

Keene State College - Strategic Indicators

College Priority	Strategic Indicator	Comparator	How	When	Who
1. Academic Excellence and Student Success					
1.a. Engage students through a challenging curriculum and pedagogy that develop their knowledge, skills, intellect, and creativity, and which include opportunities for experiential learning.	1. NSSE Benchmarks of Effective Educational Practice (Level of Academic Challenge, Active and Collaborative Learning, Student-Faculty Interaction)	COPLAC peers	NSSE	Every 2 years, alternating with Graduating Senior Survey	IR
	2. % of NSSE senior respondents who report they have done internship, foreign language coursework, study abroad, independent study, community-based project or a capstone course.	COPLAC peers	NSSE	Every 2 years, alternating with Graduating Senior Survey	IR
	3. Collegiate Learning Assessment (CLA)	KSC first-year to senior comparisons, National norms for similar institutions	CLA	Every 2 years	Academic Affairs
	4. Program-based learning outcomes assessment	KSC baseline data	various	Annually, with full program review on a 4-year cycle	Academic Departments, ISP, Institutional Assessment
1.b. Involve students in co-curricular opportunities that develop their personal, social, and leadership skills	1. Selected NSSE institutional-contribution-to-gains items	all KSC respondents vs. COPLAC peers	NSSE	Every 2 years, alternating with Graduating Senior Survey	IR
	2. NSSE institutional-contribution-to-gains items	KSC senior co-curricular participants vs. matched KSC non-participants	NSSE	Every 2 years, alternating with Graduating Senior Survey	IR/Student Affairs
	3. # of students who participate in community service	KSC baseline data	Community Service Office data	Annually	Community Service Coordinator

Keene State College - Strategic Indicators

College Priority	Strategic Indicator	Comparator	How	When	Who
<i>1. Academic Excellence and Student Success (continued)</i>					
1.c. Improve retention rates and provide services that support student persistence towards graduation <i>(See also 3.a and 3.b below.)</i>	1. Retention rates for first-year and transfer cohorts	IPEDS data for peer institutions	Factbook data	Annually	IR
	2. Rates of progress in academic classification (e.g., fall-to-fall progression from freshman status to sophomore status)	KSC baseline data	IR analysis	Annually	IR
	3. 4- and 6-year graduation rates for first-year cohorts	IPEDS data for peer institutions	Factbook data	Annually	IR
1.d. Encourage scholarship as an integral part of maintaining a vibrant intellectual culture.	1. # of publications by faculty, staff, students (stratified by type, e.g., books, journal articles, etc.)	KSC baseline data	Annual Reports	Annually	PAs
	2. # of presentations by faculty, staff, students	KSC baseline data	Annual Reports	Annually	PAs
	3. # of juried creative activities by faculty, staff, and students	KSC baseline data	Annual Reports	Annually	PAs
	4. # of grants submitted/received by faculty, staff, students	KSC baseline data	OSPR data	Annually	OSPR
1.e. Use technology as a dynamic resource for gaining knowledge and maximizing engagement	1. # of faculty who use technology for engagement	KSC baseline data	Summary measure from ATSC Survey on Technology Use	Every 2 years	ATSC
	2. # of faculty who use technology for classroom management and content delivery	KSC baseline data	Summary measure from ATSC Survey on Technology Use	Every 2 years	ATSC
	3. # of students enrolled in online or blended (20% or more online) courses	KSC baseline data	Enrollment data	Annually	Registrar

