

Strategic Plan Performance Indicators 2002-2003



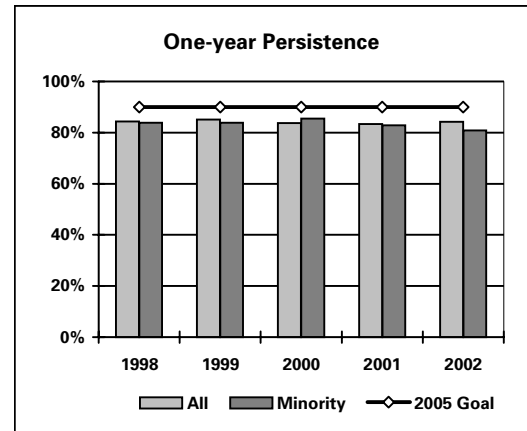
“Pursuing Excellence as Iowa’s Engaged Land-Grant University” is the focus of Iowa State University’s 2000-2005 strategic plan. Iowa State is committed to enhancing *Learning* through exceptional learner-centered teaching, services, and enrichment opportunities; promoting *Discovery* and innovation characterized by preeminent scholarship, including increasingly interdisciplinary and collaborative activities; substantial *Engagement* with key constituents through synergistic sharing and partnership of knowledge and expertise to address needs of communities and society; and the *integration* of these three goals in campus initiatives. By pursuing and achieving excellence, Iowa State is making progress toward its aspiration of becoming the best university in the nation in fulfilling its land-grant mission. This report documents progress made during 2002-2003, the third year of Iowa State’s third, five-year strategic plan. Data and short explanatory notes are included for the 31 performance indicators selected to chart strategic plan progress.

Performance Indicators

1 One-year undergraduate persistence rate.

Entry year	1998	1999	2000	2001	2002
Native Am	80.0%	75.0%	40.0%	83.3%	83.3%
African Am	82.7%	80.7%	85.6%	84.9%	78.4%
Asian Am	87.7%	89.5%	92.0%	82.9%	79.5%
Hispanic	81.1%	85.3%	82.5%	79.8%	86.9%
White	84.6%	85.2%	83.6%	83.7%	84.5%
All	84.4%	85.1%	83.7%	83.4%	84.2%
Minority	83.9%	83.9%	85.5%	82.9%	80.9%
2005 Goal	90.0%	90.0%	90.0%	90.0%	90.0%

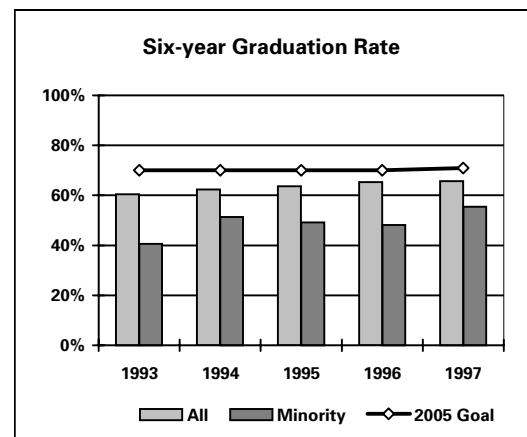
At 84.2%, the one-year persistence rate for the cohort of 2002 is nearly one percentage point higher than the previous cohort. The rate for total minority decreased by two percentage points due to decreases in rates for African American and Asian American groups.



2 Six-year undergraduate graduation rate.

Entry year	1993	1994	1995	1996	1997
Native Am	28.6%	71.4%	50.0%	42.9%	54.5%
African Am	33.5%	34.0%	43.5%	40.0%	43.6%
Asian Am	53.4%	72.0%	64.1%	61.0%	67.7%
Hispanic	55.4%	50.9%	35.6%	45.0%	58.8%
White	62.7%	63.1%	64.7%	66.5%	66.9%
All	60.4%	62.4%	63.7%	65.3%	65.7%
Minority	40.7%	51.3%	49.2%	48.2%	55.4%
2005 Goal	70.0%	70.0%	70.0%	70.0%	70.9%

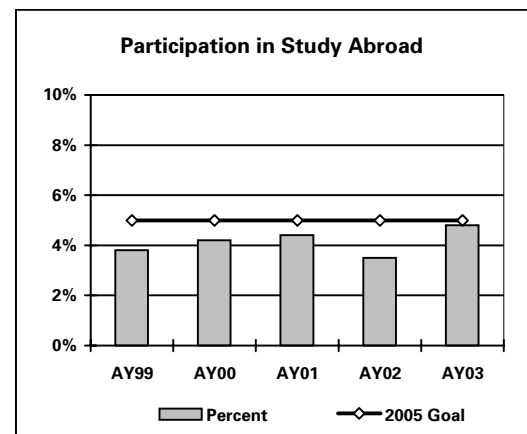
The six-year graduation rate for the cohort of 1997 increased for all racial/ethnic groups. The rate for all students (65.7%) is higher than the rate for the cohort of 1996 (65.3%). For the cohort of 1997, the rate for total minority, at 55.4%, is nearly three percentage points higher than the previous cohort, but about ten percentage points lower than the rate for all students.



