Pillar 1: Affordability and Student Retention

Strategic Focus Area Metrics with Goals and Initiatives

Focus Area: Graduation Rate & Retention

Graduation Rate (4-year, 6-year) – All First-Time Freshman (FTF)
- The graduation rate is based on first-time, full-time freshmen
- The year indicates the entering fall cohort
- The rate is the percentage of students who earned a degree within four/six years
- Action Steps will be developed by each campus

Graduation Rate (4-year, 6-year) – Underrepresented Minorities (URM FTF)
- The graduation rate is based on first-time, full-time freshmen
- The year indicates the entering fall cohort
- The rate is the percentage of students who earned a degree within four/six years
- URM is defined here to include Hispanic, Black, American Indian and Pacific Islander
- Action Steps will be developed by each campus

Retention Rate (First-time Freshman) – All FTF and URM
- The retention rate is based on first-time, full-time freshmen
- The year indicates the entering fall cohort
The rate is the percentage of students who returned for second fall term
URM is defined here to include Hispanic, Black, American Indian and Pacific Islander
Action Steps will be developed by each campus

Focus Area: Campus Wellness & Mental Health

- Percent of students, faculty and staff that participate in mental health training
- Assess faculty, staff, and student perceptions of the campus wellness culture
  - Three questions from the ACHA - NCHA (student) survey that can be tracked and measured over time.
  - NFSHA (faculty & staff) survey questions will be included on the Campus and Workplace Culture (CWC) survey - administration will occur in fall 2021.
- Over time, data will be tracked to measure progress based on three questions selected from the ACHA - NCHA (student) & NFSHA (faculty & staff) surveys

Focus Area: Innovation in Learning & Teaching

- Strategic Initiative(s): Performance tracked through the completion of action steps

Pillar 2: Discovery & Impact

Strategic Focus Area Metrics with Goals and Initiatives

Focus Area: Research/Scholarship/Creative Work

Research Funding

- Sponsored Research awards plus gifts supporting research
- Includes federal and non-federal sources
- Action Steps will be developed by each campus
Focus Area: Healthcare

Patients Served by CU Anschutz Clinical Faculty

- The number of patients served by CU medical care providers per year
- Data source is CU Medicine, CU Anschutz Chancellor's Office

Pillar 3: Diversity, Inclusion, Equity & Access

Strategic Focus Area Metrics with Goals and Initiatives

Percent of student, faculty and staff from underrepresented population (including gender, ethnicity, veterans and disability)

Diversity of New Students

- Enrollment based on Fall term headcount enrollment
- Diversity is defined by campus to align with their strategic goals (URM or BIPOC or All Students of Color)
- Veteran is defined by campus to align with their strategic goals
- Action Steps will be developed by each campus

Diversity of New Faculty and Staff Hires

- Employee population based on enrollment snapshot
- Diversity is defined by campus to align with their strategic goals (URM or BIPOC or All Students of Color)
- Veteran is defined by campus to align with their strategic goals
• Action Steps will be developed by each campus

**Campus and Workplace Culture (CWC) Survey**

• Survey administration will occur in fall 2021
• All CU campuses and System Office
• All students, faculty and staff
• Preliminary results of questions for the CU Strategic Plan will be presented at the February 2022 Board of Regents meeting
• Action Steps will be developed by each campus

**Civility**

• **Undergraduate Students:** Since you have been a student at CU, have you experienced any of these behaviors in the context of your CU-related activities (in person or remote)? Please select all that apply.
• **Graduate Students:** Since you have been a GRADUATE student at CU, have you experienced any of these behaviors in the context of your CU-related activities (in person or remote)? Please select all that apply.
• **Faculty & Staff:** Within the last 12 months, have you experienced any of these behaviors in the context of your CU-related activities (inperson or remote)? Please select all that apply

**Harassment**

• **Policy Items/Outcomes – Undergraduate Students, Graduate Students, Faculty and Staff:** I feel like my concerns would be taken seriously by CU if I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability, etc.), or sexual misconduct, intimate partner abuse (including domestic/dating violence) or stalking.

**Acceptance/Culture**

• **Classroom Culture – Undergraduate Students:** In most of my courses…I am comfortable expressing ideas or opinions in class without fear it will affect how people in the class treat me.
• **Department Culture – Graduate Students:** Indicate how strongly you disagree or agree with each of the following statements: I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.
• **Department Culture – Staff:** Indicate how strongly you disagree or agree with each of the following statements: I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.
• **Department Culture – Faculty:** Indicate how strongly you disagree or agree with each of the following statements: I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.
Pillar 4: Fiscal Strength

Strategic Focus Area Metrics with Goals and Initiatives

Focus Area: Collaboration and Partnerships

Gifts/Fundraising

- Gifts and Fundraising revenue include CU Campus, CU Foundation, Planned Gifts, and Support to the Office of Contracts & Grants
- Data source is CU Advancement

Other Revenue per Employee

- Other Revenue is calculated from Total Revenue less State Funding and Undergraduate Resident Tuition Revenue
- Data prepared by CU System Office of Budget & Finance

Focus Area: Deferred Maintenance and Sustainability

Facility Condition Index (FCI)

- Action Steps will be developed by each campus
- Data prepared by CU System Office of Capital Assets

Energy Use Intensity (EUI)

- Action Steps will be developed by each campus
- Data prepared by CU System Office of Capital Assets
Greenhouse Gas Emissions

- Action Steps will be developed by each campus
- Data prepared by CU System Office of Capital Assets

Focus Area: Transformation & Innovation Program (formerly: Tech Enablement and Infrastructure)

- Strategic Initiative(s): Performance tracked through the completion of action steps

Groups audience:
Strategic Plan

Source URL: https://www.cu.edu/strategic-plan/goal-tracking

Links
[1] https://www.cu.edu/strategic-plan/goal-tracking