

# GOAL FOUR: A HIGH-PERFORMING UNIVERSITY

Assure the long-term strength and stability of the university by preserving, caring for and developing human, intellectual, financial, structural and marketing resources.

Performance Indicators	Baseline	Year 1	Year 2	2022 Target
Campus climate and environment	Planning to administer Campus Climate Survey	Preparations underway for AY 2019 survey	54% of all respondents agree that UW is a welcoming place for all races; and 63% of all respondents agree that UW encourages inclusion of individuals regardless of gender	64% of all respondents agree that UW is a welcoming place for all races; and 73% of all respondents agree that UW encourages inclusion of individuals regardless of gender
Employee job satisfaction	Participate in Chronicle of Higher Education "Great Colleges" job satisfaction survey	Job satisfaction and support: 61%; Survey average across workplace categories: 46%	UW Strategic Improvement Working Group appointed Spring 2019; currently recommending improvement plans	Job satisfaction and support: 71%; Survey average across workplace categories: 56%
Number of endowed faculty positions	36	41	46	60
Total annual university revenue*	\$505.6 million	\$520.7 million	\$523.3 million	\$555 million
Growth of university endowment*	\$450 million	\$500.3 million	\$542.2 million	\$650 million
Deployment and full utilization of Enterprise Management Systems	Initiated	Financial Management and Budgeting systems implemented	Human Capital Management system implemented	Completion
Implementation of an incentive-based, decentralized budgeting system	Initiated	All-funds budget implemented in FY18	Incentive-based revenue distribution model for courses delivered through Distance Education implemented	Completion
Review and update of all university regulations and policies	Initiated	23 UW Regulations modified and 3 new regulations approved as part of the regulatory structure review  23 UW Regulations modified and 3 new regulations approved per normal UW business	18 UW Regulations modified, 26 UW Regulations sunsetted, 4 new regulations approved, and 12 new SAPs approved as part of the regulatory structure review	Completion
Campus Sustainability Ranking (STARS)	Not designated	UW joining STARS program	First STARS report prepared and submitted to AASHE. Awaiting first rating.	Bronze

\* Baseline year is FY16; data lag other indicators by one year due to financial auditing required to produce final figures.



UNIVERSITY OF WYOMING

# ANNUAL REPORT

YEAR 2

[UWYO.EDU/STRATEGIC-PLAN](http://UWYO.EDU/STRATEGIC-PLAN)

## GOAL ONE: DRIVING EXCELLENCE

Join together as an intellectual community already renowned for its regional, national and global relevance and impact by fostering and rewarding excellence in teaching, scholarship, innovation and creative endeavor.

Performance Indicators	Baseline	Year 1	Year 2	2022 Target
Changes in external recognition of scholarly work	Invest in a database	Software not yet acquired	Software acquired. Deans exploring use of database. Policies and procedures for appropriate use currently under development	1 decile improvement from baseline indicators
External research funding: awards and expenditures*	\$85.18 million in external awards/ \$108.13 million in expenditures	\$80.67 million in external awards/ \$84.67 million in expenditures	\$87.2 million in external awards/ \$83.12 million in expenditures	\$115 million external funding
Income-bearing IP licenses	2 to 3 per year	1**	2	5 or more per year
Degree programs created, substantially modified, or eliminated	192 degree and certificate programs	2 new programs; 4 programs modified; no eliminations	Cumulatively, 5 new programs; 5 programs modified; 6 programs eliminated.	8 new academic programs; 4 modified or eliminated
Number of international students (undergraduate and graduate)	800**	785	706	1,050
Number of students and faculty participants in study abroad	395 students; 30 faculty	470 students; 38 faculty	618 students; 50 faculty	600 students; 50 faculty

\* Baseline year is FY16; data lag other indicators by one year due to financial auditing required to produce final figures.

\*\* Data updated from previous report.

## GOAL TWO: INSPIRING STUDENTS

Inspire students to pursue a productive, engaged and fulfilling life and prepare them to succeed in a sustainable global economy.

