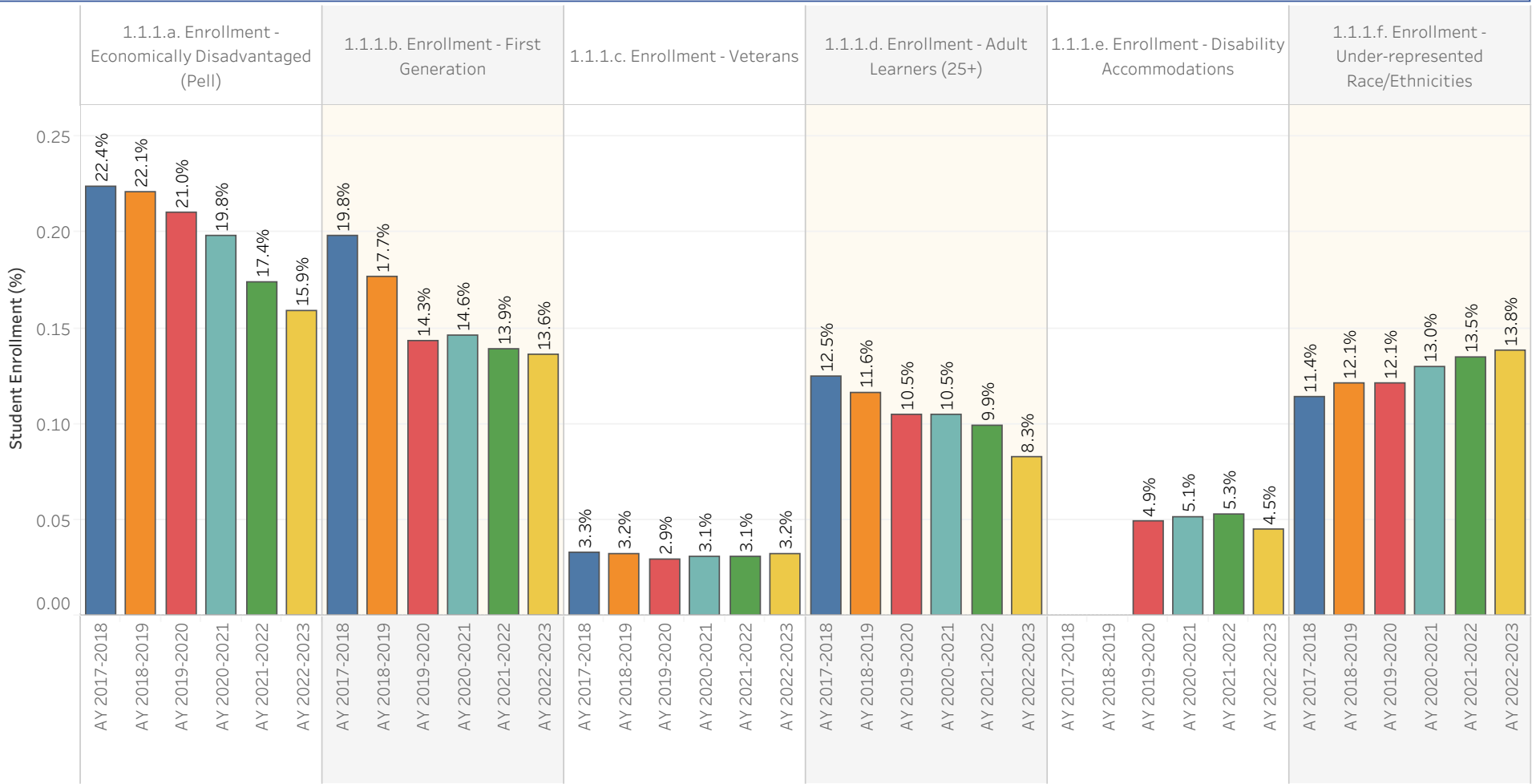
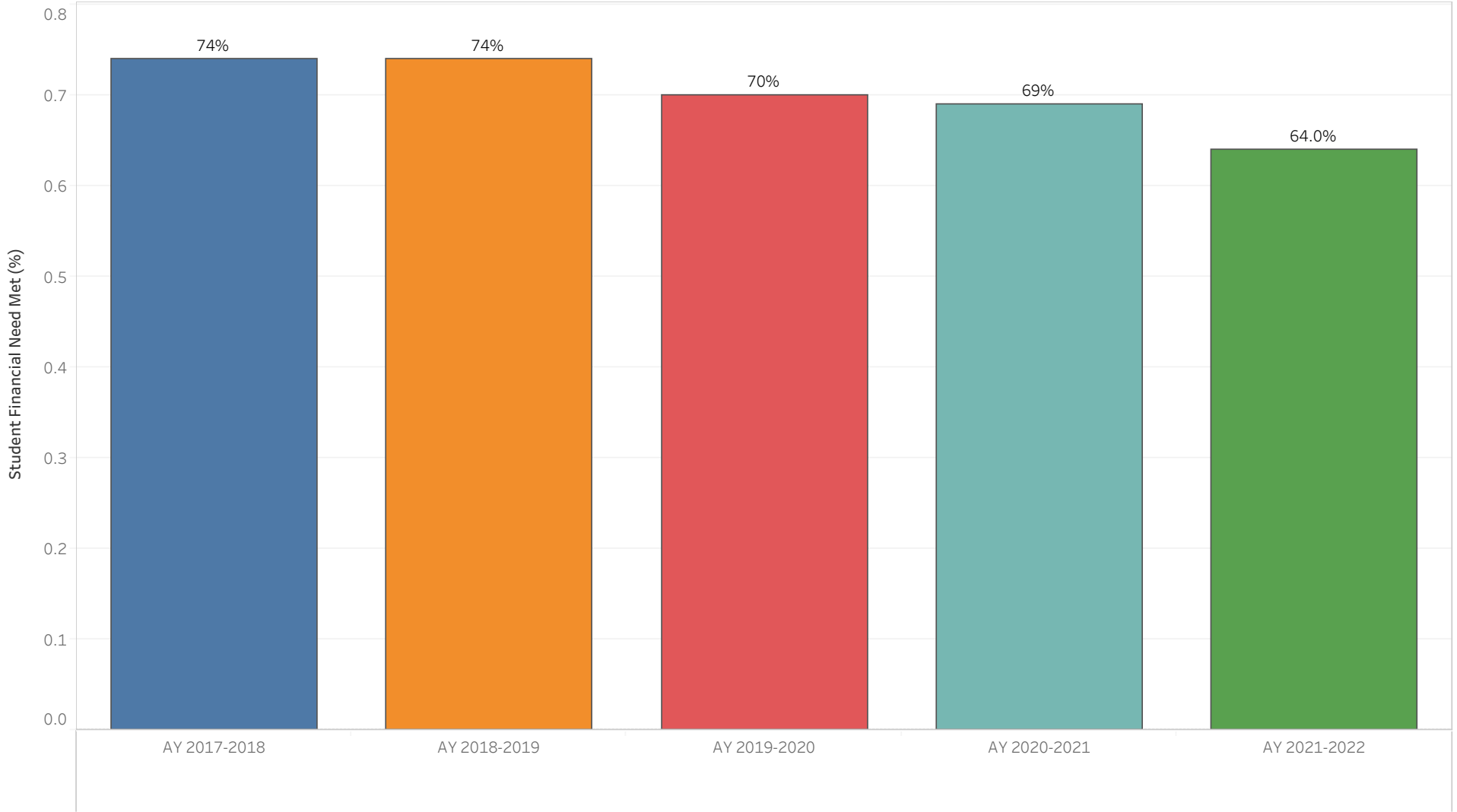