3 Percent of all undergraduate students who participated in a study abroad experience during the academic year.

	AY99	AY00	AY01	AY02	AY03
Number	802	898	962	797	1,100
Percent	3.8%	4.2%	4.4%	3.5%	4.8%
2005 Goal	5.0%	5.0%	5.0%	5.0%	5.0%

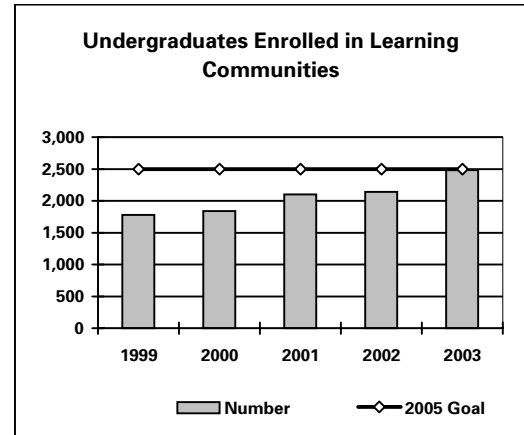
The number and percent of undergraduate students studying abroad continue to grow, except in AY 2002 due to international safety concerns. The number in AY 2003 increased by 303 students (38%) from AY 2002. The percent, at 4.8% for AY 2003, is within reach of the goal of 5.0% set for AY 2005.



4 Number of undergraduate students enrolled in learning communities during the academic year.

	1999	2000	2001	2002	2003
Number	1,779	1,838	2,103	2,139	2,480
2005 Goal	2,500	2,500	2,500	2,500	2,500

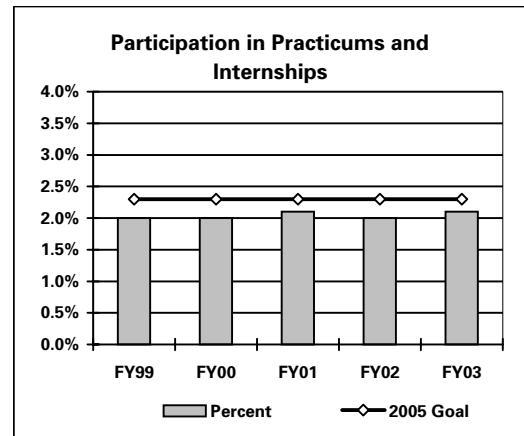
The number of undergraduate students enrolled in learning communities has been increasing steadily since the program started in 1998. The number stands at 2,480 in fall 2003, that is, 341 students (or 15.9%) higher than fall 2002.



5 Percent of student credit hours (SCH) earned by undergraduate students who participated in practicum/internships that earn academic credit.
(excludes Veterinary Medicine)

	FY99	FY00	FY01	FY02	FY03
SCH	12,279	12,245	13,480	13,252	13,776
Percent	2.0%	2.0%	2.1%	2.0%	2.1%
2005 Goal	2.3%	2.3%	2.3%	2.3%	2.3%

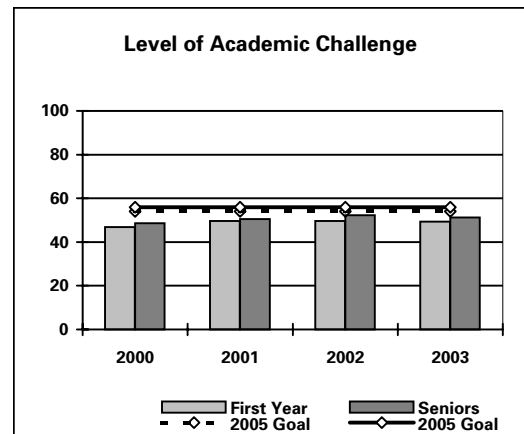
The number and percent of student credit hours earned by undergraduate students who participate in practicum/internships increased in FY 2003. The number is up by 524 students, an increase of 4.0%. The percent of SCH earned by participants increased by one percentage point, reaching 2.1% in FY 2003.



6 Level of academic challenge - National Survey on Student Engagement NSSE. (based on 100 point scale)

	2000	2001	2002	2003
First Year	46.9	49.7	49.7	49.3
2005 Goal	54.0	54.0	54.0	54.0
Seniors	48.6	50.5	52.2	51.2
2005 Goal	56.0	56.0	56.0	56.0

The National Survey on Student Engagement (NSSE) asks first-year and senior students to rate the level of academic challenge they face on a 100-point scale. The rate by ISU first-year students in 2003 was 49.3, compared to 49.7 in 2002. Similarly, the rate by ISU seniors in 2003 was 51.2, one point lower than in 2002 but nearly three points higher than in 2000.



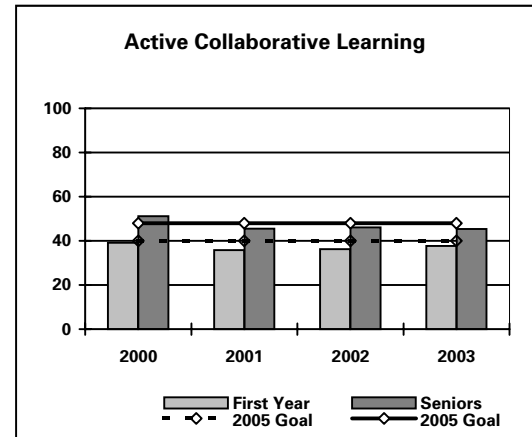
Performance Indicators

7 Active collaborative learning - NSSE.

(based on 100 point scale)

	2000	2001	2002	2003
First Year	39.2	35.8	36.2	37.7
2005 Goal	40.0	40.0	40.0	40.0
Seniors	51.2	45.5	46.1	45.4
2005 Goal	48.0	48.0	48.0	48.0

NSSE also asks first-year and senior students to rate opportunities for active collaborative learning on a 100-point scale. The rate by ISU first-year students in 2003 was 37.7, slightly higher than the rate in 2002. The rate by seniors in 2003 was 45.4, nearly one point lower than in 2002.

