



Performance Measurement Toolkit Metric Appendix

Indicator	Institution Frequency Ranking	Survey Most Critical Ranking
	most frequently used measures from the APC project group's independent research	how the category ranked (most critical to report) on the NACUBO performance measurement survey
Selectivity Measures		
		7
Entering test scores (ACT, SAT)	13	
Entering HS standing or GPA		
Percent of entering students in the top 25% of their high school graduating class		
Knowledge assessment from entrance exam		
First-time undergraduate (and transfer) admissions applications		
First-time undergraduate (and transfer) students admitted	21	
Undergraduate acceptance ratios	22	
Admission scores - graduate students		
Number of distinguished scholarship recipients		
Competitive graduate research awards and fellowships		
Number of students wait-listed		
Number entering with advanced placement		
Enrollment Statistics		
		1
FTE and headcount (full time and part time, degree-seeking and other, for North Central)	7	
Total number of new students enrolled each Fall (undergraduate & graduate)	17	
Students enrolled as first-time freshmen (and transfers)	14	
Undergraduate transfer data	5	
Going rate of high school graduates		
Enrollments as percentage of State population		
Out of state students who are first time freshmen or undergraduates		
Average age of first time freshmen and undergraduates		
Number of instate students		
Number of students (freshmen and undergrads) enrolled in specific targeted program types		
Number of first-time freshman and transfers applying as first choice and not admitted		
Number of credit hours produced		
Quality of Educational Experience		
		4
Student/faculty ratio (all faculty or only tenure-tenure track)	15	
Average class size (undergraduate & graduate)	10	
Year one or undergraduate classes taught by continuing faculty		
Percentage of full-time undergraduate students enrolled per semester in 3 or more primary courses with ranked faculty		
Percent of grad students with stipends		
Total number of graduate degree programs offered		
Total externally funded training grants and awards (graduate)		
Total number of administration; total number of other staff		
Number of programs offering different levels of degrees		

Performance Measurement Toolkit Metric Appendix

Indicator	Institution Frequency Ranking	Survey Most Critical Ranking
Number of internships		
Percent of primary undergrad class sections with less than 20 or more than 50 students		
Percent of undergraduate and lower division classes enrolling XX or fewer students		
Percentage of regularly-admitted first-time freshman who at entry required remediation classes and completed in one year		
Percentage of programs offering enrichment/experience programs		
Quality of Faculty		8
Terminal degree		
Percent tenured		
Average load ratio		
Faculty awards and prizes		
Number of scholarly publications		
Faculty membership in research, scholarly, and creative societies		
Leadership roles in professional, disciplinary, educational and service societies		
External research dollars per faculty FTE		
Percent of faculty and academic professionals receiving extramural support for research and creative activity		
Number of full-time tenure-tenure-track faculty %		
Number of faculty with sponsored projects		
Faculty productivity measure to be selected by each campus		
Percentage of faculty participating in faculty development and instructional improvement activities		
Total degree completion per staff		
Faculty/Staff Morale/Compensation		
Faculty perceptions ranking		
Comparative salary study		
Number of endowed chairs/professorships (all and/or those for which funding is pledged or committed)		
Faculty turnover rate		
Overall morale of faculty		
Average salaries of classified staff as a percentage of relevant salaries in local public/private sectors		
Average salaries of classified staff as percentage of salaries at peer institutions		
Staff turnover rate		
Staff retention rate		
Number of staff with leadership roles in state and national professional and educational societies and boards		
Number of staff participating in campus professional development activities		
Benefits Comparison with peers		
Offers made and accepted		
Faculty and staff FTE		
Staff to Faculty Ratio		
Non-Academic to Academic Staff Ration		
Worker's Comp Injury Rates & Loss Days Rate		
Persistence and Graduation Outcomes		3
Freshman retention rate (also transfers)	1	
Percent graduating in four, five or six years (and 2 yrs for CC)	2	
Attrition rate		

Performance Measurement Toolkit Metric Appendix

Indicator	Institution Frequency Ranking	Survey Most Critical Ranking
Average years taken by freshman students to complete a baccalaureate degree program	24	
Time to degree for Ph.D. recipients		
Student athletes' academic performance (e.g., graduation rate and Conference Honor Roll)		
Completion rate (undergrad and grad)		
Percent of baccalaureate graduates who are first generation college graduates		
Number of degree recipients who took exams in the major with national norms		
Number of baccalaureate degree recipients who took an institutional exit evaluation		
Student progress rate by field of study		
Graduation Statistics		5
Degrees granted by level or field of study (some without detail)	3	
Graduation ratio		
Degrees granted in shortage areas		
Athlete graduation rate		
Diversity Measures		9
Race/gender/nationality of students and faculty	8	
Number of minority enrollments	9	
Minorities ratio (undergraduate and graduate)	16	
Increase the number of international students		
Graduate rates by ethnicity 6 years after entry		
Degrees earned by gender		
Minority student perceptions survey		
Staff Diversity		
Student Outcomes/Satisfaction		6
Job placement/progression to grad school	11	
Student perceptions or quality of life ranking		
Perceived quality of degree (below average to above average)	18	
Undergrad abilities/professional standards		
Number of Employers Recruiting on Campus		
Percent of students who rate their overall university experience or the following service area as good/excellent.	25	
Quality of Learning Environment (Exterior and Interior e.g. Grounds, Facilities, Classrooms, Labs, Libraries)		
Social/Cultural Environment On Campus		
Excellent Instructional Faculty, Research Supervision, and Professional Training		
Faculty Availability		
Advising		
Class Size		
Courses (Variety and Content)		
Tests and Grades		
Orientation		
Tutoring		
Career Planning		
Job Placement		
Computer Services (Innovative technologies and Processes)		

