UNIVERSITY OF MINNESOTA MPACT 2025 SYSTEMWIDE STRATEGIC PLAN MEASURE DEFINITIONS

Commitment 1: Student Success

Action Items (1.1)	Measure	Definition	Progress Card
Establish comprehensive systemwide strategic enrollment management strategy.	Develop Systemwide enrollment plan.	Develop and submit to the Board of Regents a systemwide enrollment plan through 2025.	
	Meet undergraduate enrollment goals for each campus.	Meet the undergraduate enrollment goals on all campuses for undergraduate degree-seeking students enrolled in at least one academic course.	X
	Achieve interquartile ACT range.	Achieve the ACT interquartile range of 25-31 on the Twin Cities campus for incoming New High School (NHS) students.	X
	Increase percentage of MN H.S. graduates who attend U of M campuses as freshmen.	Increase the percentage of graduates of Minnesota public high schools who enter any University of Minnesota campus as a New High School (NHS) student.	X
Improve retention and graduation rates while closing gaps.	Increase 4-year graduation rates.	Increase the percentage of New High School (NHS) students who have been awarded their first baccalaureate degree at the University within 4 years on all campuses. The University counts as a successful completion a student that first enrolls at any University of Minnesota campus and graduates from any University of Minnesota campus in the given timeframe.	X
	Increase 6-year graduation rates.	Increase the percentage of New High School (NHS) students who have been awarded their first baccalaureate degree at the University within 6 years on the Twin Cities campus. The University counts as a successful completion a student who first enrolls on the Twin Cities campus and graduates from any University of Minnesota campus in the given timeframe.	X
	Reduce gap between 4-year and 6-year grad rates of Pell-eligible and non Pell-eligible students by 50%.	Increase the percentage of New High School (NHS) Pell-eligible students who have been awarded their first baccalaureate degree at the University within 4 & 6 years on all campuses.	X
	Increase freshman to sophomore retention rate for each campus.	Increase the percentage of New High School (NHS) students who are retained (enrolled or have been awarded their degree at the University) after one year on all campuses.	X
Expand scholarship opportunities.	Increase institutional gift aid for degree-seeking students by 10%.	Increase the total amount of institutional gift aid provided to undergraduate degree-seeking students by the University on all campuses. This measure does not include state or federal grants, student employment, or loans.	X

Commitment 1: Student Success

Action Items (1.2)	Measure	Definition	Progress Card
Student mental health.	Develop and launch initiative by June 2021 building on the existing Mental Health Learning Collaborative.	Develop and launch an initiative that supports student mental health. See: PRISMH: The President's Initiative for Student Mental Health	X
Strengthen career outcomes and placement.	Career success outcomes of UMN students will exceed national outcomes reported by NACE between 6 and 10%.	Achieve a career outcome rate for undergraduate degree-seeking students on all campuses that exceeds the overall national outcomes reported by National Association of Colleges and Employers (NACE) between 6 and 10%.	X
Establish a holistic approach to student wellness.	Improve students' self-reported wellness indicators.	Eliminate the growth of unmanaged stress and lack of adequate sleep for all University students.	

Action Items (1.3)	Measure	Definition	Progress Card
Distributed learning models.	Add one new distributed education program leveraging systemwide expertise each year.	Create one distributed education or NXT GEN program each year which utilizes expertise across campuses.	X
Establish academic calendar flexibility to increase student engagement and year- round access.	Increase 3-year graduation rate each year for students who enter with 60+ credits and are enrolled full-time.	Increase the percentage of New Advanced Standing (NAS) students who enter the University with 60+ credits, enrolled full-time their first term, and have been awarded their degree within 3 years on the Twin Cities campus.	
Enhance the quality and support for educational offerings.	Program review and accreditation are and remain current each year.	The Provost's Office and University Chancellors collaborate with colleges and campuses to complete regular academic program review for all University academic programs. In addition to institutional accreditation with the Higher Learning Commission, many programs (especially professional programs) maintain independent accreditation standards. These are generally maintained by individual colleges and campuses, and monitored by the Provost's Office.	