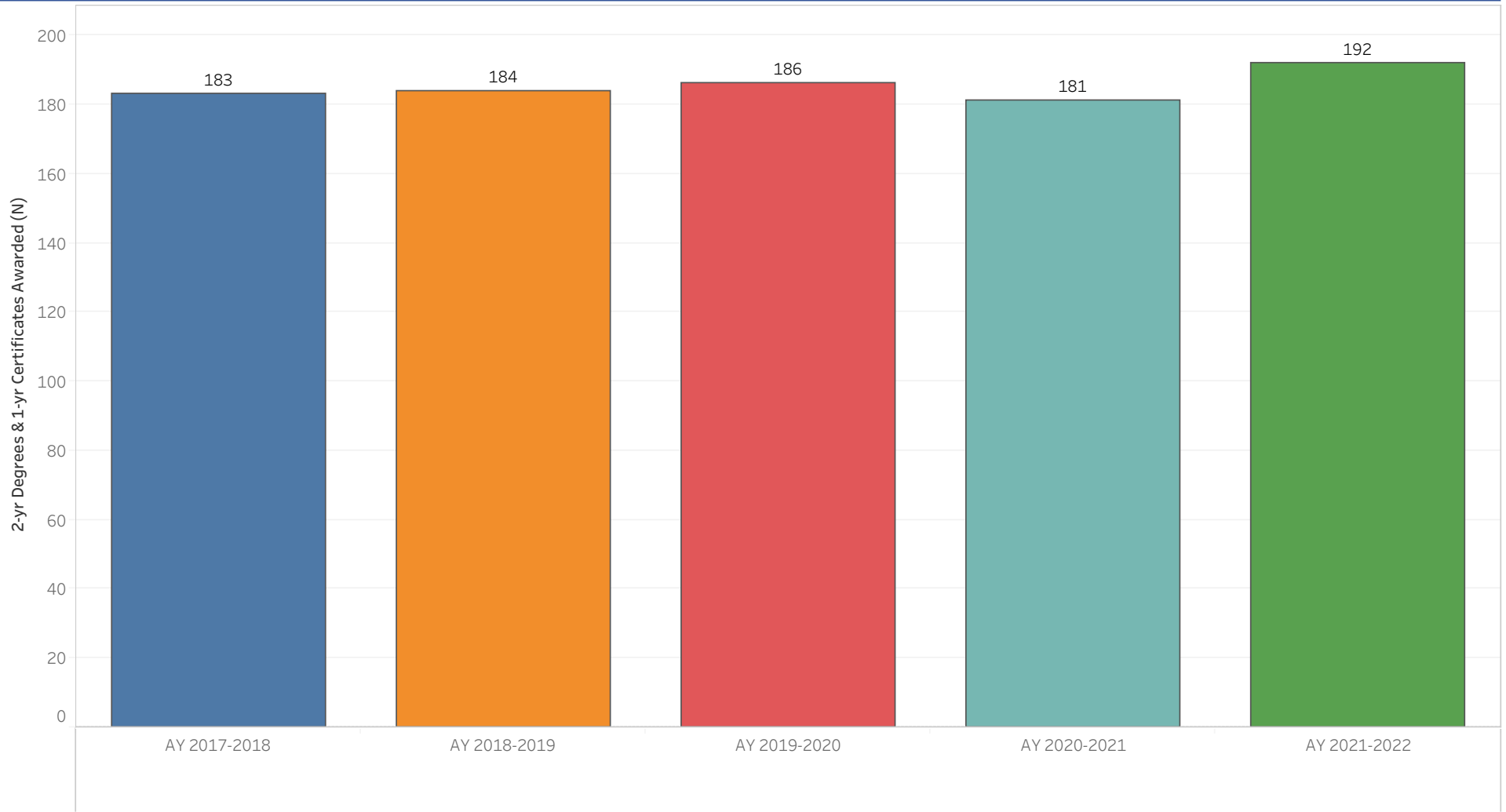
**Metric 1.1.1 - Enrollment of students who are economically disadvantaged, first generation, veterans, adult learners, individuals with disabilities and from underrepresented races and ethnicities will increase in each group's share of the student body by two points by 2024. (Data source - OPA)**



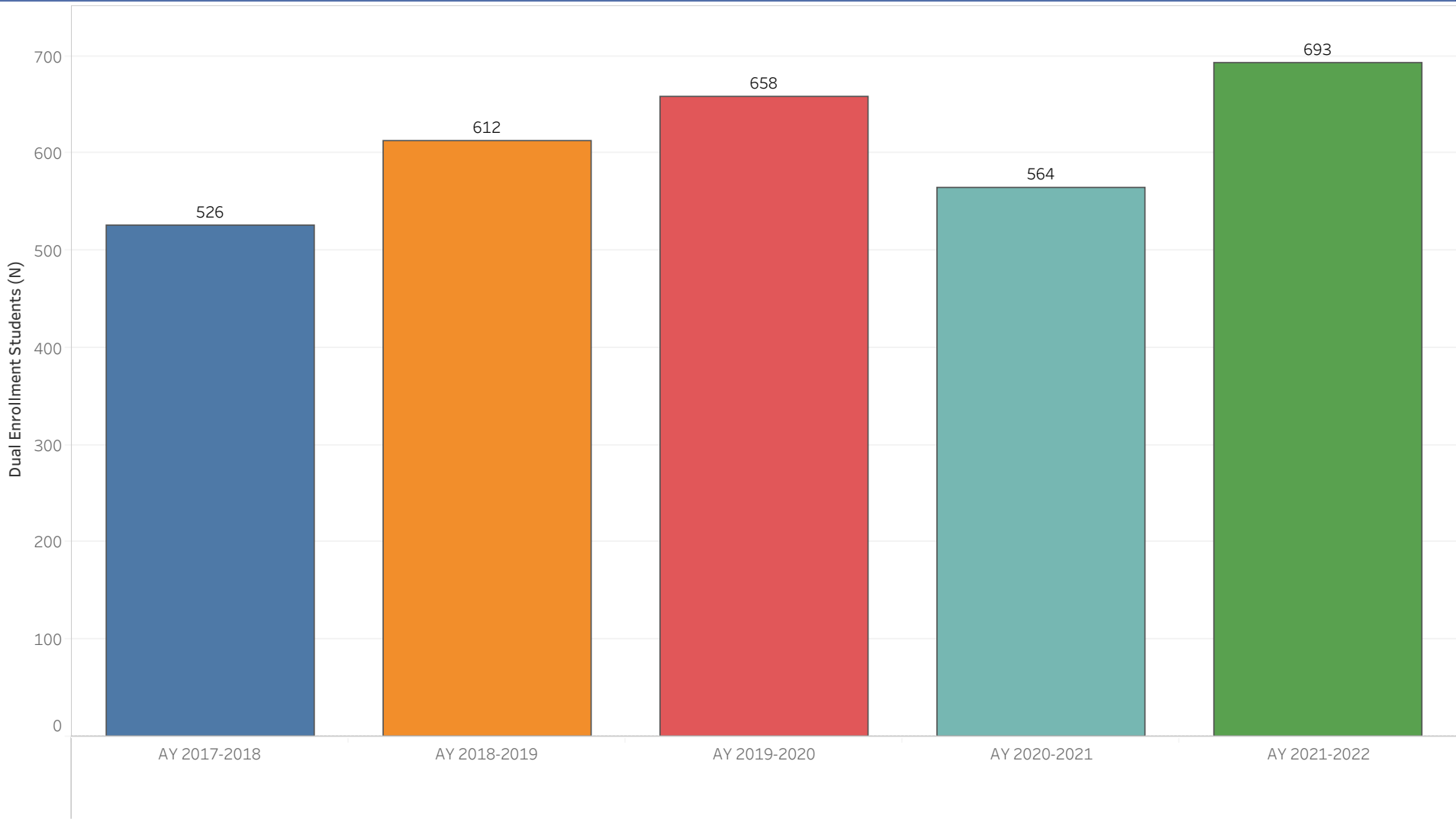
Metric 1.1.2 - Eighty percent of student financial need will be met by 2024. (Data source - Financial Aid)



