affairs/CO-OP
6. Employment	The percent of graduates who find employment within twelve months of graduation						Academic Affairs/CO-OP and Career Services/Registrar/Institutional Advancement
7. Tenure, Promotion, Performance	Faculty Tenure	Completion of Faculty Tenure Submissions					Academic Affairs
	Faculty Promotion	Completion of Promotion Submissions					Academic Affairs
	Faculty Performance Reviews	Completion of Performance Reviews					Academic Affairs
	Staff Promotions	Completion of Staff Promotions					Human Resources
	Staff Performance Review	Completion of Staff Performance					Human Resources