Commitment 2: Discovery, Innovation & Impact

Action Items (2.1)	Measure	Definition	Progress Card
Prioritize research opportunities for all students.	Increase research opportunities for all undergraduate students.	Increase research opportunities for undergraduate degree-seeking students on the Twin Cities campus including: assist faculty in conducting research, assist faculty with their creative project, or conduct own research/creative project with faculty guidance/supervision.	X
Increase year-over-year funding growth for research and industry-sponsored awards.	Target growth for sponsored awards of 5% per year (stretch 7%) for next 5 years. Maintain Top 10 public University expenditure ranking in HERD.	Increase sponsored awards by 5% per year (stretch goal of 7%) for the next 5 years as well as maintaining Top 10 public University expenditure rankings of total annual research and development expenditures by the National Science Foundation in NSF HERD.	X
Advance career outcomes for graduate students and postdocs.	Increase percentage of graduate students and postdocs employed in positions that use their degree.	Maintain 95% of students who graduate with a PhD or are PostDocs are employed in positions that use their degree according to the response to the question "To what extent has your PhD degree equipped you with the skills needed for success in your current career?" in the Graduate School Annual Alumni Survey.	X

Action Items (2.2)	Measure	Definition	Progress Card
Enhance opportunities for new businesses and start-ups, corporate partnerships, and technology commercialization.	Grow start-ups per year.	Increase the number of start-ups formed through Technology Commercialization each year to 25 by 2025.	X
	Increase industry sponsored awards.	Increase the amount of sponsored awards categorized as Private: Business & Industry.	X
Increase multidisciplinary opportunities in research and curriculum.	Increase number of multidisciplinary grants and courses each year.	Building on the work of the University of Minnesota - Twin Cities Grand Challenges, increase the number of multidisciplinary research grants awarded (sponsored grants with Principal Investigators from two or more departments) and multidisciplinary course sections taught through the Grand Challenge Curriculum (Twin Cities) and team-taught (Crookston, Duluth, Morris & Rochester) offered each year systemwide.	
Advance the arts and humanities through strategic collaborations.	Increase number of collaborations involving the arts and humanities each year.	Increase the number of collaborations involving the arts and humanities with one major collaboration each year.	

Commitment 2: Discovery, Innovation & Impact

Action Items (2.3)	Measure	Definition	Progress Card
Elevate national and international profile and standing while addressing societal needs.	Elevate USNWR National Public rankings and Shanghai rankings.	Elevate the Twin Cities campus rankings for US News & World Report for public universities to top 25 and Shanghai to top 35.	X
Enhance Carnegie Community Engagement designation across system, and measure and expand outreach and engagement.	Achieve Carnegie Community Engagement designation.	Achieve the Carnegie Commission's Community Engagement Elective Classification for Community Engagement on all 5 campuses by 2025. The designation is initially achieved and periodically re-accredited through a detailed self-study review process. See: Carnegie Community Engagement Classification.	X
	Develop unified service, outreach, & engagement database and map.	Building on the In Your Community systemwide mapping effort and mapping within the Office of Public Engagement, the University will seek to build a unified database and map of community connections across the state. See: University of Minnesota Public Engagement Footprint database map.	X
Increase state partnership funding.	Increase state funding.	Attempting to recognize all of the necessary State of Minnesota support, including direct appropriations, support of capital projects, revenue from state management of PUF lands, medical assistance, non-sponsored goods and service contracts, and sponsored awards received from the State of Minnesota.	X
	Increase state-sponsored research.	Increase the total amount of research or training grants and contracts specifically contracted by the State of Minnesota.	X