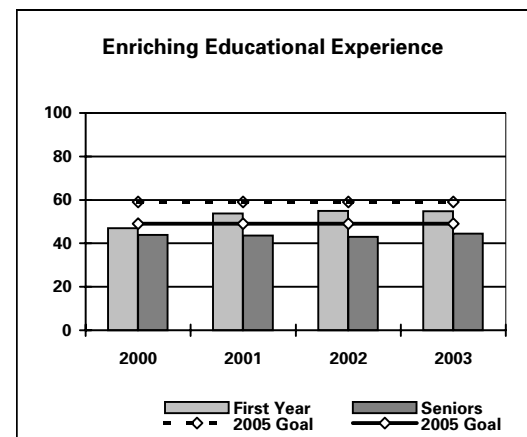


8 Enriching educational experience - NSSE.

(based on 100 point scale)

	2000	2001	2002	2003
First Year	47.0	53.8	55.0	54.8
2005 Goal	59.0	59.0	59.0	59.0
Seniors	43.9	43.6	43.0	44.5
2005 Goal	49.0	49.0	49.0	49.0

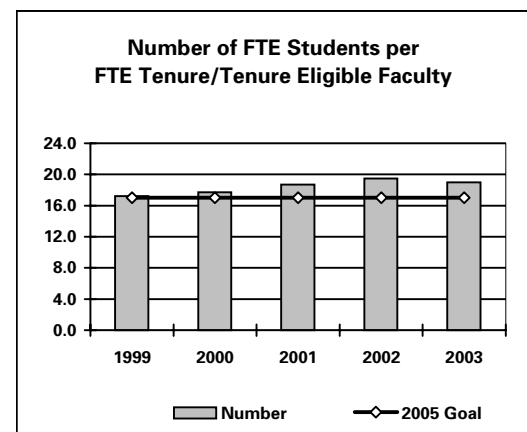
Finally, NSSE asks first-year and senior students to rate the enrichment of their educational experience on a 100-point scale. The rate by ISU first-year students in 2003 was 54.8, slightly lower than fall 2002 but nearly nine points higher than fall 2000. The rate by ISU seniors in 2003 was 44.5, one and a half points higher than fall 2002. The goal set for seniors is 49.0.



9 Number of FTE students per FTE tenured/tenure-eligible faculty member.

	1999	2000	2001	2002	2003
Number	17.2	17.7	18.7	19.5	19.0
2005 Goal	17.0	17.0	17.0	17.0	17.0

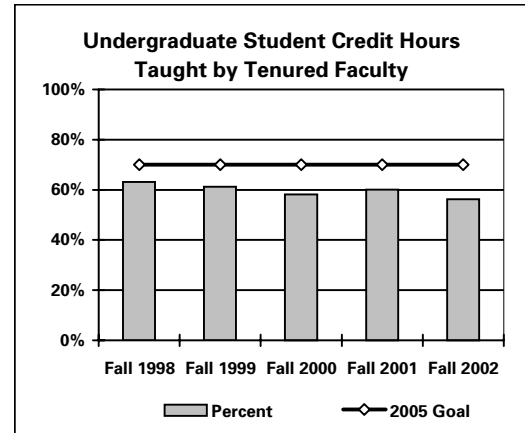
This ratio relates the number of FTE students to the number of FTE tenured/tenure-eligible faculty. The ratio for Fall 2003 is 19.0 compared to 19.5 in Fall 2002, thus reversing the upward trend observed in the previous four years. The decrease in FY 2003 is due to the combination of a slight increase in tenure/tenure-eligible faculty (1.0%) and a slight decrease in the number of FTE students (-1.3%).



10 Percent of undergraduate student credit hours taught by tenured or tenure-eligible faculty.

	Fall 1998	Fall 1999	Fall 2000	Fall 2001	Fall 2002
Percent	63.2%	61.2%	58.1%	60.1%	56.3%
2005 Goal	70.0%	70.0%	70.0%	70.0%	70.0%

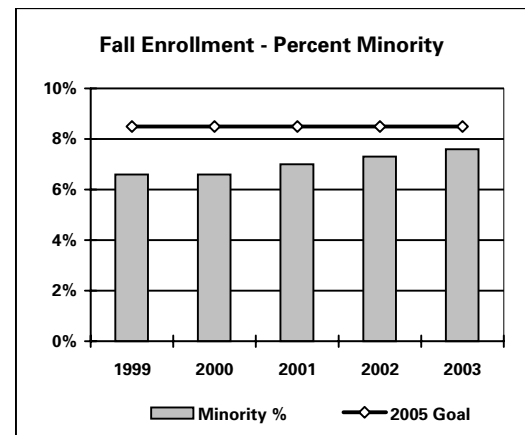
The percent of undergraduate student credit hours taught by tenured or tenure-eligible faculty decreased in fall 1999 and fall 2000, increased in fall 2001, and then decreased in fall 2002. The percent in fall 2002 was 56.3%, far short of the 70.0% set as the goal for 2005.