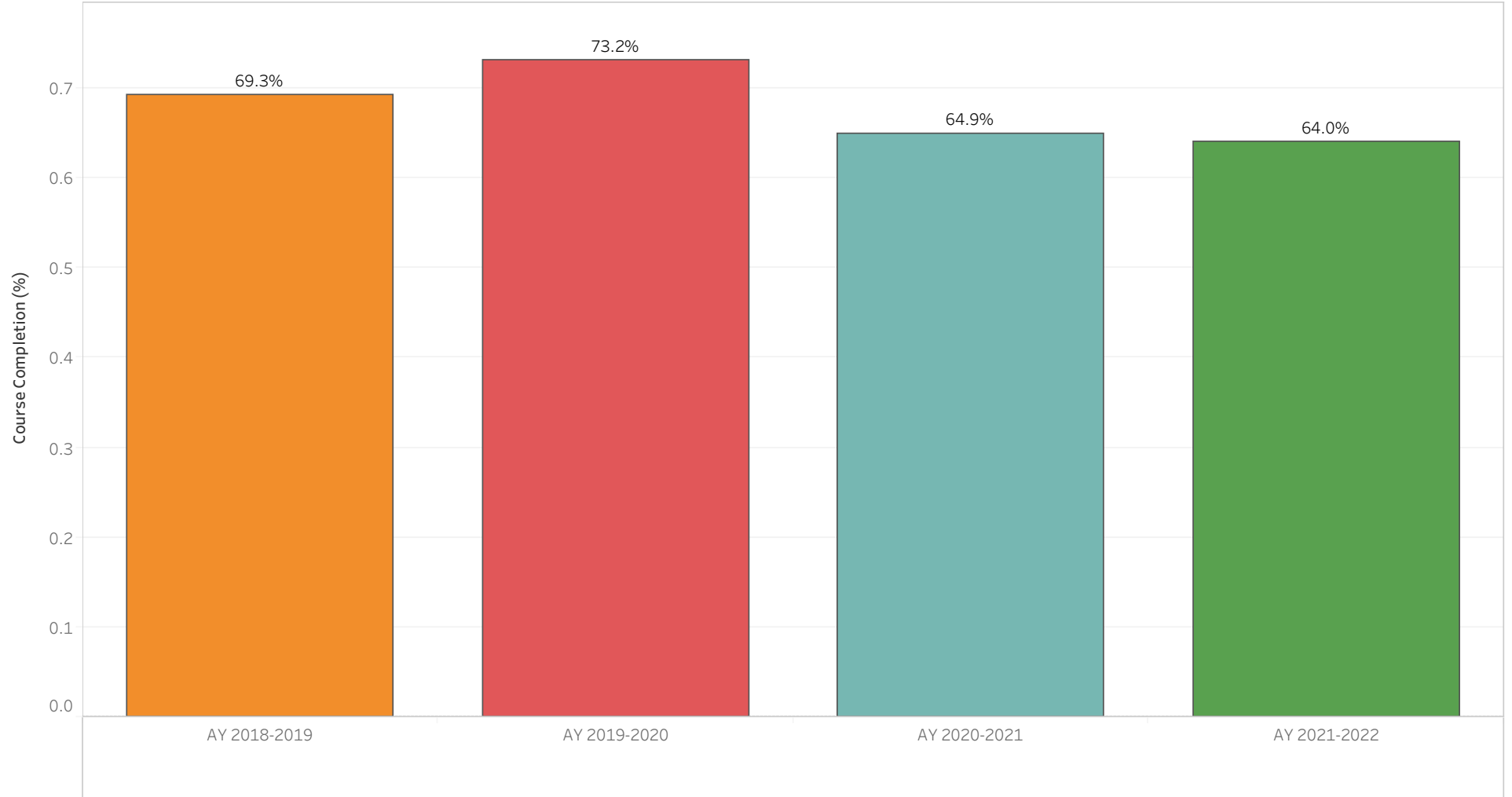
**Metric 1.1.3 - Increase the number of 1-year and 2-year degrees and certificates awarded by 100% (to 360) by 2024.**  
(Data source - OPA)



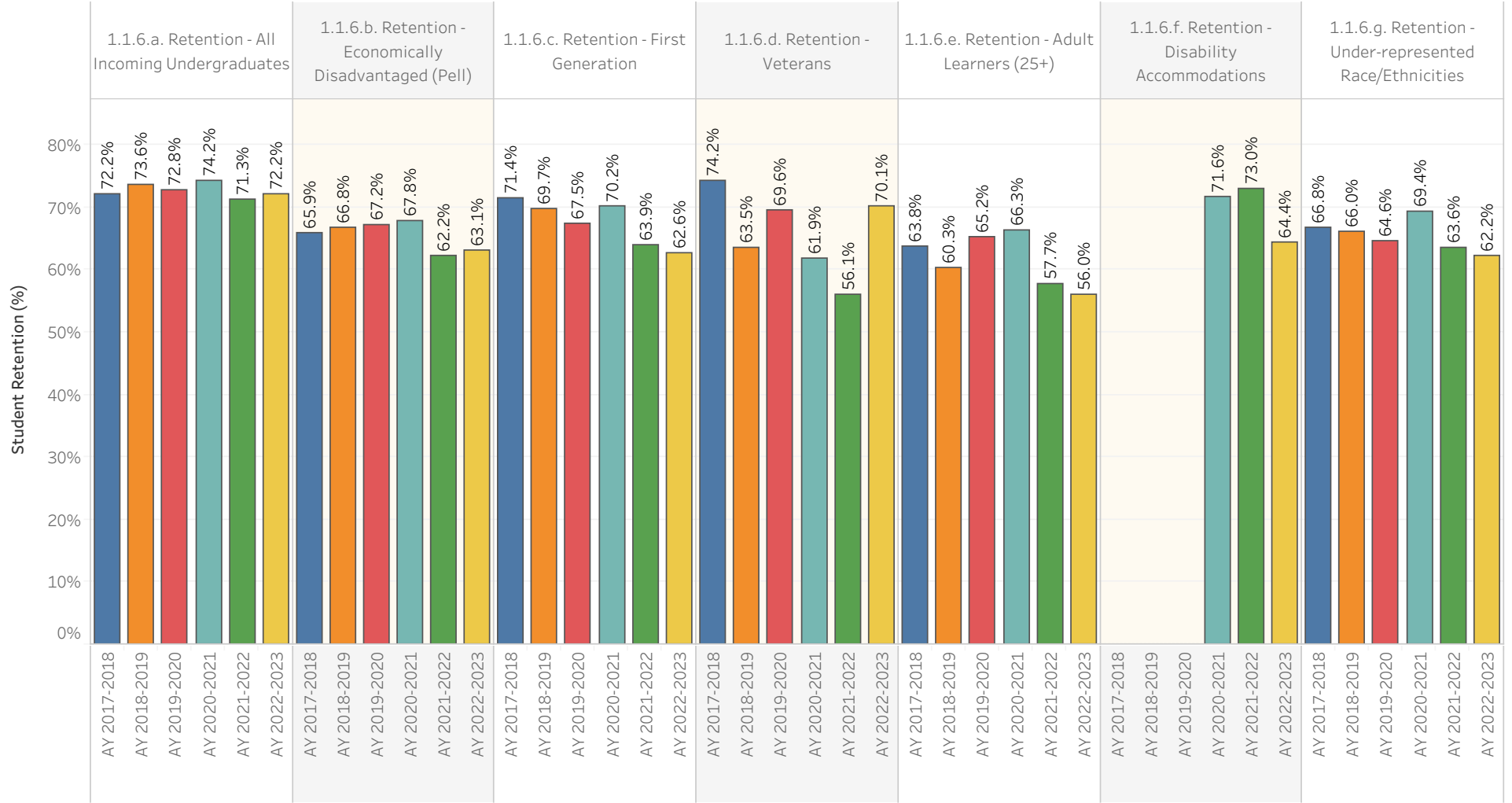
Metric 1.1.4 - Increase the number of Dual Enrollment students by 40% (to 700) by 2024. (Data source - OPA)



