Goal 1 – Enhancing the Educational Experience

**Objective 1 - Increase student persistence to graduation**

**Action Item 1** - Increase the percentage of Missouri Western first-time full-time students who return to the institution for the following fall semester above the national median for first-time, full-time students at an open admission, public four-year institution. *Primary leadership – Academic Affairs*

**Assessment Tools:** IPEDS Data [https://nces.ed.gov/ipeds/datacenter/Default.aspx](https://nces.ed.gov/ipeds/datacenter/Default.aspx)
Student Satisfaction Inventory (SSI) – even years
National Survey of Student Engagement (NSSE) data – odd years

**Alignment:** CBHE Performance Funding Model for Public 4-Year Institutions – Student Retention – **MWSU Specific Indicator**, AQIP 1 Helping Students Learn

**Action Item 2** – Increase the percentage of Missouri Western students who return to the institution for their third consecutive fall semester after their second consecutive fall semester. *Primary leadership – Student Affairs*

**Assessment Tools:** Sophomore Survey
Comparative Data
Source [http://books.google.com/books/about/A_national_examination_of_the_prevalence.html?id=K5xkX6UT4Z4C](http://books.google.com/books/about/A_national_examination_of_the_prevalence.html?id=K5xkX6UT4Z4C)
Institution IR website [http://www.sc.edu/fye/research/data_access/index.html](http://www.sc.edu/fye/research/data_access/index.html)

**Alignment:** CBHE Performance Funding Model for Public Four-Year Institutions - Increased Degree Attainment, AQIP 3 Understanding Students’ and Other Stakeholders’ Needs,

**Action Item 3** – Increase the six-year bachelor degree graduation rate above the national median for first-time, full-time students at open-admission, public four-year institutions. *Primary leadership – Academic Affairs*

**Assessment Tool:** [https://nces.ed.gov/ipeds/datacenter/Default.aspx](https://nces.ed.gov/ipeds/datacenter/Default.aspx)

**Alignment:** CBHE Performance Funding Model for Public 4-Year Institutions – Increased Degree Attainment – **MWSU Specific Indicator**, AQIP 1 Helping Students Learn

**Action Item 4** – Review, make improvements and assess actions to assure an effective and comprehensive advising process. *Primary leadership – Academic Affairs*

**Assessment Tools:** Student evaluation of advising
NSSE Student Satisfaction Survey results (even years)
National Survey of Student Engagement results (odd years)
Alignment: CBHE Performance Funding Model for Public 4-Year Institutions – Retention and Increased Degree Attainment, AQIP 3 Understanding Students’ and Other Stakeholders’ Needs

**Action Item 5** – Increase student financial literacy *Primary leadership – Financial Aid*

**Assessment Tools:** Annual borrowing rates by class and graduates
Student participation in financial literacy initiatives at Missouri Western
Reductions in excessive borrowing
Missouri Western Cohort Default Rate

Alignment: Federal Financial Aid Regulations, AQIP 3 Understanding Students’ and Other Stakeholders’ Needs, AQIP 6 Supporting Institutional Operations, AQIP 7 Measuring Effectiveness

**Action Item 6** – Increase student performance as measured by exit examinations, general studies examinations, and licensure examinations. *Primary Leadership – Academic Affairs*

**Assessment Tools:** ETS Proficiency Profile (General Studies), ETS Major Field Tests, Licensure exams, and departmental exit exams

Alignment: CBHE Performance Funding Model for Public 4-Year Institutions – Exit Examination Performance Rates – **MWSU Specific Indicator**, AQIP 1 Helping Students Learn, AQIP 7 Measuring Effectiveness

**Objective 2 - Implement recruit-back, reverse transfer, and degree attainment initiatives**

**Action Item 1** – Develop, seek MDHE approval, and implement a baccalaureate completion degree opportunity for students with college credits and no existing degree. *Primary leadership – Academic Affairs*

**Assessment Tools:** Increased number of degrees earned through the Bachelor of General Studies, Bachelor of Science and Technology, and Bachelor of Interdisciplinary Studies.