11 Percent of students who are part of an ethnic minority group.

	1999	2000	2001	2002	2003
Minority FTE	1,730	1,781	1,943	2,039	2,082
Minority %	6.6%	6.6%	7.0%	7.3%	7.6%
2005 Goal	8.5%	8.5%	8.5%	8.5%	8.5%

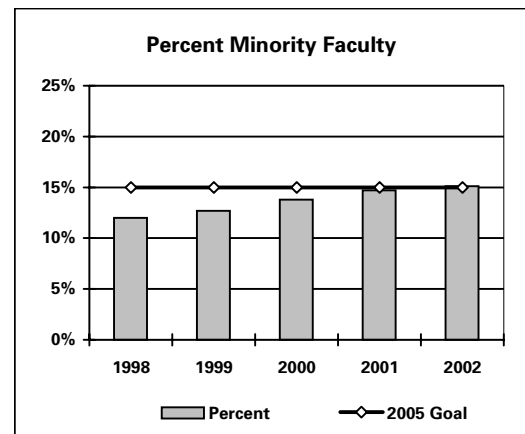
The number and percent of ISU students who are members of an ethnic minority group have been increasing steadily. In fall 2003, there are 43 more minority students than in fall 2002, an increase of 2.1%. The percent of students who are part of an ethnic minority stands at 7.6%, within reach of the goal set at 8.5% for 2005.



12 Percent of tenured and tenure-eligible faculty who are part of an ethnic minority group.

	1998	1999	2000	2001	2002
Number	172	181	196	205	204
Percent	12.0%	12.7%	13.8%	14.7%	15.1%
2005 Goal	15.0%	15.0%	15.0%	15.0%	15.0%

There has been real progress in the percent of tenured and tenure-eligible faculty who are part of an ethnic minority group. At 15.1% in fall 2002, the goal set at 15.0% for 2005 is already achieved.

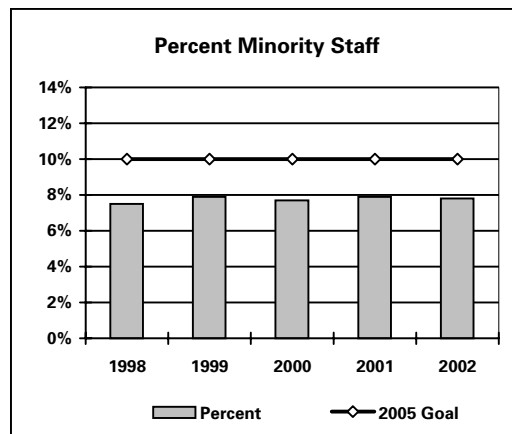


Performance Indicators

13 Percent of staff members who are part of an ethnic minority group.

	1998	1999	2000	2001	2002
Number	163	178	176	184	180
Percent	7.5%	7.9%	7.7%	7.9%	7.8%
2005 Goal	10.0%	10.0%	10.0%	10.0%	10.0%

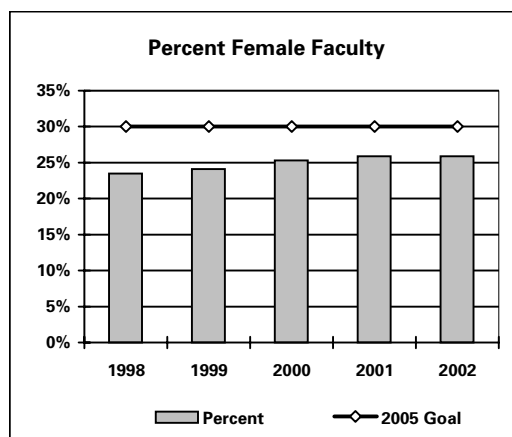
The trend in the percent of staff members who are part of an ethnic minority group has been up and down in the past five years. Both the number and percent in fall 2002 are slightly lower than in fall 2001. The percent in fall 2002 is 7.8%. Aggressive recruitment and retention measures will have to be taken in the coming years if the goal set at 10.0% for 2005 is to be reached.



14 Percent of tenured and tenure-eligible faculty who are female.

	1998	1999	2000	2001	2002
Number	338	343	361	361	351
Percent	23.5%	24.1%	25.3%	25.9%	25.9%
2005 Goal	30.0%	30.0%	30.0%	30.0%	30.0%

The percent of tenure and tenure-eligible faculty who are female has been constant at close to 26.0% in the past two years. Again aggressive recruitment measures will have to be taken in the coming years if the goal set at 30.0% for 2005 is to be reached.