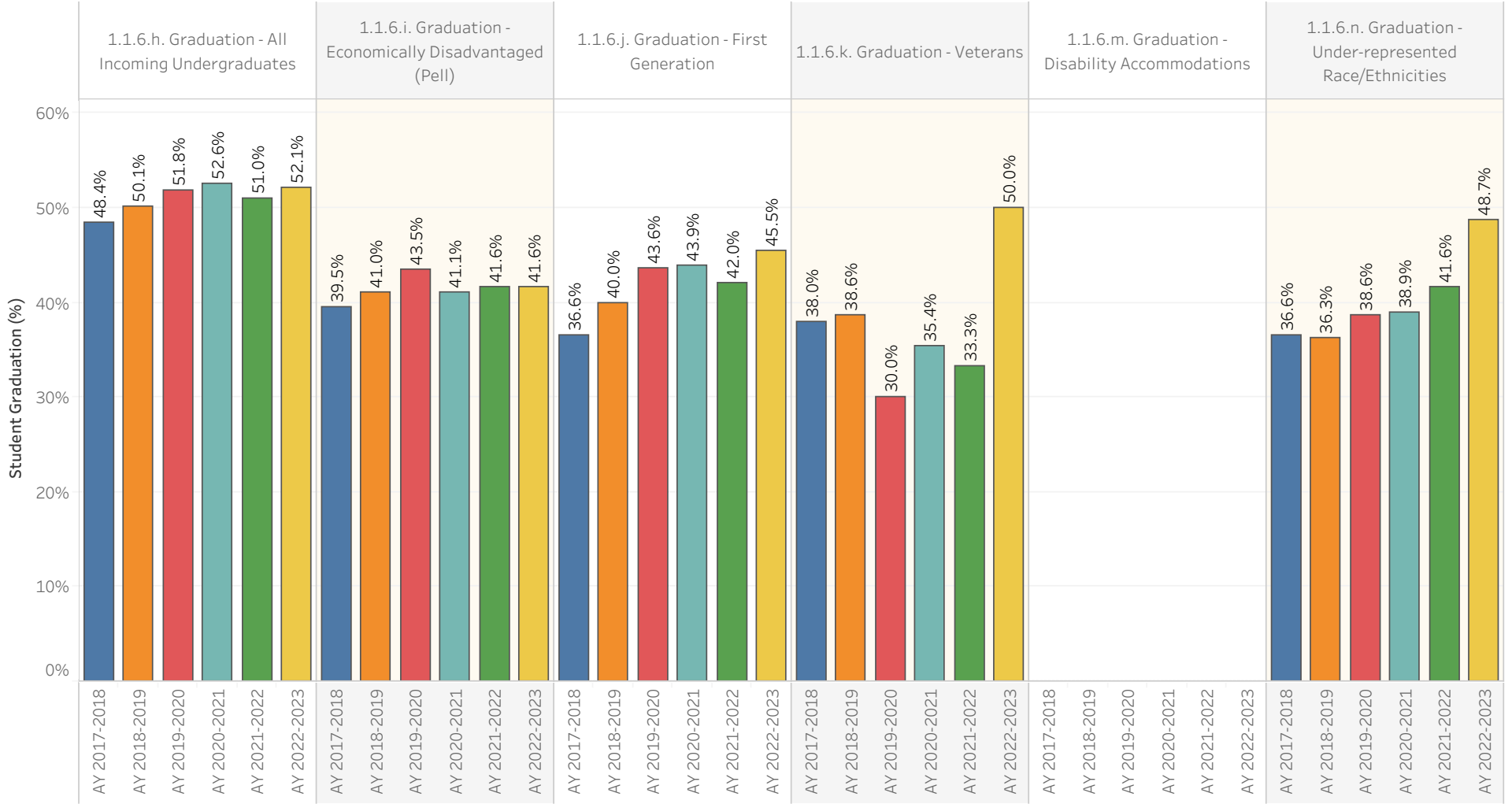
**Metric 1.1.5 - Montana State University will increase developmental education and co-requisite course completion rates to 75% by 2024. (Data source - OPA)**



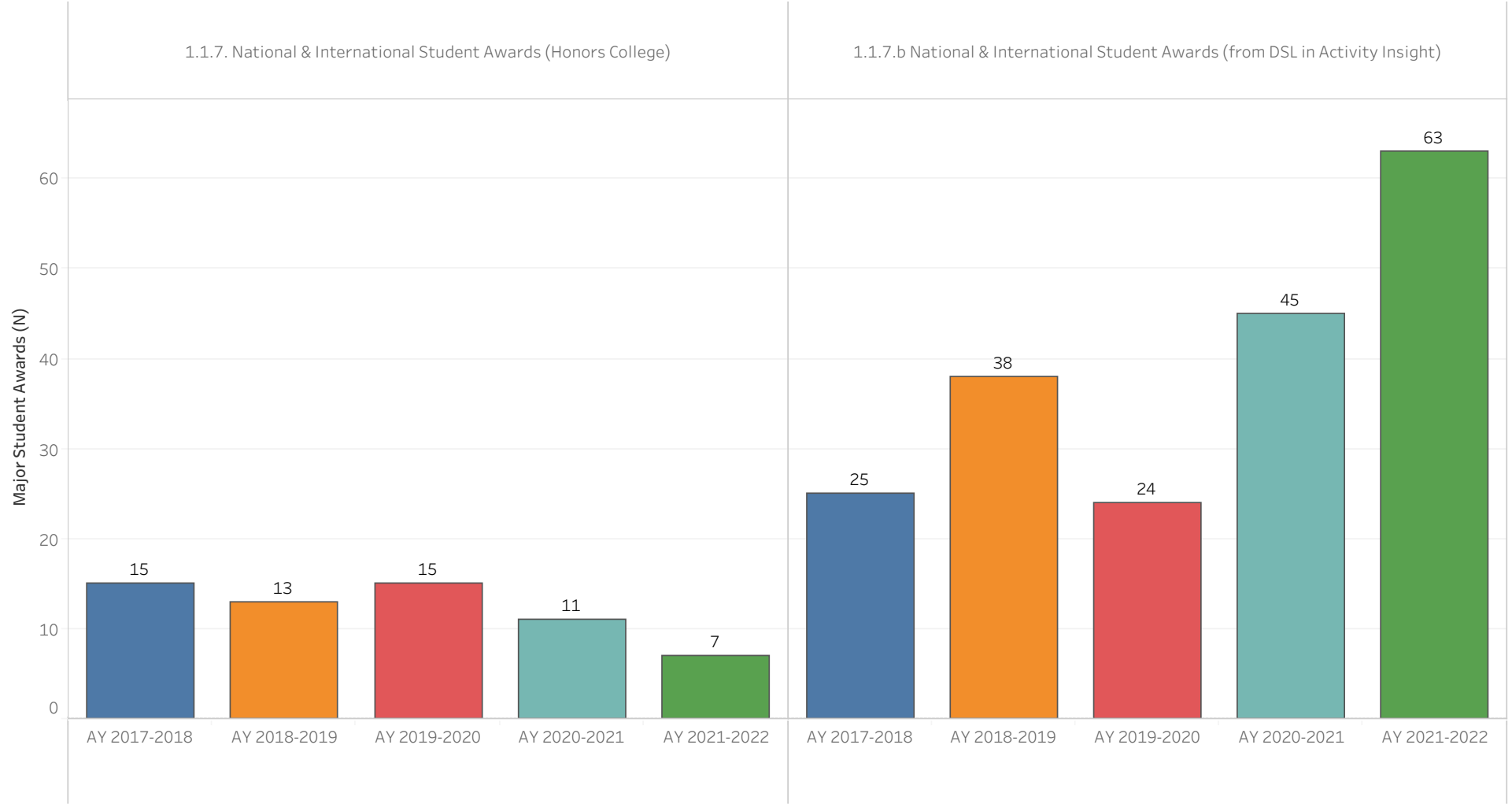
**Metric 1.1.6 (Retention) - Increase retention (from 72% to 85%) rates for all incoming students and reduce disparities for students in the below categories by 2024. (Data source - OPA)**



**Metric 1.1.6 (Graduation) - Increase graduation (from 48% to 60%) rates for all incoming students and reduce disparities for students in the below categories by 2024. (Data source - OPA)**