Alignment: CBHE Performance Funding Model for Public 4-Year Institutions – Increased Degree Attainment/Governor’s Goal – *AQIP Action Project 2012-2015*, AQIP 1 Helping Students Learn

**Action Item 2** – Develop and implement reverse transfer processes and policies with two year partner institutions. *Primary leadership – Academic Affairs*

**Assessment Tools:** Number of students opting-in to reverse transfer
Number of degrees awarded through reverse transfer

Alignment: HB 1042 – Reverse Transfer, AQIP 9 Building Collaborative Relationships

**Action Item 3** – Enhance existing processes to facilitate student transfer to Missouri Western. *Primary leadership – Academic Affairs*

**Assessment Tools:** NSSE and SSI surveys

Alignment: CBHE Performance Funding Model for Public 4-Year Institutions – Increased Degree Attainment/Governor’s Goal, AQIP 1 Helping Students Learn
Action Item 4 – Increase the number of online course enrollments annually. Primary leadership – Academic Affairs

Assessment Tools: Number of online courses and course sections
Number of degrees reported to HLC as 50% or more online
Number of degrees fully online.

Alignment: Consultant’s Report Recommendation 2012, AQIP 1 Helping Students Learn

Action Item 5 – Increase the number of graduate degrees and graduate options within degrees aligned to the University mission of applied learning, applied research and professional service to the region. Primary leadership – Academic Affairs

Assessment Tools: Number of graduate degrees and options offered

AQIP 1 Helping Students Learn

Goal 2 - Preparing graduates for Careers, Graduate Studies and Life Opportunities

Objective 1 - Increase Western’s global engagement

Action Item 1 - Increase the number of international students attending Missouri Western as well as faculty and student international exchanges. Primary leadership – Student Affairs

AQIP Action Project – 2012 – 2015

Assessment Tool: IPEDS data

Alignment: Consultant’s reports 2012, AQIP 3 Understanding Students’ and Other Stakeholders’ Needs

Action Item 2 - Increase student interactions with students from other countries and cultures. Primary leadership – Student Affairs

Assessment Tool: Event and exchange data

Alignment: Consultant’s Report 2012, AQIP 3 Understanding Students’ and Other Stakeholders’ Needs

Action Item 3 - Strengthen institutional policies, practices, and structures to respect and represent diverse cultures. Primary leadership – Student Affairs

Assessment Tool: Governance Advisory Council policy changes

Alignment: AQIP 3 Understanding Students’ and Other Stakeholders’ Needs, AQIP 4 Valuing People

Objective 2 - Increase Western’s leadership in the arts, sciences, and workforce development
**Action Item 1** – Expand Western’s arts infrastructure, support, and performance opportunities.  
*Primary leadership – University Advancement*

**Assessment Tool:** Membership in the Western Arts Society, Contributions to the MWSU Foundation assigned to arts support,

**Alignment:** Consultant’s Report 2012, AQIP 3 Understanding Students’ and Other Stakeholders’ Needs, AQIP 9 Building Collaborative Partnerships

**Action Item 2** – Expand student involvement in science, technology, engineering and mathematics (STEM) fields. *Primary leadership – Academic Affairs*

**Assessment Tool:** IPED data - Number of graduates from STEM fields.

**Alignment:** Governor’s Goal of increased STEM graduates, AQIP 3 Understanding Students’ and Other Stakeholders’ Needs

**Action Item 3** – Develop degrees (undergraduate and graduate) that meet workforce needs in high-demand career fields. *Primary leadership – Academic Affairs*

**Assessment Tool:** Number of new undergraduate and graduate degrees related to workforce needs in high demand fields.

**Alignment:** Consultant’s Report 2012 – **AQIP Action Project 2012-2015**, AQIP 1 Helping Students Learn

Objective 3 - Develop processes that will enhance student career information and access to graduate study, employment, and life opportunities.

**Action Item 1** - By the last semester of study, MWSU students will participate in an applied learning experience (course-based or co-curricular). *Primary leadership – Academic Affairs*

**Assessment Tool:** Number of graduates completing a course-based applied learning experience.

**Alignment:** MDHE Performance Indicator, MWSU Statewide mission on applied learning, AQIP 3 Understanding Students’ and Other Stakeholders’ Needs**MWSU Institution Specific Performance Measure** – The number of students each year who have participated in research, projects or creative activities that have resulted in a peer-reviewed publication, presentation, performance, exhibit or external award.