15 Number of academic programs ranked in the top 25th percentile by national disciplinary surveys in 2002-2003

	2002	2003
Number	48	56
2005 Goal	55	55

National Research Council

Chemistry 15.5 (26 of 168)
 Physics 22 (32 of 147)
 Statistics and Biostatistics 21.5 (14 of 65)

US News and World Report

Agriculture & Biosystems Engineering 22 (10 of 45)
 Business Program 18 (62 of 350)
 Educational Leadership & Policy Studies 10 (12 of 120-150)
 Learning Communities (in top 20)
 MBA Program 21 (76 of 352)
 Management 12 (41 of 350)

Other Rankings

Agriculture Education and Studies 5 (top 5 of 90)
 Animal Science 7 (2 of 30)
 Architecture 19 (22 of 113)
 Civil Engineering 4 (9 of 227)
 Interior Design 7 (10 of 113)
 Psychology 7.5 (3 of 40)
 Rural Sociology 9 (top 5 of 56)

The Gourman Report: Graduate & Professional Programs

Agriculture Engineering 9 (3 of 32)
 Agriculture Science 16 (5 of 32)
 Horticulture 11 (3 of 27)
 Nutrition 21 (8 of 38)
 Plant Pathology 10 (3 of 30)

The Gourman Report: Undergraduate Programs

Aerospace Engineering 24 (11 of 46)
 Agriculture 3 (3 of 120)
 Agriculture and Biosystems Engineering 7 (3 of 45)
 Agriculture Business 5 (6 of 110)

The Gourman Report: Undergraduate Programs (cont.)

Agronomy 2 (3 of 121)	Fish & Game Management 22 (11 of 51)
Animal Science 6 (4 of 64)	Food Science 3 (3 of 100)
Bacteriology and Microbiology 15 (33 of 219)	Food Service Management 7 (5 of 72)
Biochemistry 9 (29 of 312)	Home Economics 3 (6 of 177)
Biology 7 (47 of 630)	Horticulture 4 (3 of 77)
Biophysics 20 (12 of 60)	Hotel, Restaurant & Institutional Management 7 (9 of 132)
Botany 10 (18 of 173)	Industrial Engineering 15 (13 of 86)
Chemistry 3 (19 of 555)	Landscape Architecture 23 (9 of 39)
Child Psychology 5 (9 of 164)	Mechanical Engineering 13 (25 of 200)
Civil Engineering 19 (27 of 144)	Meteorology 7 (3 of 41)
Computer Science 15 (38 of 260)	Nutrition 1 (2 of 218)
Dairy Science 12 (5 of 43)	Ornamental Horticulture 8 (2 of 24)
Dietetics 5 (6 of 127)	Statistics 9 (6 of 70)
Earth Science 12 (6 of 49)	Urban Planning 15 (6 of 41)
Economics 6 (38 of 627)	Zoology 9 (12 of 129)
Entomology 20 (11 of 55)	

16 Number of national academy members - current faculty and emeritus faculty who are still active in the university

(National Academy of Sciences, National Academy of Engineering, Institute of Medicine, American Academy of Arts and Sciences)

	FY02	FY03
Number	6	8
2005 Goal	10	10

National Academy of Sciences

John Corbett, Chemistry
 Donald Duvick, Agronomy
 Arnel Hallauer, Agronomy
 Harley Moon, Veterinary Pathology

National Academy of Engineering

Aziz Fouad, Distinguished Professor Emeritus
 Donald Thompson, Aerospace Engineering
 R. Bruce Thompson, Materials Science & Engineering

Institute of Medicine

Catherine Woteki, Agriculture Administration

17 Number of faculty members who are fellows of national and international scientific/disciplinary associations.

Number in parentheses is the number of national or international societies.

	FY02	FY03
Number	185 (254)	242 (414)
2005 Goal	200	200

Performance Indicators

18 Number of faculty: (a) journal editors & associate editors, (b) on editorial or advisory boards of national/international professional journals, and (c) holding offices in national /international professional associations, and/or serving on national academy committees.

Number in parentheses is the number of professional journals and editorial/advisory boards. Associate editors added in FY 2003.

	FY02	FY03
a. Journal Editors	50 (60)	220 (293)
2005 Goal	55	55
b. On Editorial / Advisory Boards	284 (478)	268 (426)
2005 Goal	300	300
c. Office holders	237 (404)	469 (990)
2005 Goal	to be determined	

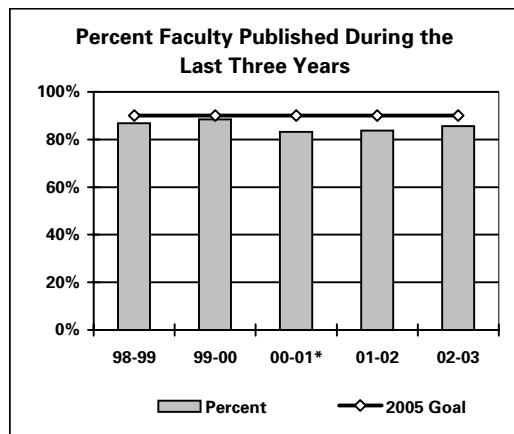
19 Percent of tenured/tenure-eligible faculty with at least one scholarly work published, exhibited, or performed in the last three years.

