



Southern Utah University

SUU Academic Roadmap 2010-13

As of October 7, 2011

Executive Summary Plan (with Progress)

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MISSION STATEMENT

Southern Utah University, as our founders envisioned, is a dynamic teaching and learning community inspired by its unique natural surroundings. As Utah's designated public liberal arts and sciences university, SUU engages students in a personalized and rigorous experiential education, empowering them to be productive citizens, socially responsible leaders, high achievers and lifelong learners. In order to fulfill its mission SUU will:

- Emphasize excellence in learning designed to foster critical thinking, effective communication, lifelong intellectual curiosity, global awareness, personal responsibility, and integrity
- Offer educational experiences typical of private universities with the affordability of public higher education
- Provide outstanding programs of study in the arts and sciences, selected pre-professional, professional, and graduate programs
- Contribute to state, regional, and community needs as a social, cultural, and economic catalyst
- Harness and integrate our unique geographic location in the SUU educational experience

Motto: Learning Lives Forever

CORE THEMES STATEMENT

Academic Excellence:

With superior teaching and engaged learning as its foundation, academic excellence is the hallmark of Southern Utah University. Students are expected to meet the challenges of rigorous programs of study offered at SUU. Unique experiential education programs and dedicated faculty promote both critical and creative thinking and scholarly activity in a supportive learning environment. SUU is committed to sustaining an academic community that encourages students to develop their breadth and depth as scholars and global citizens. SUU supports faculty and staff development designed to respond to the changing demands of higher education and the needs of its students. Assessment of learning outcomes and continual improvement are key elements of the educational experience at SUU.

Involvement and Personal Growth:

Southern Utah University encourages student growth and development by providing opportunities and programs designed to broaden social and cultural perspectives through campus and community service, and outdoor, creative, and global engagement activities. The University affirms that active participation in well-designed experience-based programs provides a holistic educational experience and helps prepare students to become engaged members of society. SUU is committed to helping students become confident, creative, and adaptive life-long learners known for their service to the community.

Community and Social Responsibility:

Essential to the educational process is a sense of an academic community wherein collaboration, diversity, respect for all people, concern for the environment, civility, and shared governance are cultivated. SUU encourages the discussion and exploration of differing views while recognizing the cherished individual freedom to reach one's own conclusions. Developing students into productive responsible citizens, both locally and globally, involves the thoughtful exploration and application of ethics and values and the acknowledgment of the responsibilities one has as a contributing citizen of the world.

CORE VISION

Southern Utah University will be nationally recognized as a premier institution of learning known for enabling its students to honor thought in all its finest forms, achieve excellence in their chosen field, and create positive change in the world.

COMPETITIVE ADVANTAGES

SUU is uniquely positioned to offer a personalized university educational experience in a world that is increasingly depersonalized. Students have many choices when it comes to pursuing a college degree, but few universities can deliver on the level of engagement SUU faculty and staff provide. SUU offers distinctive experienced-based learning programs in a location known worldwide for its unique beauty and grandeur.

The diverse mix of course offerings, coupled with a comprehensive list of major areas of study, provides students with options usually found at much larger universities. SUU is regularly recognized on a national level for its quality and value. Students and parents trust us to deliver on our promise of individual attention, quality programs of study, and a safe and supportive environment.

The community involvement in the founding of SUU in 1897 is also a unique element in our history. The campus and community partnership continues to be a strong force and helps drive our commitment to engagement and service.

STRATEGIC INITIATIVES

Six Initiatives that are Mission-Driven and Products of our Core Themes

1. Achieve Academic Excellence and Distinctiveness
2. Secure Financial Resources for Academic Roadmap
3. Develop High Impact Educational Programs and Practices
4. Increase Student Success & Engagement
5. Attain Organizational Alignment & Efficiencies
6. Support Faculty Excellence & Development

KEY STAKEHOLDERS

Undergraduate Students	SUU serves traditional students 18 to 25 seeking a degree from among a wide variety of academic disciplines and non-traditional students returning to school or starting later on a degree after deferring a university education until later in life.
Graduate Students	A mix of traditional and non-traditional students pursuing graduate work in a specialized and concentrated program of academic or professional study.
Faculty, full and part-time	Tenured and tenure-track, full-time non-tenured faculty, part-time adjunct faculty.
Executive, Professional & Classified Staff	Senior administrators overseeing mission critical areas, professional staff support the academic and operational functions, and hourly staff providing administrative support across campus.
SUU Board of Trustees	Appointed by the Governor to perform those duties, responsibilities, and functions authorized through the State Board of Regents.
SUU Alumni	Graduates of the institution in a wide variety of locations, professions, and degrees of engagement with the university.
Community Members & Employers	Local, regional and state- wide constituents who interact with the campus community and who have an interest in the activities and programs of the university. The community also includes businesses, employers, political and religious leaders, and K-12 educators and leaders, among others.
USHE and Regents	Key leaders in the higher education system in Utah and Board of Regents members and staff invested in the strategic support of learning in Utah.