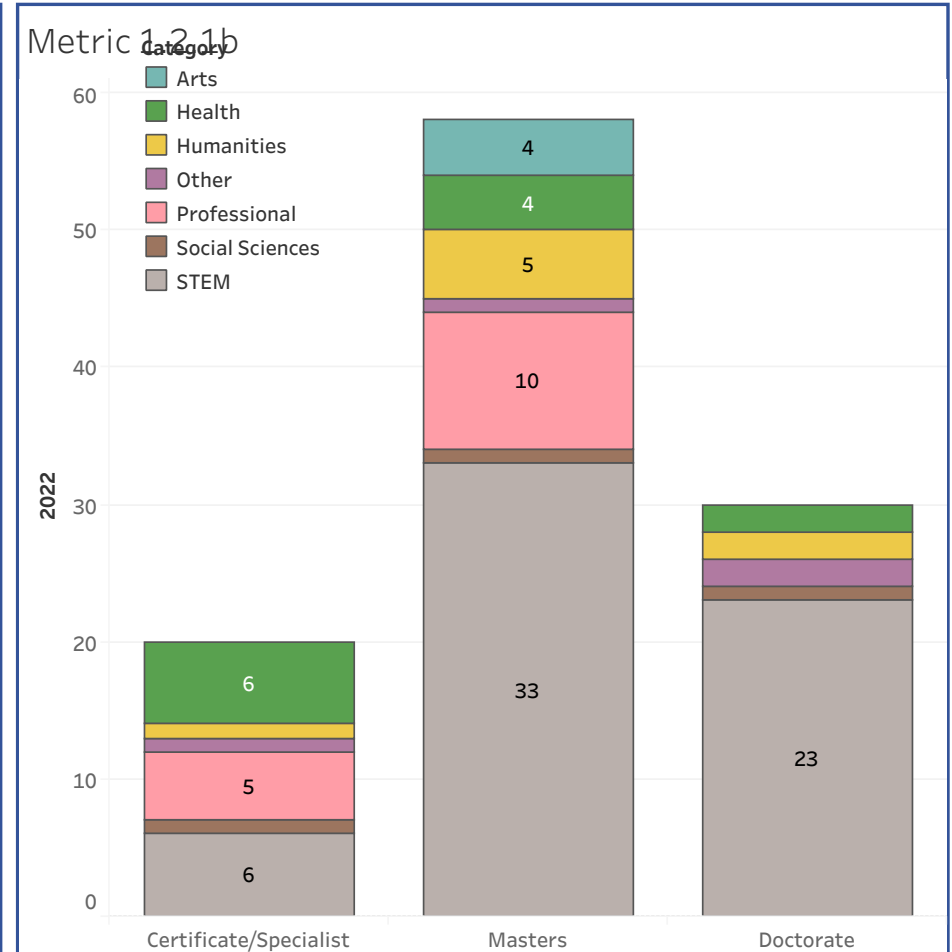
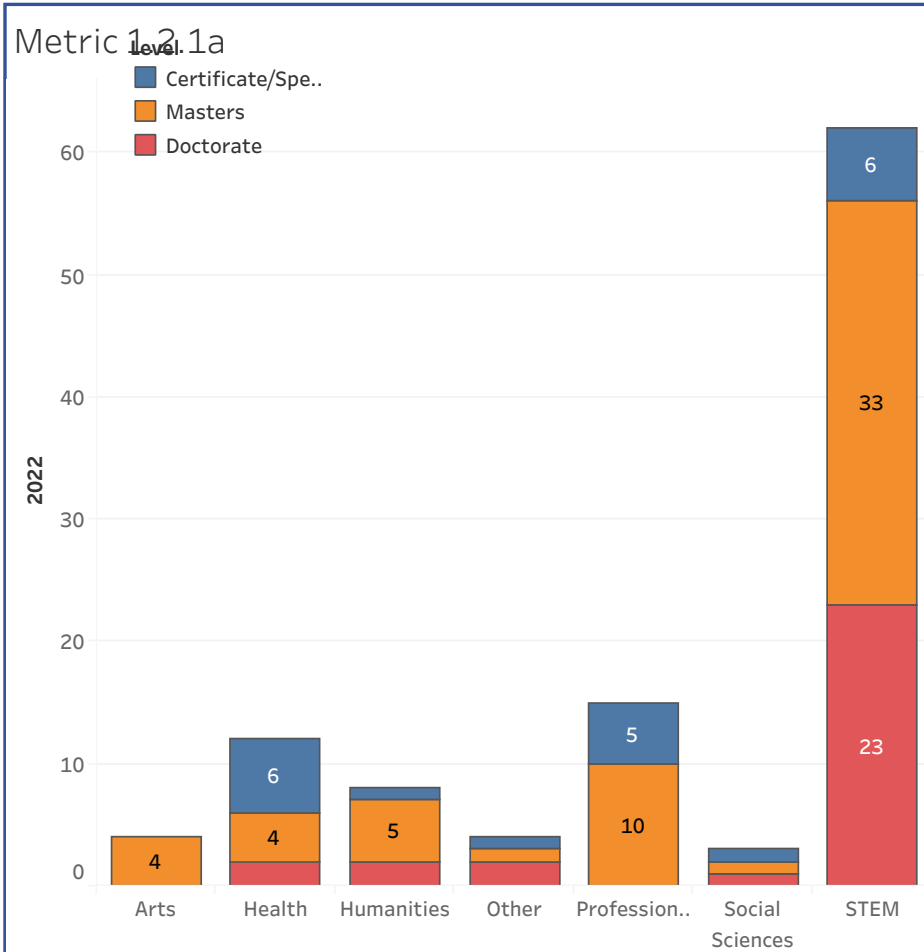


**Metric 1.1.7 - Increase the number of students who receive national and international awards, honors, and prestigious scholarships.** (Data source - Activity Insight & [https://www.montana.edu/honors/major\\_scholarship\\_awards.html](https://www.montana.edu/honors/major_scholarship_awards.html))





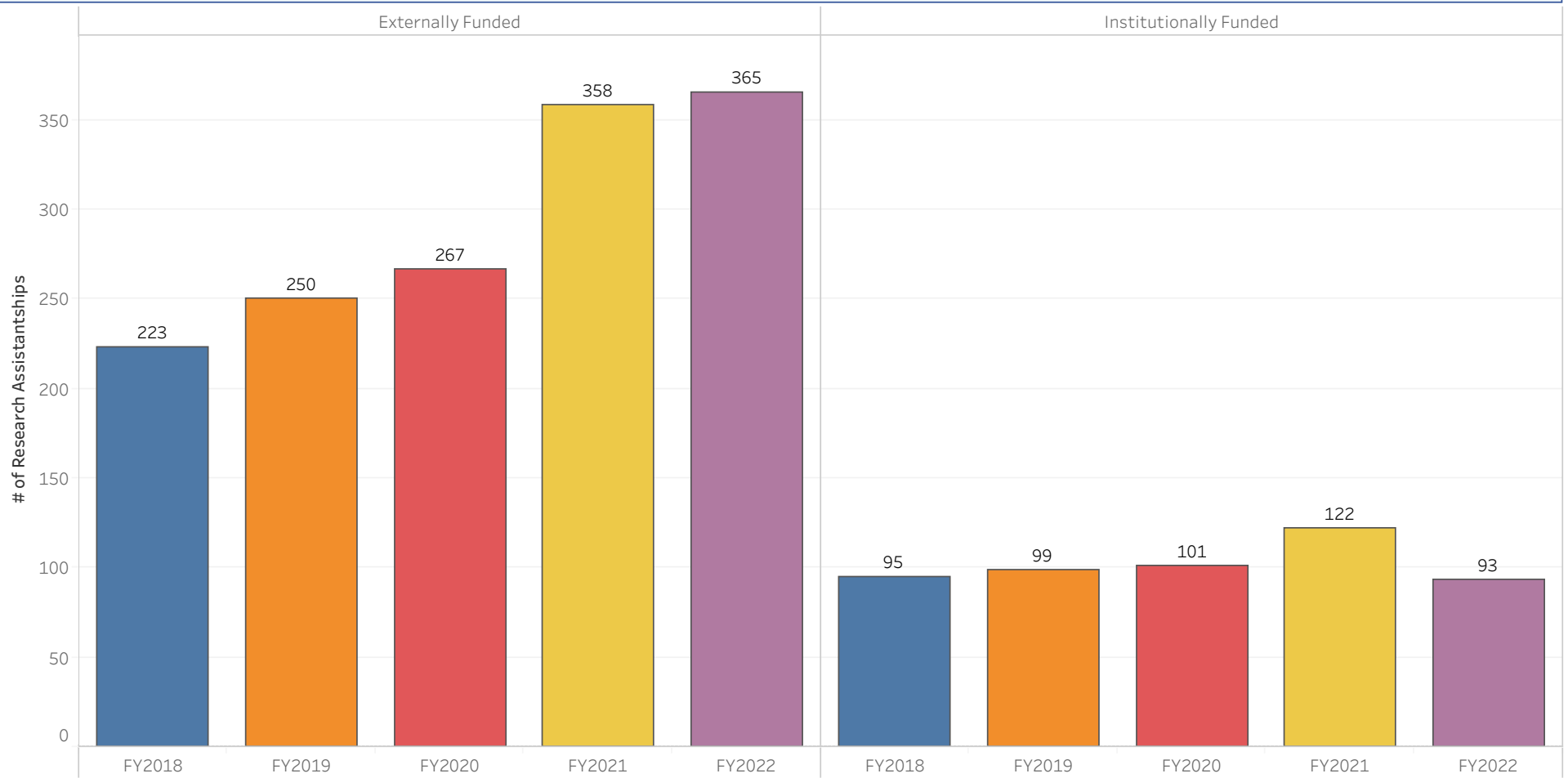
**Metric 1.2.1 - MSU will enhance its graduate education portfolio with appropriate balance across programs, including the social sciences, humanities, and arts by 2024.** (by calendar year w/ most recent displayed, and previous year counts identified in tooltip)