Performance Indicators	Baseline	Year 1	Year 2	2022 Target
Overall enrollment (enrollment growth projected for both in-state and out-of-state students)	12,366	12,397	12,450	13,500
Enrollment of transfer students	967	1,086	1,075	1,200
Enrollment of underrepresented students	12.7%**	12.9%**	13.1%	17%
Retention rate for FTFT (First-time, full-time, baccalaureate degree-seeking)	76.4%**	78.1%	78%	80%
Construction of new residence halls	Create a 10-year plan for student housing	10-year housing plan developed; currently under review by legislature's UW Housing Task Force	House Bill 293 passed legislature; UW Housing Task Force working to move construction forward. Architects selected.	10-year plan in implementation; 2-3 new residence halls in construction or completed
Student participation in support services	24.7%	31.5%	Survey conducted every two years. Next administration: spring 2020.	40%
4- and 6-year graduate rates for undergraduates	26.6%/55.4%**	26%/58.2%	27.1%/56.7%	33%/60%
Percentage of students completing an experiential transcript	Institute co-curricular transcript	SOAR under development	SOAR deployed. Participation by cohort: First-Year: 15.1% Sophomore: 15.6% Junior: 6.2% Senior: 5.7%	25% of seniors have a co-curricular transcript
Placement in jobs or advanced degree programs one year following graduation	66%***	Follow-up survey in progress	77.9%	85%
Percent of graduates with credential from Honors College	5.9%**	4.9%**	5.5%	8%

\*\* Data updated from previous report.

\*\*\* Baseline placement data are 6-month figures; subsequent figures are one-year placement rates.

*THE WORLD NEEDS MORE COWBOYS.*

## GOAL THREE: IMPACTING COMMUNITIES

Improve and enhance the health and well-being of our communities and environments through outreach programs and in collaboration with our constituents and partners.

Performance Indicators	Baseline	Year 1	Year 2	2022 Target
Carnegie Community Engagement Classification	Not designated	Conducted Engagement survey and held campus and community listening sessions, resulting in the publication of <i>Envisioning Community Engagement and Outreach</i> report	Office of Engagement and Outreach launched January 2019; personnel hired	Qualified to submit for 2024 deadline
Attendance at intercollegiate athletics events	275,372	303,726	256,901	310,000

### OFFICE OF ENGAGEMENT AND OUTREACH

Opened in January 2019, the University of Wyoming Office of Engagement and Outreach (OEO) serves as a portal to UW for the citizens of Wyoming. Through partnerships, the office seeks improved communication, coordination and collaboration in UW's community engagement and outreach endeavors.

Jean Garrison, professor of international studies and political science who directed UW's Center for Global Studies from 2014-18, now leads OEO. "I am proud of what we do and want the people of Wyoming to feel connected to their university," Garrison says.

In mid-August, OEO launched UWYO Events, UW's new campus and statewide event and program calendar. This new resource will serve as a one-stop shop to find UW programming and communicate the university's engagement and outreach efforts to Wyoming communities. Look for the "Events" link at the top of the UW homepage.

Collaboration with partners remains key to OEO's efforts. "This focus on partnership and reciprocity is at the core of UW's land-grant mission, and we have a special opportunity, and obligation, given that we are the sole four-year public institution in the state," Garrison says. "I have a particular interest in civic engagement and look forward to promoting this initiative in partnership with community colleges and K-12 education."

### EDUCATION ABROAD

Our world is increasingly global, and education abroad gives students the international skills they need for today's workforce. At the University of Wyoming, more students are studying abroad than ever before, and more faculty are directing courses around the world.

The strategic plan supports this work, and goal one called for increasing faculty and student participation in programs abroad from a baseline of 425 students and 30 faculty to 650 students and faculty in 2022. Well ahead of that target, University of Wyoming Education Abroad reached 50 faculty and 618 students for a total of 668 in the 2018-19 school year.

Education Abroad Director Shelley Jewell says, "By setting the ambitious target of 650 students and faculty abroad in the 'Breaking Through' strategic plan, the university recognized the importance of more and more students having the opportunity to study, research, intern, teach and serve across the world. Studying abroad provides our students a window into other cultures and gives them a competitive edge when job seeking or applying to graduate school."

Associate Vice Provost for Global Engagement Anthony Ogden notes the Education Abroad team works hard to ensure that all students at UW are able to participate.

He says, "UW students can essentially study any topic, in most any part of the world, for most any duration of time. There is something here for every UW student."