(based on calendar year)

	98-99	99-00	00-01*	01-02	02-03
Percent	86.8%	88.4%	83.2%	83.7%	85.6%
2005 Goal	90.0%	90.0%	90.0%	90.0%	90.0%

*Beginning 2000-01 new methodology was used to calculate this figure

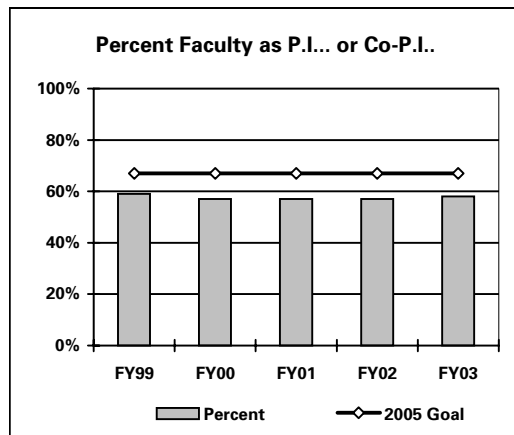
The percent of tenured and tenure-eligible faculty with at least one scholarly work published, exhibited, or performed in the last three years has been increasing since 2000-01, when a new methodology was used to calculate this figure. The percent in 2002-03 stands at 85.6%, nearly two percentage points higher than in 2001-02, and within reach of the goal of 90.0% set for 2005.



20 Percent of tenured/tenure-eligible faculty who are principal or co-principal investigators for projects receiving external sponsored funding.

	FY99	FY00	FY01	FY02	FY03
Percent	59%	57%	57%	57%	58%
2005 Goal	67%	67%	67%	67%	67%

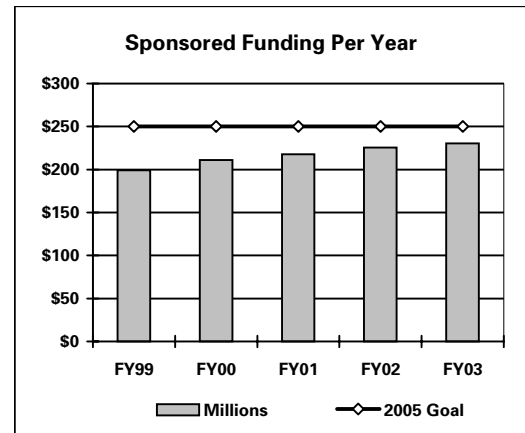
The percent of tenured and tenure-eligible faculty who are principal or co-principal investigators for projects receiving external sponsored funding is 58% in FY 2003, following a steady level of 57% the previous years. More effort will be needed in the coming years if the goal of 67% set for 2005 is to be reached.



21 Total annual external sponsored funding.

	FY99	FY00	FY01	FY02	FY03
Millions	\$199.2	\$211.2	\$217.7	\$225.4	\$230.4
2005 Goal	\$250.0	\$250.0	\$250.0	\$250.0	\$250.0

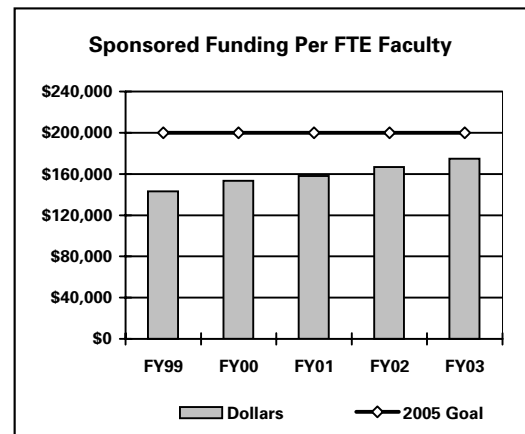
Sponsored funding includes all external contracts, grants and gifts received for research, public service, student financial aid, equipment and instruction. Iowa State continues to register new heights in sponsored funding. The FY 2003 sponsored funding of \$230.4 million is a record amount, and represents an increase of 2.2% over FY 2002.



22 External sponsored funding per FTE faculty.

	FY99	FY00	FY01	FY02	FY03
Dollars	\$143,000	\$153,500	\$158,097	\$166,767	\$174,743
2005 Goal	\$200,000	\$200,000	\$200,000	\$200,000	\$200,000

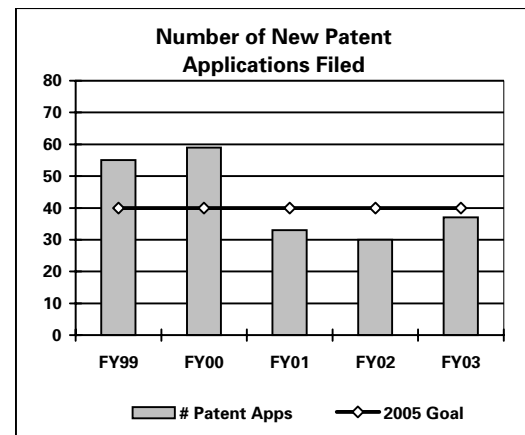
The amount of sponsored funding per FTE faculty at ISU has been steadily increasing over the past four years. The amount in FY 2003 was \$174,743, an increase of 4.8% from FY 2002. The fact that this rate is higher than the 2.2% increase in the total amount reported in # 21 is an indication that faculty are making more efforts and succeeding in obtaining sponsored funding in the face of a decreased number of faculty members.



23 New patent applications filed.

	FY99	FY00	FY01	FY02	FY03
# Patent Apps	55	59	33	30	37
2005 Goal	40	40	40	40	40

The drop in new patent applications filed in FY 2001 and FY 2002 was due to greater selectivity before filing in determining which technologies are likely to be marketable. The number in FY 2003 was 37, an increase by 7 (or 23%) over FY 2002.