**Action Item 2** – By the last semester of study, MWSU students will have the opportunities to attend career fairs, explore graduate study options, and consider additional options for life-long learning. *Primary leadership – Student Affairs*

**Assessment Tool:** Number of graduates participating in career fairs, applying for graduate study or other options for life-long learning.

**Alignment:** MWSU mission, AQIP 2 Accomplishing Other Distinctive Objectives, AQIP 3 Understanding Students’ and Other Stakeholders’ Needs
Goal 3 – Increasing and Managing Resources

Objective 1 - Increase and Manage Human Resources

**Action Item 1** - Evaluate, prioritize, and respond to the human resources needs across the institution. *Primary Leadership – Human Resources*

**Assessment Tool:** Human Resource Survey

**Alignment:** AQIP 4 Valuing People, AQIP 6 Supporting Institutional Operations, AQIP 8 Planning Continuous Improvement

**Action Item 2** - Strengthen wellness initiatives (employees and students). *Primary Leadership – Human Resources*

**Assessment Tool:** Annual Aggregate Wellness Screening Data

**Alignment:** AQIP 4 Valuing People, AQIP 3 Understanding Students’ and Other Stakeholders’ Needs

**Action Item 3** – Strengthen workplace-related employee professional development opportunities. *Primary Leadership – Human Resources*

**Assessment Tool:** Human Resource Survey

**Alignment:** AQIP 4 Valuing People, AQIP 6 Supporting Institutional Operations, AQIP 8 Planning Continuous Improvement

Objective 2 - Increase and Manage Fiscal Resources

**Action Item 1** - Seek equitable state funding by communicating Western’s funding position at all levels (community, legislature, Governor and Missouri Department of Higher Education). *Primary Leadership – Special Assistant to the President, Financial Administration and Planning, University Advancement, and Student Government Association.*

**Assessment Tool:** Change in funding position

**Alignment:** Consultant’s Report 2012, AQIP 5 Leading and Communicating, AQIP 6 Supporting Institutional Operations, AQIP 8 Planning Continuous Improvement

**Action Item 2** - Seek more control over Western’s financial resources (e.g. ability to set tuition without penalty). *Primary Leadership – Special Assistant to the President, Financial Administration and Planning, and University Advancement*

**Assessment Tool:** Change in legislation or process for tuition increase approvals

**Alignment:** Consultant’s Report 2012, AQIP 5 Leading and Communicating, AQIP 6 Supporting Institutional Operations

**Action Item 3** - Seek external financial resources by leveraging Western’s physical resources, pursuing grant and contract opportunities, and increasing private donations. *Primary Leadership – Financial Administration and Planning, University Advancement, and Academic Affairs*
Assessment Tool: External funding increases

Alignment: Consultant’s Report 2012, AQIP 6 Supporting Institutional Operations

**Action Item 4** – Increase collaborations to implement educational and economic opportunities with local, regional, state and national partners. *Primary Leadership – Special Assistant to the President, Financial Administration and Planning, University Advancement, Athletics, Academic Affairs, and Student Affairs*

**Assessment Tool:** Number of new partnerships related to educational and economic development, AQIP 9 Partnership Survey Data

**Alignment:** AQIP 5 Leading and Communicating, AQIP 9 Building Collaborative Partnerships

**Objective 3 - Increase and Manage Physical Resources**

**Action Item 1** - Assess current physical resource limitations and opportunities. *Primary Leadership – Financial Planning and Administration*

**Assessment Tool:** Facilities Plan

**Alignment:** AQIP 6 Supporting Institutional Operations, AQIP * Planning Continuous Improvement

**Action Item 2** - Reallocate space where needed and formulate long-term plans for maintenance, expansion, and renovation. *Primary Leadership – Financial Planning and Administration*

**Assessment Tool:** Facilities Plan

**Alignment:** AQIP 6 Supporting Institutional Operations, AQIP 8 Planning Continuous Improvement

**Action Item 3** – Utilize revenue generating athletic facilities to increase revenues to Missouri Western State University. *Primary Leadership - Athletic Director*

**Assessment Tool:** Increase in revenues related to athletic facility use.

**Alignment:** Consultant’s Report 2012, AQIP 2 Accomplishing Other Distinctive Objectives, AQIP 6 Supporting Institutional Operations