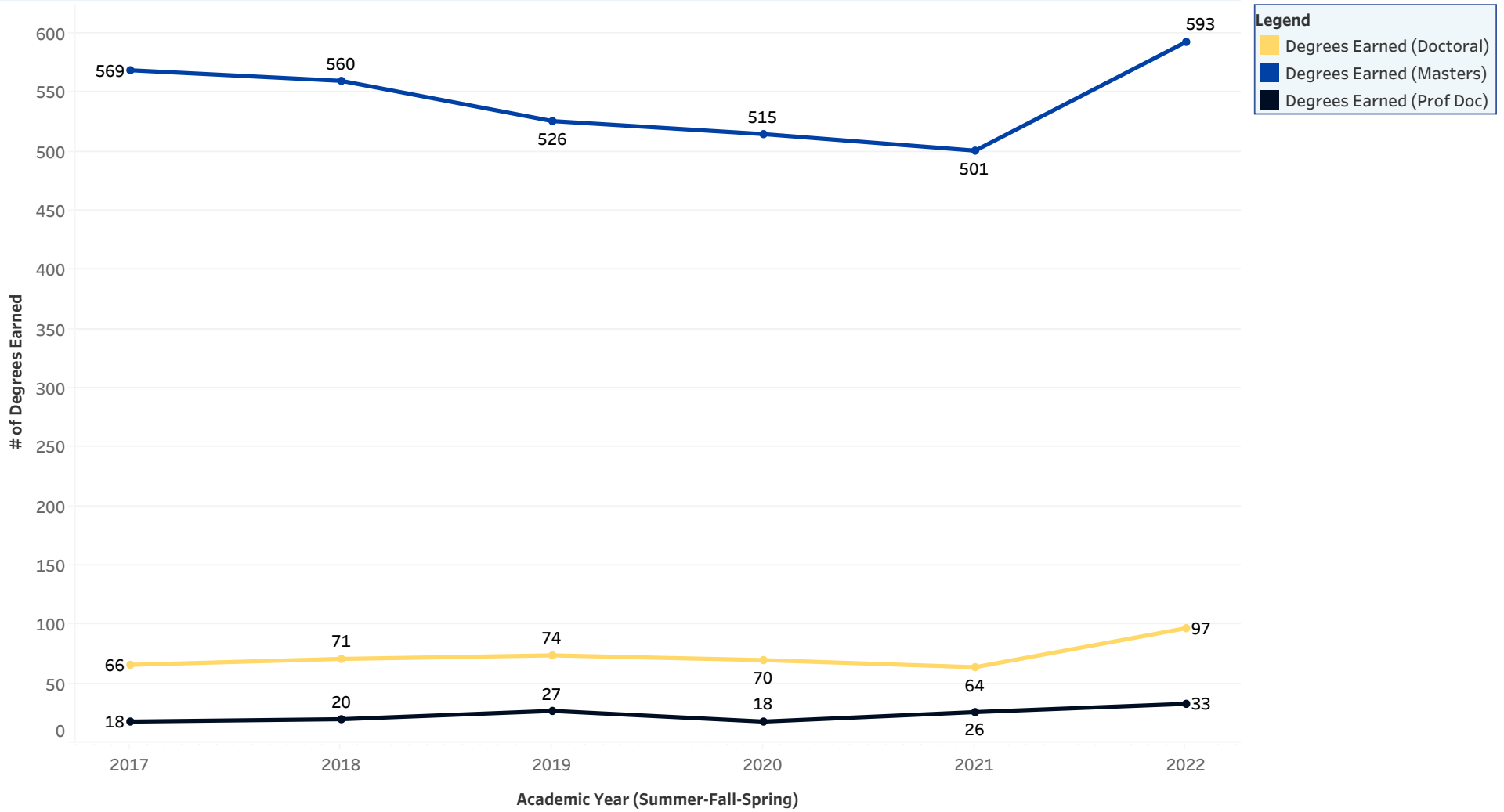
**Metric 1.2.2 - MSU will match up to 20 additional externally funded graduate research assistants with institutionally supported and competitively awarded GRAs, aligned with Grand Challenge areas, annually by 2020.**

Estimated counts reflect Academic Year expenditures on Research Assistantships (account code 61127) divided by the average FTE (19-hour) graduate stipend.

Sources: University Budget Office, Office of Planning and Analysis, Office of Sponsored Programs

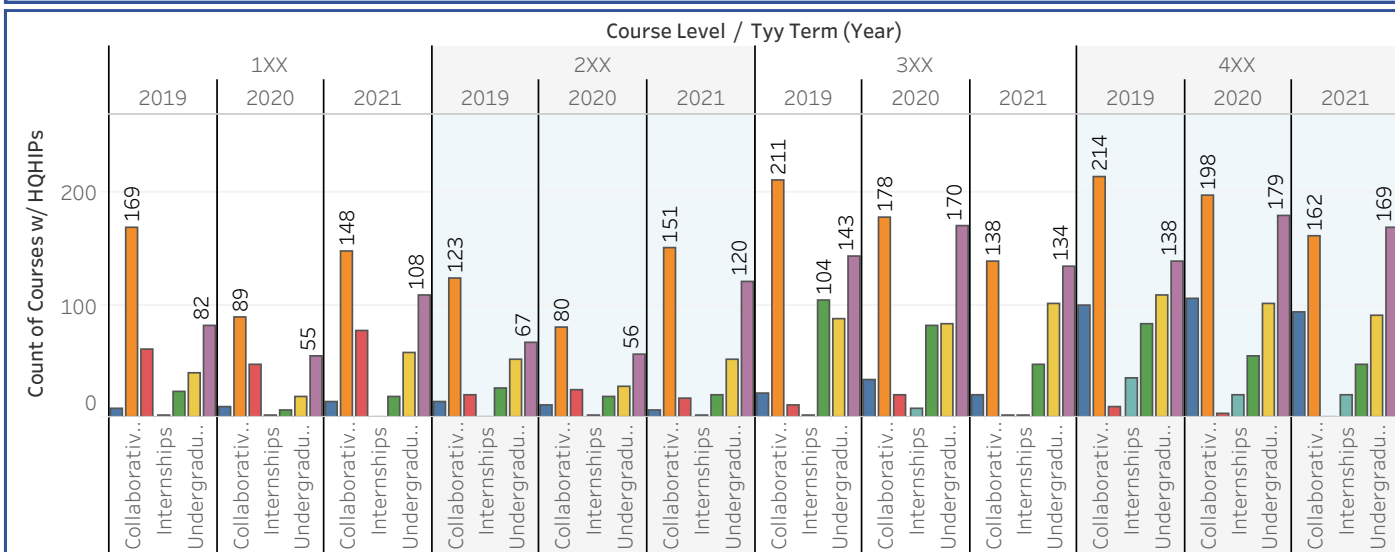
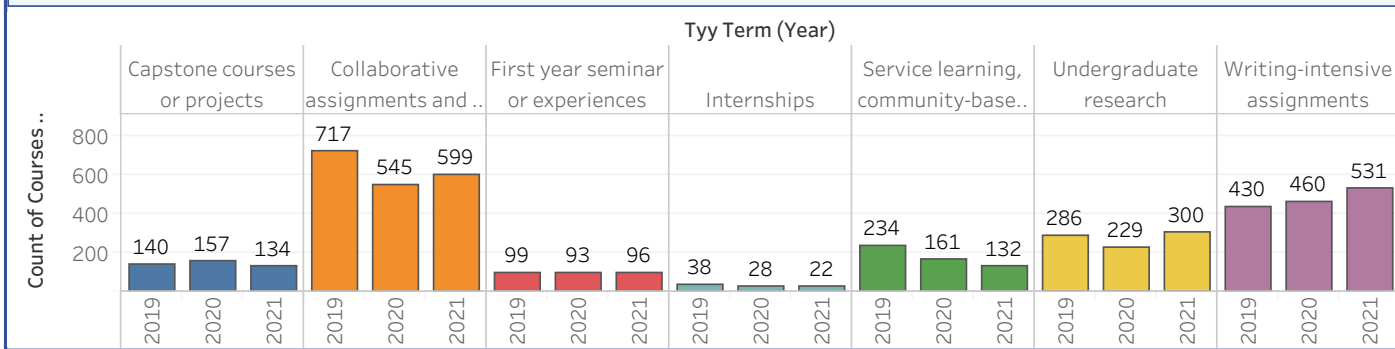