Commitment 3: MNtersections

Action Items (3.1)	Measure	Definition	Progress Card
Increase collaborations to serve as a model in health education, clinical training, and new models of care.	Elevate NIH Blue Ridge ranking each year.	Increase the University's annual National Institute of Health Blue Ridge Institute for Medical Research ranking to the top 25 among medical schools based on the total dollar amount of grants received.	X
Deepen impact in core areas of strength, including solutions, cures, and technology.	Increase the number of med-tech / health science disclosures each year.	Increase the number of annual disclosures in the MedTech/Health Science fields each year. Categories included in this area include both human and animal health, medtech, biotech, diagnostics, drugs/biologics, Health-IT. Animal health disclosures are included since innovations may be applicable for both human and animal health.	X
Serve as a destination practice of leading delivery models.	Improved patient experience scores year over year.	Improve overall patient satisfaction scores to 85% in response to the M Health Fairview patient satisfaction question "Likelihood to recommend a provider" at the Clinics and Surgery Center (CSC).	X
Action Items (3.2)	Measure	Definition	Progress Card
Demonstrate state and worldwide leadership in sustainability and environmental teaching, research, and convening power.	Increase Times Higher Ed Sustainability Development Goal Ranking, including but not limited to climate action, clean water, and land ecosystems.	Demonstrate the University's commitment to climate action, clean water, and land ecosystems by increasing the University's Times Higher Ed Sustainability Development Goal ranking initially submitted in Fall 2021.	X
	Achieve Gold STAR rating.	Achieve a Gold STAR rating for each campus, demonstrating the University's sustainability performance in research, curricular, co-curricular, operations, planning, and administrative categories.	X
Develop system leadership and governance coordination for sustainability initiatives.	Launch annual systemwide and campus sustainability convenings by June 2021.	The University will convene campus and system-level efforts around sustainability by June 2021. These convenings will connect with other sustainability-related commitments and be repeated annually.	
Establish next generation systemwide Climate Action Plan for 2030.	Establish next generation climate action plans for 2030.	As a signatory to the Second Nature Carbon Leadership Commitment, establish a climate action plan for each campus to include: a target date for achieving carbon neutrality as soon as possible, interim target dates for meeting milestones, mechanisms and indicators for tracking progress, actions to integrate carbon neutrality into students' educational experiences, and actions to expand research in carbon neutrality.	X

Commitment 3: MNtersections

Action Items (3.3)	Proposed Measure	Definition	Progress Card
Develop and deploy new techniques and partnerships for smart farming and sustainable food supplies, and natural resources.	Increase number of food, ag-tech, and natural resource-related disclosures.	Increase the number of innovation disclosures submitted to the Technology Transfer Office in the Food, Agricultural Technology, and Natural Resources categories each year.	X
	Actively participate in industry and government food, ag, and natural resource-related initiatives and partnerships.	Actively participate in issuing degrees and certificates in the food, ag, and natural resource-related fields, academic programs, etc. across all academic levels systemwide.	X
Expand, develop and retain agricultural and food system talent in rural communities and agribusiness.	Develop unified service, outreach, and engagement database and map.	Building on the In Your Community systemwide mapping effort and mapping within the Office of Public Engagement, the University will seek to build a unified database and map of community connections across the state. See: University of Minnesota Public Engagement Footprint database map.	
Enhance Extension's impact and reach.	Increase number of community partners served by 20% by 2025.	Increase the number of established individual partnerships in the community to 20% through Extension.	