Performance Measurement Toolkit Metric Appendix

Indicator	Institution Frequency Ranking	Survey Most Critical Ranking
Attitude, Responsiveness and Quality of Support Staff & Services (Registration, Admissions, Financial Aid, Bursar, Counseling, Student Health, Safety, Housing, Food Service, Parking, Day Care, Bookstore)		
Library		
Performance on Nationally Recognized Exams		10
Comparative exam results (passing rates for licensure, certification, professional examinations)	12	
Alumni or Employer Surveys		
Alumni/employer perceptions ranking		
Employer satisfaction with academic preparation/training		
Efficiency or Comparative Financial Data		2
<i>Revenue/Budget:</i>		
Primary sources of revenue as % of expense (and compared to peers)		
Revenues per FTE student		
Tuition and Fees/student FTE		
Tuition and Fees amount vs. peers		
Net Revenues/Total Revenues		
University's share of State's General Fund		
Line chart comparing enrollment trend to funding trend		
Room, board and other charges for residents and commuters; per credit hour charges		
Total Charge for Attendance (tuition, fees, room, board)		
Net Tuition (tuition adjusted for the discount rate) and Fees		
Net Operating Income		
Revenue per faculty FTE		
Earned Income vs. State Appropriation Income		
Tuition vs. Budget		
Discount Rate (for freshman and all students)		
<i>Expense:</i>		
Functional expense as % of expense	19	
Primary mission expense/E&G vs. peers		
Operating expense/student FTE		
Instruction expense/student FTE (and compared to Peers)		
Student services expense/student FTE		
Fellowships and scholarships/student FTE		
Cost per student credit hour		
<i>Financial Ratios:</i>		
Overall and E&G surplus/deficit %		
Net asset balance change		
Expendable net assets/total expense		
Liquidity/debt service ratios		
Financial viability ratio (Expendable Net Assets/Long Term Debt)		
Available Assets/General Liabilities		
Expendable Current Fund Balance/Total Current Fund Expenditures & Mandatory Transfers		
Percent of students receiving aid		

Performance Measurement Toolkit Metric Appendix

Indicator	Institution Frequency Ranking	Survey Most Critical Ranking
Financial aid awarded by category		
Primary Reserve Ratio (Expendable Net Assets/Total Net Assets)		
Net Income Ratio		
Debt Burden Ratio		
Current Fund Balance/FTE		
Graduate productivity ratio		
Tuition receivable uncollectible percentage		
Net Assets Ratio (Change in Net Assets/Total Net Assets)		
Net Operating Revenues Ratio (Operating Income or Loss + Net Non-Operating Revenues or Exp/Operating Revenues+Non-OP Revenues)		
<i>Endowment:</i>		
Total endowment	23	
Endowment balances/student FTE		
Endowment yield		
Number of endowed chairs		
<i>Other Misc. :</i>		
Number of library books/student FTE		
Deferred maintenance ratio		
Sponsored award funding		
Annual giving	6	
Rate of alumni participation in annual giving		
Foundation assets and revenues		
Amount spent to replace, repair or purchase equipment		
Below The Line Measures:		
Other Indicators Of Achievement (Strategic Plan, Perf, Balanced Scorecard, National Rankings)		
Depts. with active outcomes assessment		
Trends in departmental performance measures		
Employees trained in process improvement		
Bond ratings - Moodys, S&P, Fitch		
Proportion of programs accredited		
Ranking of library by the Association of Research Libraries		
Move to x place in total research & development expenditures at universities/colleges		
NCAA certification		
NCAA compliance		
Competitive excellence (e.g., bowl invitations, championships, top ten performances)		
Police coverage & crime index		
Accreditations held by departments & effective dates		
Ratio of total teaching related expenditures and total load (FTE)		
Student Engagement		
Student life activity participation (Housing, fraternities/soroties only in Common Data Set)		
Level of student engagement – NSSE/CSEQ		
Percent of undergraduate students participating in enrichment programs (e.g. research, independent studies, internships, field experiences, honors)		
Students participating in First Year Experience Program		
Percent of graduate students participating in enrichment programs (e.g. research, independent studies, internships, field experiences, honors)		
Number of students participating in club and intramural sports		

