**Core Themes**

- **AE1 OSM**: Every undergraduate completes a Senior Capstone Project (0)
- **OSM-T**: Departmental rubrics for Capstone Project (0) reviewed and modified annually based on data from the major
- **OSM-T**: Rubric data used to inform system wide revision of Competency Curriculum

- **AEI OSM**: College Learning Assessment (CLA) Scores
- **OSM-T**: APU’s value-added is in top quartile nationally

- **OSM-T**: National Survey of Student Engagement (NSSE) scores
- **OSM-T**: Achieve Top Quartile against small private peer institutions

- **AEI OSM**: Courses taught by ranked faculty
- **OSM-T**: 85%*

**Academic Excellence in all programs and services (AE)**

**Engaged learning communities (ELC)**

- **ELC1 OSM**: Develop a common reading on collaborative communities
- **ELC-T**: Select common reading [every other year, off-setting new books of the year]
- **ELC-T**: Create book related dialog venues for the community
- **ELC-T**: Two or more annual events to discuss the book and consider initiatives (brown bag lunches, discussion panels)
- **ELC-T**: Identify and implement initiatives to enhance and support engaged learning communities
- **ELC-T**: Every year identify and implement one low/no cost initiative; no less than every two years identify and begin the process of implementing more complex initiatives
- **ELC-T**: Remediate/repair/build 2 study spaces for collaboration
- **ELC-T**: Review two student study spaces and remedial for increased collaborative work spaces. One in 15-16 and one in 16-17
- **ELC-T**: Community trainings to inform and improve climate
- **ELC-T**: Annual Title XI trainings
- **ELC-T**: Establish regular schedule of training (e.g. EEO, ADA, Diversity awareness/inclusiveness)

**Sustainability of the triple bottom line - people, profit, and planet (SP3)**

- **SP1 OSM**: Private gift/earned revenue
- **SP-T**: Private gifts goal of $30.0 million/year (FY 2012 baseline is $2 million)
- **SP-T**: Endowed Property Income goal of $2.5 million/year (FY 2012 baseline is $2.0 million)

**People Focused for students, staff, faculty & trustees (PF)**

- **PF1 OSM**: Number of faculty development institutes on campus; professional conferences attended
- **OSM-T**: Percentage of APU faculty in attendance

- **PF2 OSM**: 85% Staff attend on-site training and 10% increase in other staff development
- **OSM-T**: Number of staff development institutes on campus, professional conferences attended

- **PF3 OSM**: Student persistence, graduation and satisfaction
- **OSM-T**: Freshmen and transfer student 4-year graduation rates 40%; 70%

**Eligible measures**

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<thead>
<tr>
<th>OSM</th>
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**PF1 OSM**: Establish a common reading on collaborative communities

- **ELC-T**: Develop an offering similar to Expedition Alaska for Sophomore and/or Juniors
- **ELC-T**: Evaluate the options in 14-15, create in 15-16, launch in 16-17
- **ELC-T**: Inter-departmental collaboration on pathways for students’ academic and/or professional goals
- **ELC-T**: Identify and create a minimum of one curricular pathway per academic year
- **ELC-T**: Support faculty scholarship, creative or professional activities focused on external community
- **ELC-T**: Acknowledge and celebrate faculty activities which address community issues appropriate to department programs with publication or distribution to community stakeholder groups

**PF2 OSM**: Implement an assessment of staff satisfaction and engagement

- **OSM-T**: Evaluate the options in 14-15, identify an appropriate outcome indicator, use data towards improvements

**PF3 OSM**: Student persistence, graduation and satisfaction

- **OSM-T**: Establish current baselines for a) annual growth of new members; b) annual participation in community events; c) annual giving; then establish percentage increase targets for the next 3 academic years

**PF4 OSM**: Faculty/Staff salary review

- **OSM-T**: CIC’s benchmarks (10% above median)*

**PF5 OSM**: Board conducts annual assessment using Association of Governing Boards of Universities and Colleges

- **OSM-T**: Wisdom (effective governance) Work (active participation on Board and Board committees) and Wealth (personal contributions, solicitation and referrals to other donors; recruitment of students)

**PF6 OSM**: Private gifts/earned revenue

- **OSM-T**: Private gifts goal of $30.0 million/year (FY 2012 baseline is $2 million)

**PF7 OSM**: Endowment Growth

- **OSM-T**: Department number document each semester

**PF8 OSM**: Number of faculty development institutes on campus; professional conferences attended

- **OSM-T**: Percentage of APU faculty in attendance

**PF9 OSM**: Student persistence, graduation and satisfaction

- **OSM-T**: Establish current baselines for a) annual growth of new members; b) annual participation in community events; c) annual giving; then establish percentage increase targets for the next 3 academic years

**PF10 OSM**: Endowment Growth

- **OSM-T**: Number of AMU/AMU alumni who are engaged/volunteer
AE3 OSM: Alaska Native STFE
OSM-T: Attain Alaska Native and Native Hawaiian-Serving Institute designation (20% of SFTE)
Prior baseline was 13% (2012) Current baseline 15.17%

AE4 (Former ULE1) OSM: First year retention rates
OSM-T: 70%**

AE4 (former ULE1) OSM: Student satisfaction
OSM-T: Noel-Levitz surveys top quartile

AE5 (former ULE2) OSM: Seamless, simple, web based application process
OSM-T: SFTE increases each year

AE6 OSM: Ensure adequate support and standards for all technology used in instruction
OSM-T: Annual review by Technology Advisory Committee

AE7 OSM: Program directors, department chairs, and director of corporate programs (business administration dept) review curriculum in light of community and student interests (consumer interest); develop new programs as needed
OSM-T: Annual, demonstrated in department or curriculum committee notes; new offerings approved through curriculum process

AE8: Students satisfied with both quantity and quality of advising
OSM-T: NSSE Advising module scores above 75%

ELC1 OSM: Faculty, staff and students engage, as a learning community, to participate in events, or contribute to important issues, that are of value to the external community
OSM-T: Identify a yearly theme related to community issues; document events annually

SP7 OSM: Implement consistent online payment system
OSM-T: Complete by January of 2016

PF9 OSM: Ten percent reduction in turnover rates
OSM-T: Identify turnover rates in the past 18 months; demonstrate turnover reductions every academic year

PF9 OSM: Use of faculty & staff employee programs for FMLA, vacation, sabbatical
OSM-T: Demonstrate regular utilization of these benefits

PF8 OSM: Participation in any community activities & events in the new core theme
OSM-T: Semester tracking of ELC participation

PF9 OSM: Improve percentage of participation in wellness initiatives
OSM-T: Five percent increase in the 100 mile club; 10 percent increase in Healthcare programs

PF10 OSM: Explore, identify and secure ADA compliance support funds
OSM-T: Identify options by July 2015; additional resources in place by January 2016