Commitment 4: Community & Belonging

Action Items (4.1)	Measure	Definition	Progress Card
Retain diverse students, faculty, and staff.	Increase percentage of BIPOC / underrepresented (ethnicity) undergraduate students in the freshmen class.	Increase the percentage of incoming undergraduate degree-seeking students on all campuses who identify as BIPOC (students who identify as United States citizens and who identify as Asian, Black, American Indian, Pacific Islander/Hawaiian, Hispanic, or two or more races) or underrepresented (ethnicity) (students who identify as United States citizens and who identify as Black, American Indian, Pacific Islander/Hawaiian, Hispanic, or two or more races).	X
	Increase percentage of BIPOC / underrepresented (ethnicity) incoming professional and graduate students.	Increase the percentage of incoming professional and graduate degree-seeking students on all campuses who identify as BIPOC (students who identify as United States citizens and who identify as Asian, Black, American Indian, Pacific Islander/Hawaiian, Hispanic, or two or more races) or underrepresented (ethnicity) (students who identify as United States citizens and who identify as Black, American Indian, Pacific Islander/Hawaiian, Hispanic, or two or more races).	X
	Increase percentage of BIPOC / underrepresented (ethnicity) faculty hired.	Increase the percentage of faculty (Provost) hired who identify as BIPOC (faculty who identify as United States citizens and who identify as Asian, Black, American Indian, Pacific Islander/Hawaiian, Hispanic, or two or more races) or underrepresented (ethnicity) (faculty who identify as United States citizens and who identify as Black, American Indian, Pacific Islander/Hawaiian, Hispanic, or two or more races).	X
	Increase percentage of BIPOC / underrepresented (ethnicity) staff hired.	Increase the percentage of staff hired who identify as BIPOC (staff who identify as United States citizens and who identify as Asian, Black, American Indian, Pacific Islander/Hawaiian, Hispanic, or two or more races) or underrepresented (ethnicity) (staff who identify as United States citizens and who identify as Black, American Indian, Pacific Islander/Hawaiian, Hispanic, or two or more races).	X
	Increase retention of all BIPOC/ underrepresented (ethnicity) students year over year.	Increase the retention of undergraduate degree-seeking students on all campuses who identify as BIPOC (students who identify as United States citizens and who identify as Asian, Black, American Indian, Pacific Islander/Hawaiian, Hispanic, or two or more races) or who identify as underrepresented (ethnicity) (students who identify as United States citizens and who identify as Black, American Indian, Pacific Islander/Hawaiian, Hispanic, or two or more races) who are enrolled or have been awarded their degree at the University after one year.	

Commitment 4: Community & Belonging

Action Items (4.1)	Measure	Definition	Progress Card
Retain diverse students, faculty, and staff.	Increase retention of all BIPOC/underrepresented (ethnicity) faculty and staff year over year.	Increase the retention of faculty (provost) and staff (provost) who identify as BIPOC (faculty and staff who identify as United States citizens and who identify as Asian, Black, American Indian, Pacific Islander/Hawaiian, Hispanic, or two or more races) or who identify as underrepresented (ethnicity) (faculty and staff who identify as United States citizens and who identify as Black, American Indian, Pacific Islander/Hawaiian, Hispanic, or two or more races) each year.	
Reduce disparities among underrepresented groups.	Decrease 4-year and 6-year graduation gaps between white and BIPOC students.	Decrease the 4 year and 6 year UMN Undergraduate Student Graduation Rate gap between undergraduate degree-seeking students on all campuses who identify as BIPOC (students who identify as United States citizens and who identify as Asian, Black, American Indian, Pacific Islander/Hawaiian, Hispanic, or two or more races) and undergraduate degree-seeking students who identify as white or unknown.	X
	Reduce disparities in faculty promotion rates.	Eliminate disparities in faculty promotion rates of faculty (tenured/tenure track) engaged in teaching research, and service for female faculty and faculty and who identify as BIPOC (faculty who identify as Asian, Black, American Indian, Pacific Islander/Hawaiian, Hispanic, or two or more races).	
Action Items (4.2)	Measure	Definition	Progress Card
Measure and address annual climate survey data.	Increase percentage of students with a favorable sense of belonging (Climate survey; SERU; "Agree I feel I have a sense of belonging to my campus").	Increase percentage of undergraduate degree-seeking Twin Cities students who respond that they somewhat agree, agree or strongly agree with the SERU survey prompt "Agree I feel I have a sense of belonging to my campus".	X
Increase job satisfaction.	Increase commitment and dedication measure in Engagement Survey.	Increase the percentage of favorable responses of faculty and staff across the system on the Commitment and Dedication metric in the biennial Employee Engagement survey.	X
Develop education and training to increase intercultural competency and interactional diversity.	Increase number of people who participate in intercultural competency and interactional diversity trainings each year.	The number of Twin Cities New High School (NHS) or New Advanced Standing (NAS) students who complete the Diversity, Inclusion, and Belonging for Students training through the Gopher Equity Project. In addition, the number of participants on all campuses who participated in the ECHO (Equity Certificate Hosted Online) program and departmental workshops offered through the Office of Equity and Diversity.	