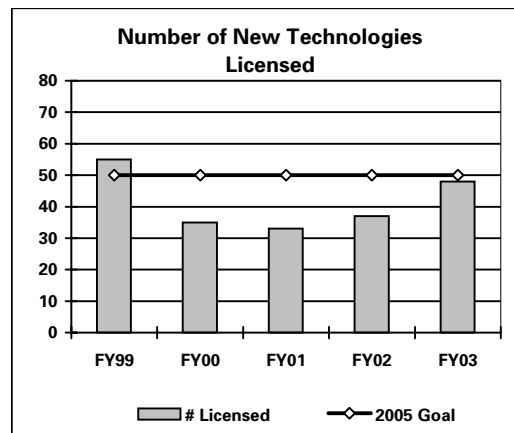


Performance Indicators

24 Number of new technologies licensed/optioned annually.

	FY99	FY00	FY01	FY02	FY03
# Licensed	55	35	33	37	48
2005 Goal	50	50	50	50	50

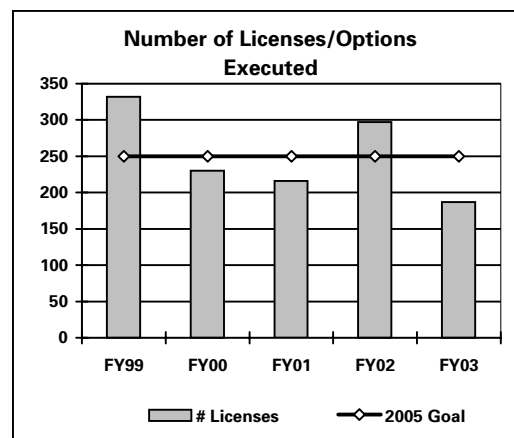
The number of technologies licensed/optioned for the first time in FY 2003 was 48, up from 37 in FY 2002, an increase of almost 30%. The number has increased two years in a row, and is within reach of the goal of 50 set for FY 2005.



25 Number of licenses and options executed.

	FY99	FY00	FY01	FY02	FY03
# Licenses	332	230	216	297	187
2005 Goal	250	250	250	250	250

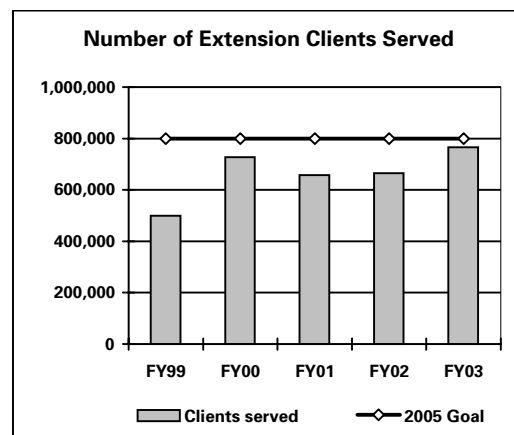
The number of licenses and options executed is an indication of the actual transfer of ISU technologies to the market place. In FY 2003, the ISU Research Foundation signed 187 license and option agreements, including 158 for plant germplasm, which are primarily for food-grade soybeans. The area planted for soybeans has declined due to severe infestation of the soybean leaf beetle. This partially explains the drop in the total number of licenses and options executed from 297 in FY 2002 to 187 in FY 2003.



26 Number of extension clients served

	FY99	FY00	FY01	FY02	FY03
Clients served	499,537	727,370	657,316	665,354	766,268
2005 Goal	800,000	800,000	800,000	800,000	800,000

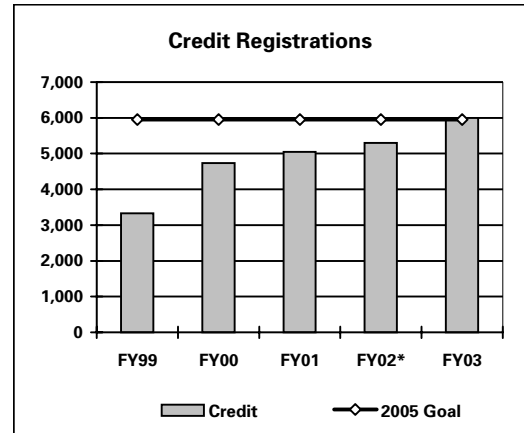
The number of extension clients served indicates ISU's engagement in serving the citizens of Iowa. The number has increased over the past two years. The number of clients served in FY 2003 is 766,268, an increase of 15.2% over FY 2002 and within reach of the 800,000 mark established as the goal for FY 2005.



27 Distance and continuing education: credit course registrations.

	FY99	FY00	FY01	FY02*	FY03
Credit	3,333	4,734	5,050	5,298	5,996
2005 Goal	5,950	5,950	5,950	5,950	5,950

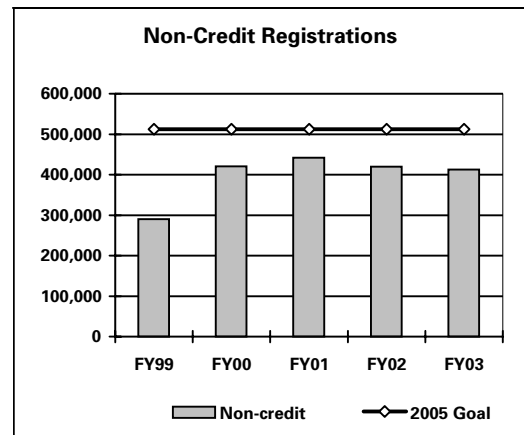
The number of credit course registrations is another indicator of engagement in serving the citizens of Iowa. Credit course registration has been increasing steadily over the past four years. At 5,996, the number of credit course registrations in FY 2003 is 13.2% higher than FY 2002 and has surpassed the goal of 5,950 set for FY 2005. This figure does not include an additional 9,146 enrollments in evening and weekend courses.