Metric 1.2.3 - MSU will increase the number of research doctoral degrees (to 90), professional practice doctorates (to 30), and Master's degrees (to 650) awarded annually by 2024.

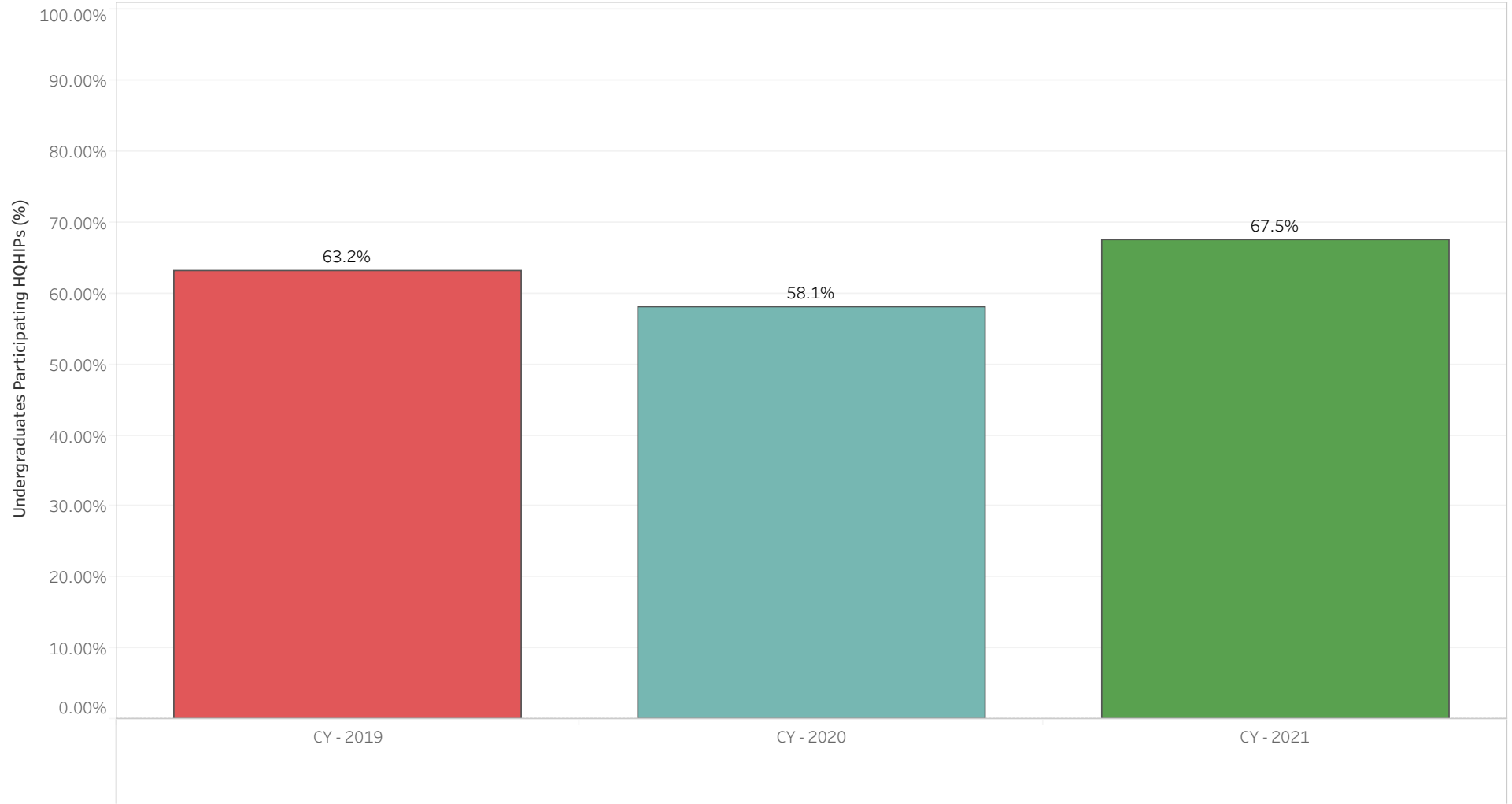


**Metric 1.3.1 (Total HQHIP) - Each student at the undergraduate level will engage in at least one sustained curricular or co-curricular high quality, high impact practice, demonstrated to positively affect educational or personal development, each year, by 2022 (Data source - OPA/Activity Insight)**

- High Quality, High Impact Practices**
- Capstone courses or projects
  - Collaborative assignments and projects
  - First year seminar or experiences
  - Internships
  - Service learning, community-based learning
  - Undergraduate research
  - Writing-intensive assignments



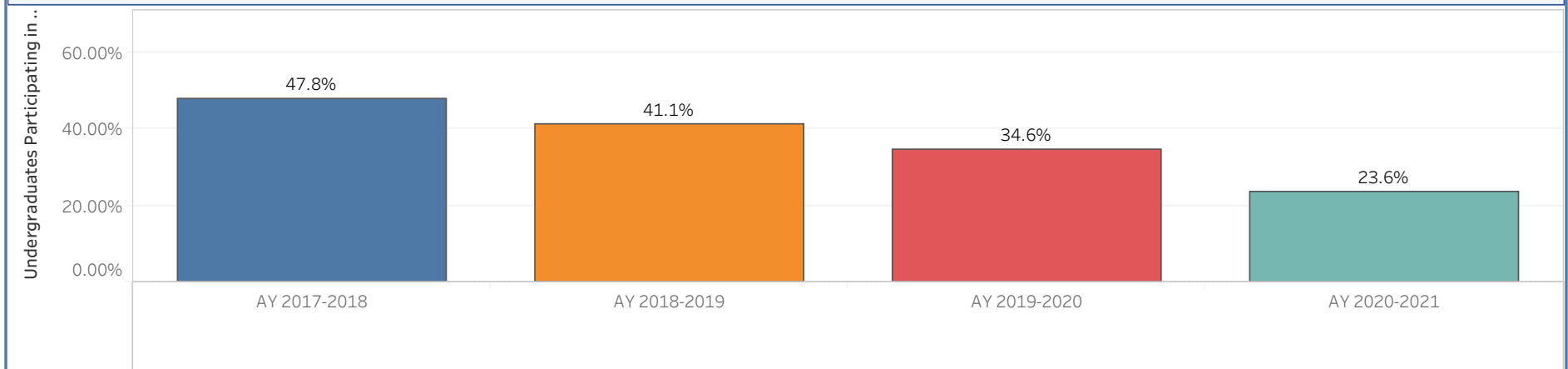
**Metric 1.3.1.a - Each undergraduate student will engage in at least one high quality, high impact practice (HQHIP) each year by 2022.** (Data source - Office of Planning & Analysis: Data Warehouse, Activity Insight)