Commitment 4: Community & Belonging

Action Items (4.3)	Measure	Definition	Progress Card
Advance deeper understanding of institutional history.	Complete Board of Regents April 2019 charge.	Complete the April 2019 charge from the Board of Regents to develop during 2020-21 a comprehensive policy approach to renamings, commemorations, and educational activities on the University's history.	X
Strengthen collaborative relations with Tribal Nations.	Meet with leadership from the eleven sovereign Tribal Nations at least three times each year.	Expand current engagement with indigenous communities to include at least three meetings with leadership from the eleven sovereign Tribal Nations annually.	
Drive mutually beneficial relationships with underserved local communities and strategic partners to enhance society, access to higher education and safe campus environments.	Increase number of partnerships with underserved local communities each year.	Increase the number of partnerships with Minnesota-based suppliers owned by women, minorities, and persons with disabilities.	

Commitment 5: Fiscal Stewardship

Action Items (5.1)	Measure	Definition	Progress card
Reduce student debt.	Ensure average student debt for those who borrow is under the national average by at least $2,500.	The average amount of student loan debt accumulated by New High School (NHS) students at the time of their graduation in comparison to the national average (as reported by US News).	X
Enhance on-campus employment opportunities for all students.	Increase on-campus employment opportunities for all students each year.	Increase the number of degree-seeking undergraduate, graduate, and professional students enrolled and employed on-campus in the fall term.	X
Increase aid targeted to students with demonstrated need.	Create tuition free program for undergraduate students.	The Promise Plus Free Tuition Program was established in 2021 and provides additional funds to cover the full cost of tuition for four consecutive years for new Minnesota freshmen enrolling full time at any University of Minnesota campus whose families make less than $50,000 a year.	X
Action Items (5.2)	**Measure**	**Definition**	**Progress card**
Develop leading-edge tuition and pricing model.	Define tuition and pricing model.	Define the elements of a tuition and pricing model for consideration, including the examination of all forms of student financial aid and the way students make payments.	
Define and establish an administrative cost benchmark.	Promote operational efficiencies by maintaining spending on administration at 10 to 11.6% of total expenditures.	Maintain administrative expenditures of 10.0 - 11.6% of total spending calculated for each completed fiscal year.	X
Identify and maximize non-state support, including new revenue opportunities aligned to institutional goals.	Increase alternative revenue each year.	Increase total revenues each year that are incidental to the University's mission.	
Action Items (5.3)	**Measure**	**Definition**	**Progress Card**
Establish new long-term physical master plan for each campus that serves our community and is updated regularly.	Update long-term physical master plan for each campus.	Update each campus's long-term physical plan, one per year, between 2020 and 2025.	
Advance innovative financing to support long-term strategic objectives.	Establish plan to advance innovative financing to support long-term strategic objectives.	Create a plan to support long-term strategic objectives through the advancement of innovative financing by December 2021.	
Establish land retention, acquisition, and use strategy.	Establish land retention, acquisition, and use strategy plan.	Establish land retention, acquisition and use strategies in alignment with Board of Regents policy through coordinated campus, climate action, utility/energy, and facility and utility condition assessment plans.	

Commitment 5: Fiscal Stewardship

Action Items (5.4)	Measure	Definition	Progress Card
Enhance risk management through innovative technology and processes.	Develop enterprise risk management plan.	Development of plan to assess and manage enterprise risk by December 2021.	
Assess and improve campus safety protocols and organizational structure.	Create plan to assess and improve campus safety.	Plan to assess and improve safety for each campus by December 2021.	
Engage in continuous improvement practices to promote efficiency in all aspects of operations.	Institute annual reporting effort of continuous improvement practices systemwide.	Through the PEAK Initiative, provide an annual report on the progress of continuous improvement efforts from all units.	X

Source Information

Data for the MPact 2025 Systemwide Strategic Plan is primarily sourced from internal University of Minnesota records. Data using external sources is noted within the measures and associated definitions (e.g., sources of external rankings, ratings, etc.).

Contact Information

This document provides measure definitions for the MPact 2025 Systemwide Strategic Plan. For questions about measure values, including baseline values, contact University Data and Institutional Reporting. For questions about the measure definitions, contact datagovernance@umn.edu.

Learn about MPact 2025 plans and progress by visiting president.umn.edu/mpact-2025.

Data definitions links included in measure definitions are available at z.umn.edu/TermGlossaries. UMN login required.   UPDATED February 2023