28 Distance and continuing education: non credit course registrations.

	FY99	FY00	FY01	FY02	FY03
Non-credit	289,729	420,380	442,121	419,378	412,468
2005 Goal	512,000	512,000	512,000	512,000	512,000

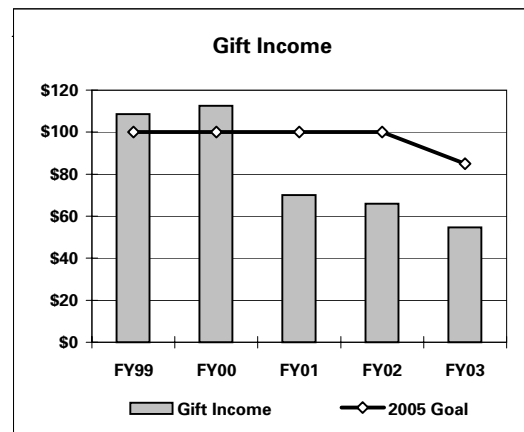
ISU also engages in distance and continuing education by offering non-credit courses through its various extension programs. The number of non-credit course registrations in FY 2003 was 412,468, 1.6% below FY 2002 and 6.7% below FY 2001.



29 Private gift income.

In millions	FY99	FY00	FY01	FY02	FY03
Gift Income	\$108.6	\$112.5	\$70.1	\$66.0	\$54.7
2005 Goal	\$100.0	\$100.0	\$100.0	\$100.0	\$85.0

FY 2000 was the year ISU Foundation concluded Campaign Destiny. The decline in the amount of private gift income since then is due to the economic downturn following September 11, a trend observed nationally among institutions of higher education and non-profit organizations. An encouraging sign in FY 2003 is that although the \$54.7 is the lowest in the past five years, a record number of gifts were given to support ISU. The 2005 goal was changed in response to market conditions.

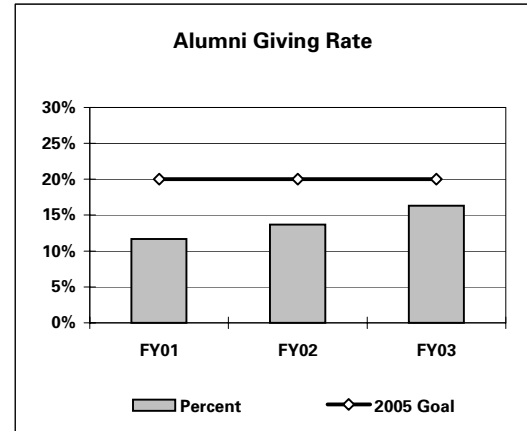


Performance Indicators

30 Alumni giving rate.

	FY01	FY02	FY03
Percent	11.7%	13.7%	16.3%
2005 Goal	20%	20%	20.0%

This is the third year we have collected data on alumni giving rate. The rate has increased in the last two years. The alumni giving rate in FY 2003 is 16.3%, compared to 13.7% in FY 2002.



31 Average faculty salary by rank (based on 9-month)

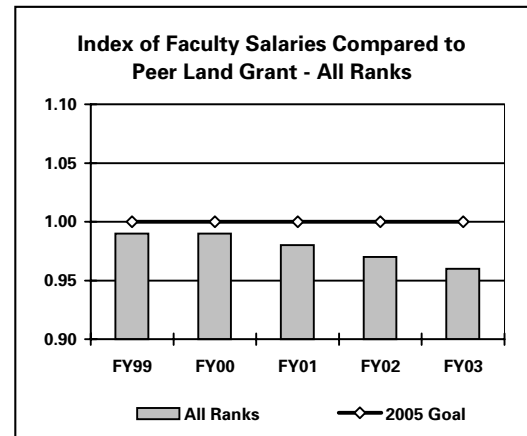
No goal established

	98-99	99-00	00-01	01-02	02-03
Professor	\$79,406	\$83,180	\$85,702	\$88,196	\$90,587
Assoc. Prof.	\$59,425	\$62,131	\$63,442	\$65,771	\$67,444
Assist. Prof.	\$47,877	\$50,744	\$53,293	\$54,973	\$56,337

Index of Average ISU Faculty Salaries Compared to Peer Land Grant Universities

	FY99	FY00	FY01	FY02	FY03
Professor	0.99	0.98	0.97	0.96	0.95
Assoc. Prof.	1.00	1.00	0.98	0.98	0.97
Assist. Prof.	0.97	0.99	0.98	0.97	0.96
All Ranks	0.99	0.99	0.98	0.97	0.96
2005 Goal	1.00	1.00	1.00	1.00	1.00

The index of average faculty salaries indicates ISU's competitive position in faculty salaries relative to its peer land grant universities. The index of all ranks combined has been decreasing over the past three years and is 96% in FY 2003. The index of average ISU faculty salary by rank ranges from 95% at the full professor level to 97% at the associate professor level. Such salary levels place ISU at a competitive disadvantage in recruitment and retention of faculty.



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