Keene State College - Strategic Indicators

College Priority	Strategic Indicator	Comparator	How	When	Who
2. Institutional Effectiveness, Sustainability, and Financial Stability					
2.a. Develop new revenue streams and increase grants and private support	1. Total dollars raised	KSC baseline data	Development data	Annually	Development, Advancement Services
	2. \$ raised philanthropially for scholarships	KSC baseline data	Development data	Annually	Development, Advancement Services
	3. # of donors	KSC baseline data	Development data	Annually	Development, Advancement Services
	4. # and % of alumni who are donors	KSC baseline data	Development data	Annually	Development, Advancement Services
	5. \$ value of grants submitted/received	KSC baseline data	OSPR data	Annually	OSPR
	6. Net \$ generated by new program initiatives	KSC baseline data	Varies, depending on initiative	Annually	Program Initiator w/ Business Office as collaborator
2.b. Expand partnerships with the community	1. Number of internship placements	KSC baseline data	Count	Annually	Academic and Career Advising
	2. Community board memberships held by KSC faculty and staff	KSC baseline data	Count	Annually	PAs
	3. Community service & service-learning partnerships	KSC baseline data	Count	Annually	Coordinator of Community Service
	4. Program partners (e.g., Colonial Theater, Keene Parks & Rec.)	KSC baseline data	Count	Annually	PAs
	5. Facility use by community organizations	KSC baseline data	Count	Annually	Scheduling Coordinator/ Scheduling Committee
	6. Other types of partnerships as they develop	KSC baseline data	Count	Annually	PAs

Keene State College - Strategic Indicators

College Priority	Strategic Indicator	Comparator	How	When	Who
<i>2. Institutional Effectiveness, Sustainability, and Financial Stability (continued)</i>					
2.c. Pursue cost containment opportunities	1. Cost of attendance	Competitor Institutions	Business Office	Annually	Business Office
	2. Cost per FTE Student	Peer Institutions IPEDS data	IR	Annually	IR
	3. Financial aid discount rate	USNH institutions	Business Office	Annually	Business Office
	4. Cost per dollar raised	CASE Comparator Institutions	Development data	Annually	Development
	5. Physical plant operation cost/sq ft	Comparator Institutions	Physical Plant data	Annually	Physical Plant
	6. BTU/gross sqft/degree day	Sightlines	Physical Plant data	Annually	Physical Plant
	7. % of gross sq ft metered for all energy use	KSC baseline data	Physical Plant data	Annually	Physical Plant
	8. Facilities condition index	Sightlines	Physical Plant data	Annually	Physical Plant
	9. Facility density factor	Sightlines	Physical Plant data	Annually	Physical Plant
	10. Operating margin	Moody's Aa3 institutions	Business Office	Annually	Business Office/USNH Controller
	11. Unrestricted financial resources to debt	Moody's Aa3 institutions	Business Office	Annually	Business Office/USNH Controller
	12. \$ value of cost-saving initiatives	Current or projected expenditures, as appropriate to the initiative	Varies, depending on initiative	Annually	PA responsible for the initiative

Keene State College - Strategic Indicators

College Priority	Strategic Indicator	Comparator	How	When	Who
<i>2. Institutional Effectiveness, Sustainability, and Financial Stability (continued)</i>					
2.d. Involve the College in sustainability projects and practices that educate the campus community, conserve resources, and promote innovation	1. STARS rating	National norms for similar institutions	STARS	201, 2014, then every 5 years	Sustainability Officer
	2. Greenhouse gas inventory	KSC baseline data	Data for President's Climate Commitment	2012 and every 2 years thereafter	Sustainability Officer
2.e. Instill in our students and alumni a sustained connection to the College <i>(Related to this entire section, see also NSSE items in 1a above and alumni giving rate in 2a above.)</i>	1. % of graduating seniors who participated in an event that increased school pride, loyalty, tradition (e.g., class events/trips, student related events –chalk talk, pumpkin lobotomy, welcome convocation, honor society, Homecoming, Winterfest, traditional college community events).	KSC baseline data	Graduating Senior Survey	Every 2 years, alternating with NSSE	IR
	2. % of graduating seniors who say they interacted with an alumna/us	KSC baseline data	Graduating Senior Survey	Every 2 years, alternating with NSSE	IR
	3. % of graduating seniors who say they intend to remain connected to the College	KSC baseline data	Graduating Senior Survey	Every 2 years, alternating with NSSE	IR
	6. # of alumni participating in campus and affiliated events	KSC baseline data	Alumni Event Metrics	Annually	Alumni & Parent Relations
	7. % of campus departments reporting connections with alumni	KSC baseline data	Alumni & Campus Engagement Report	Annually	Academic Departments/ Alumni & Parent Relations
	8. # of alumni volunteers	KSC baseline data	Alumni Volunteer Database Metrics	Annually	Alumni & Parent Relations