Report on KEY PERFORMANCE INDICATORS for Academic Roadmap

1. Fall-to-fall retention rate increases:

Full-time, first-time, undergraduate bachelor's degree-seeking students

	Cohort Year				
	2005	2006	2007	2008	2009
Fall-to-fall retention	60.5	64.5	62.3	64.5	62.6

2. Freshman six-year graduation rate increases:

Full-time, first-time, undergraduate degree/certificate - seeking students

	Cohort Year				
	2000	2001	2002	2003	2004
Six-year graduation rate	39.5	38.7	35.8	39.5	43.5

3. 10-year average % of students finding employment increases – Collecting data

4. 10-year average % of students continuing their education increases – Collecting data

5. Admissions selectivity increases

Based on all newly admitted freshmen who enrolled in the first fall semester

	Freshmen Cohort Year				
	2006	2007	2008	2009	2010
Average Admissions Index	105.95	105.33	106.70	105.96	109.29
Average high school GPA	3.41	3.41	3.44	3.41	3.50

6. New freshman average ACT score increases

Based on all newly admitted freshmen who enrolled in the first fall semester

	Freshmen Cohort Year				
	2006	2007	2008	2009	2010
Average ACT score (composite)	21.79	21.50	21.95	21.94	22.84

7. Faculty & Staff salaries reach 100% CUPA average

2009 average of CUPA was 87% and by fall of 2011 average of CUPA was 93%

8. Reduce number of faculty teaching on overload Collecting data

9. Student–Faculty ratio becomes more favorable*




















	Fall 2008	Fall 2009	Fall 2010
IPEDS** Report	23	24	22
Common Data Set	23	26	25
	2007-08	2008-09	2009-10
Cost Study/Fact Book	18.94	19.01	20.31

* Reporting agencies use different calculation methods to arrive at the resulting numbers above

** IPEDS = Integrated Postsecondary Education Data System

10. Number of classes with fewer than 30 students increases – Collecting data

SUU ACADEMIC ROADMAP 2010-13 - PROGRESS AT-A-GLANCE

Organizational Strategic Objectives	Measure	Target	YTD	Status
ACADEMIC EXCELLENCE & RESOURCES				
1.1 Pursue and support accreditation for academic programs	% Complete	100%	50 %	
1.2 Enhance international partnerships and global awareness	% Complete	100%	40 %	
1.3 Increase academic standards and rigor	% Complete	100%	40 %	
1.4 Qualify for institutional membership in Phi Beta Kappa and Phi Kappa Phi	% Complete	100%	25 %	
1.5 Coordinate efforts through the VP for University Relations to promote SUU's academic excellence	% Complete	100%	33 %	
2.1 Create multi-year tuition plan that will support academic excellence and student engagement	% increased applications per year	100%	66 %	
2.2 Create multi-year plan for enhancing faculty and staff compensation	% faculty at 100% of CUPA	100%	100 %	
2.3 Develop budget plans to better support undergraduate and graduate programs	% Complete	100%	33 %	
2.4 Identify viability of new academic programs and quality initiatives	% Complete	100%	33 %	
2.5 Annually evaluate scholarships, waivers, student employment, and financial aid support system for SUU students	% Complete	100%	50 %	
2.6 Coordinate efforts through the VP for Institutional Advancement to secure resources to support academic initiatives	% Complete	100%	30 %	
STUDENT SUCCESS & ENGAGEMENT				
3.1 Develop the Experiential Education requirements at the University level	% completed in establishing EER	100%	100 %	
3.2 Develop Interdisciplinary Programs	% Complete	100%	75 %	
3.3 Enhance Honors Program	% complete w/ honors & 1st Yr Experience	100%	50 %	
3.4 Assess and implement changes to improve the General Education curriculum and First-year Program	% Complete	100%	5 %	
4.1 Develop and implement a master plan for student success initiatives and enrollment management	% complete of master plan	100%	85 %	
4.2 Enhance the quality and consistency of academic advising	% Complete	100%	60 %	
4.3 Increase support for students seeking graduate school and career counseling	% Complete	100%	75 %	
4.4 Create a campus atmosphere nurturing and promoting intellectual stimulation	% Complete	100%	40 %	

ORGANIZATIONAL EFFECTIVENESS				
5.1 Create a University College	% Complete	100%	100 %	✓
5.2 Regularly assess alignment of colleges and academic programs	% Complete	100%	20 %	●
5.3 Create an Office of Institutional Research & Assessment	% complete in establishing IR office	100%	100 %	✓
5.4 Develop and implement plans to enhance Library holdings and services	% Complete	100%	50 %	●
5.5 Continue to ensure the uniformity of high quality service in key student support areas on campus	% complete enhancing student services	100%	70 %	●
5.6 Ensure SUU is employing effective technology in teaching and learning environments	% Complete	100%	33 %	●
5.7 Develop institutional plan and support online and distance education	% Complete	100%	33 %	●
FACULTY AND STAFF DEVELOPMENT				
6.1 Hire and retain outstanding faculty and staff to support mission and academic strategic goals	% Complete	100%	33 %	●
6.2 Review and Address Faculty Workload Issues	% complete in revising workload policy	100%	100 %	✓
6.3 Create Center of Excellence for Teaching and Learning (CETL)	% complete in establishing CETL	100%	100 %	✓
6.4 Support Faculty Scholarly, Creative, and Research Grants	% Complete	100%	33 %	●

SUU's BALANCE SCORECARD – ACADEMIC ROADMAP