Performance Measurement Toolkit Metric Appendix

Indicator	Institution Frequency Ranking	Survey Most Critical Ranking
Access to Education - Financial		
Total dollars of funding from financial aid		
Proportion of admitted students from the lowest quartile of family income who receive financial aid (no quartile data in CDS; seergates need based)		
Share of family income that poorest families need to pay for tuition		
Percent of instate and of minority students with financial aid		
Loan Default Rate		
Median family income		
Ratio of median debt to median income of graduates		
Percentage of students receiving financial aid from all sources		
Average financial need and award for financial aid recipients		
Student debt at graduation		
Average student earnings of undergraduates by dependency status		
Access to Education - Distance Education		
Distance education enrollment (may be by delivery method)		
Off-Campus sites and centers at which credit courses are offered (detailed report of dual enrollment programs, consortia, etc. by course/site in NCA)		
Degree/certificate (credit) programs offered evenings/weekends		
Credit hours delivered off-campus (and compared to peers)		
Public Service, Societal, Economic Development		
External partnerships and collaborations with government, education, business, industry, and community groups		
Number of jobs created through external grants and contracts		
Number of jobs and businesses created from research patents and licenses		
Number of patient/client contacts		
K-12 teachers and students) in the State served through the University educational support programming		
Number of persons viewing education TV channel on a weekly basis		
Number of students enrolled in service learning courses		
Level of volunteer participation by faculty, staff, and students		
Participation in alumni and community relations activities		
Number of alumni chapters/donors		
External funding for public service initiatives		
Number of research contracts supporting specific State needs		
Number of cultural, social and athletic events on campus		
University's economic impact to community and state		
Media placements		
Percent of graduating students who believe they are able to apply the knowledge learned in their classes to help address societal issues or concerns		
Public's satisfaction with public services (may include continuing education conferences)		
Number of K-12 students participating in state programs who enroll in post-secondary education		
Use of alternate transportation by faculty/staff		
Research		
Number of sponsored awards/national ranking	20	
Number of sponsored proposals submitted		
External dollars, received (or expended)through research and creative activity	4	

Performance Measurement Toolkit Metric Appendix

Indicator	Institution Frequency Ranking	Survey Most Critical Ranking
Number of postdoctoral appointees		
Number of intellectual property disclosures		
Number of patents issued times the frequency of citations		
Licensing revenues /number of licenses		
Number of patents awarded		
Libraries		
Book/journal expenditures		
Total library expenditures		
Volumes added		
Volumes in the library		
Current serials , microfirms, audiovisual materials		
Number of inter-library loans		
Library resources added		
Library budget as % of E&G Budget		
Amount spent on periodicals and other resource materials		
Number of items checked out by category		
Estimated gate counts for set time periods		
Percent of library materials budget allocated to individual departments		
Square feet required for library materials, technology, seating, and staff according to library standards		
Computing		
Number of micro-computers available for student use		
Number of micro-computers connected to fiber optic backbone		
Number of programs, courses offered via technology		
Student registrations on electronically delivered courses		
Total number of UNIX IDs		
Number of buildings (or number of computers, number of classrooms) on campus connected to fiber optic backbone		
Number of students enrolled in IT courses (undergrad/grad)		
Percent of students with their own computer or with email accounts		
Percent of residence halls wired		
Value of investment in IT		
Volume of on-line student registration		
Number of technology renewals and upgrades		
Internationalization		
Rate of student participation in international and study abroad programs		
Number of faculty projects providing service to foreign nations		
Number of faculty engaged in international research and creative activities		
Number of international visitors: students and faculty		
Level and trend of federal funding for foreign work (Title VI, USAID)		
Facilities		
Net assignable square feet of space in use		
Average weekly room hours (weekday and evening) utilization of classrooms, each fall semester		

Performance Measurement Toolkit

Metric Appendix

Indicator	Institution Frequency Ranking	Survey Most Critical Ranking
Percent of existing buildings in use		
Number of classrooms renovated		
Utilization of mediated classrooms		
State-supported university building space within campus boundaries		
Deferred maintenance – percentage of unmet need		
Amount budgeted for repair and maintenance per gross square foot		
Percent of operating budget dedicated to repairs and maintenance		
Percent of state operating budget request for facilities that is funded		
Number of new buildings		
Value of capital assets		
Percent of campus facilities classified as accessible		
Percent of hazardous waste treated/disposed		
Facilities Condition Index		
Facilities Utilization in Evenings, Fridays, Weekends, Term Breaks, Summer, Distance Learning, Off site, Other		
Number of laboratories		
Net assignable square feet of classroom space		
Net assignable square feet of laboratory space		
Number of classrooms		
Administration		
HR processing turnaround		
Level of employee training participation		
Employee satisfaction with administrative services		
Insurance claims and related statistics		