Keene State College - Strategic Indicators

College Priority	Strategic Indicator	Comparator	How	When	Who
<i>2. Institutional Effectiveness, Sustainability, and Financial Stability (continued)</i>					
2.f. Provide faculty and staff with support, resources, and opportunities for professional development	1. % of employees who participate in training or professional development programs provided by KSC departments or employee groups	KSC baseline data	Annual Reports	Annually	PAs
	2. % of employees who participate in off-campus training or professional development programs (including attending conferences)	KSC baseline data	Annual Reports	Annually	PAs
	3. # of training and professional development opportunities offered through College departments and councils	KSC baseline data	Annual Reports	Annually	PAs
	4. Development of a Faculty Staffing Plan	KSC baseline data	Captured for USNH Indicators	Annually	Provost
	5. Creation of New Tenure-Track Faculty Lines	KSC baseline data	Captured for USNH Indicators	Annually	Provost
	6. Right-Sizing	KSC baseline data	Captured for USNH Indicators	Annually	Human Resources
	7. Staff Compensation Equity	KSC baseline data	Captured for USNH Indicators	Annually	Human Resources

Keene State College - Strategic Indicators

College Priority	Strategic Indicator	Comparator	How	When	Who
3. Diversity in the community, curriculum, and co-curriculum					
3.a. Attract, support, and retain a diverse faculty, staff, and student body	1. # of new hires who are racial/ethnic minority individuals or from outside the US	KSC baseline data	HR data	Annually	HR
	2. # of new students who are racial/ethnic minority individuals, military veterans, first-generation students, or international students	KSC baseline data	Factbook data	Annually	IR
	3. % positive responses on pg 1 of Campus Climate Survey from underrepresented students, faculty, and staff (racial/ethnic minority individuals; first-generation students; members of religious minorities; military veterans; lesbians, gay men, or bisexual (LGB) individuals; transgender individuals; and persons from outside the US, among others)	KSC baseline data	Campus Climate Survey	Fall 2011, then every 3 years	IR
<i>(See also 1c above and 3b below.)</i>	4. retention rate for students from racial/ethnic minority groups, international students, first-generation students, and military veterans	KSC baseline data	IR analysis	Annually	IR
	5. % positive responses on intent to remain at KSC from students and employees from underrepresented groups (racial/ethnic minority individuals; first-generation students; members of religious minorities; military veterans; LGB & T individuals; and persons from outside the US, among others)	KSC baseline data	Campus Climate Survey	Fall 2011, then every 3 years	IR
	6. # of employees who are racial/ethnic minority individuals or from outside the US	KSC baseline data	HR data	Annually	HR
	7. % of all respondents who say that KSC is doing well or very well on diversity overall goal statements	KSC baseline data	Campus Climate Survey	Fall 2011, then every 3 years	IR

Keene State College - Strategic Indicators

College Priority	Strategic Indicator	Comparator	How	When	Who
<i>3. Diversity in the community, curriculum, and co-curriculum (continued)</i>					
3.b. Ensure accessibility to Keene State through academic, student, and financial aid support	1. # of students who are from racial minority groups, low-income students, first-generation students, military veterans, or students receiving accommodations for disabilities	KSC baseline data	IR analysis	Annually	IR, Financial Aid, Disability Services
<i>(See also 1c and 3a above.)</i>	2. Retention rates for students from racial/ethnic minorities, first-generation students, low-income students, women and men students, in- and out-of-state students	KSC baseline data	IR analysis	Annually	IR
3.c. Promote knowledge of, interaction with, and respect for all cultures and perspectives	1. NSSE items associated with culture and cultural exposure (see USNH SI list)	COPLAC peers	NSSE	Every 2 years, alternating with Graduating Senior Survey	IR
	2. % positive responses to Campus Climate Survey items related to this goal (page 2 plus overall goal statement on page 3)	KSC baseline data	Campus Climate Survey	Fall 2011, then every 3 years	IR
	3. # of reported incidents of harassment	KSC baseline data	Campus Safety, Student Conduct, and HR Data	Annually	HR
	4. # of hate-motivated crimes	KSC baseline data	Campus Crime Report	Annually	Campus Safety