**Metric 1.3.4.a - At least 70% of undergraduate students will demonstrate campus and community engagement by annually participating in one student engagement activity or leadership role by 2020. (Data source - Office of Student Engagement: CatsConnect)**

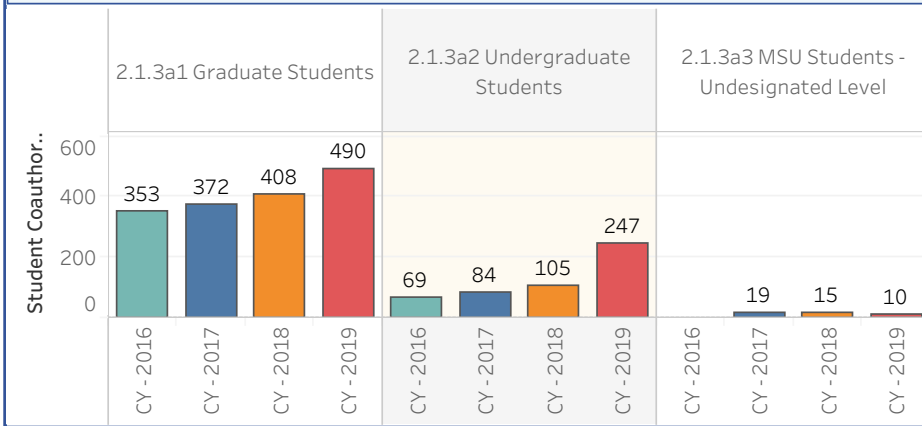


**Metric 1.3.4.b - At least 70% of undergraduate students will attend 20 or more university events annually by 2020. (Data source - AYCSS: Champ Change)**

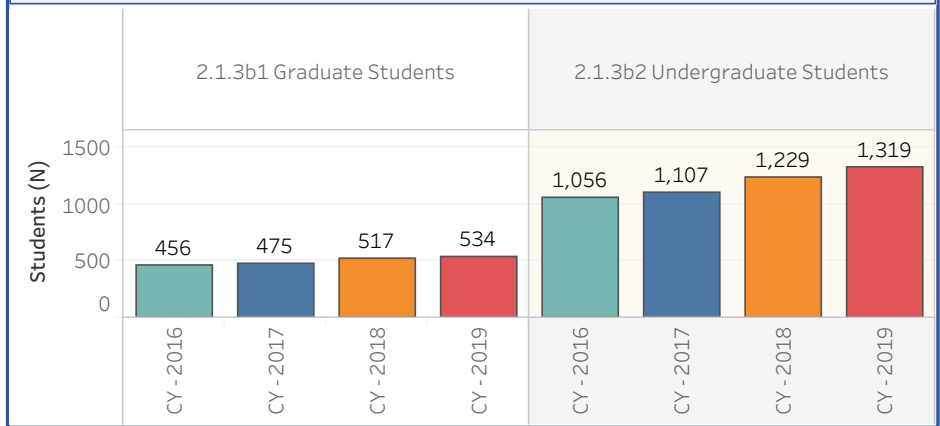


MSU will enhance the education of undergraduates and graduate students through increased participation in resear..

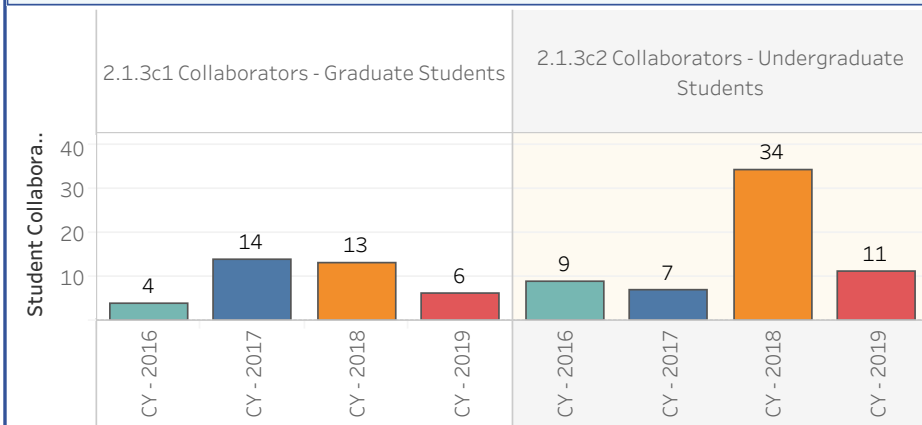
### Publication Student Coauthors



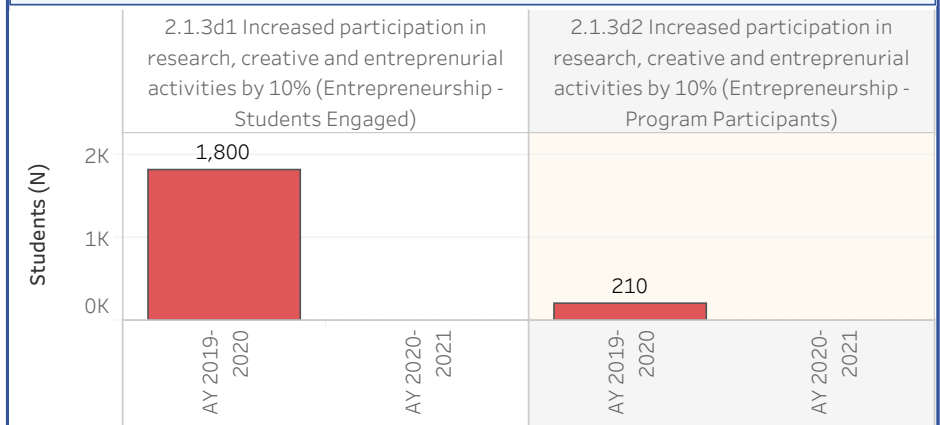
### Directed Student Research



### Artistic & Creative Activities

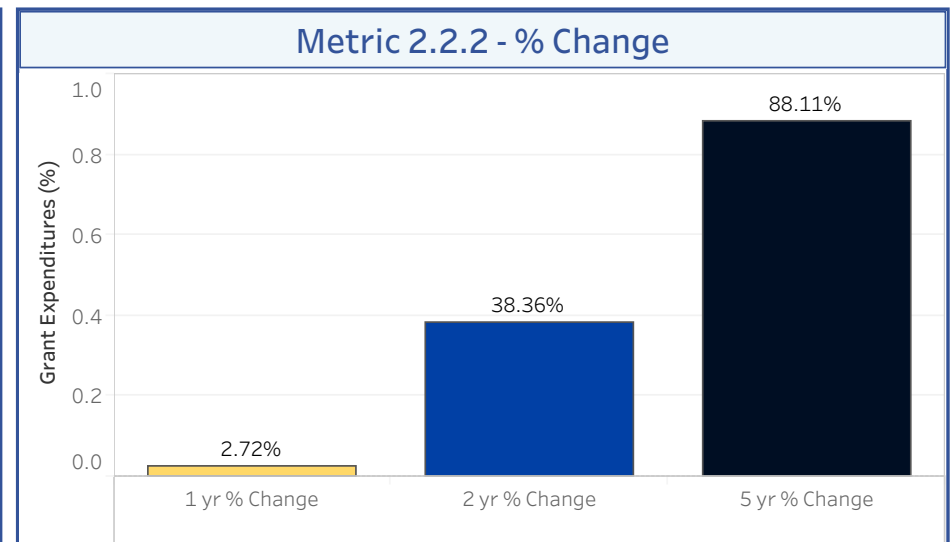
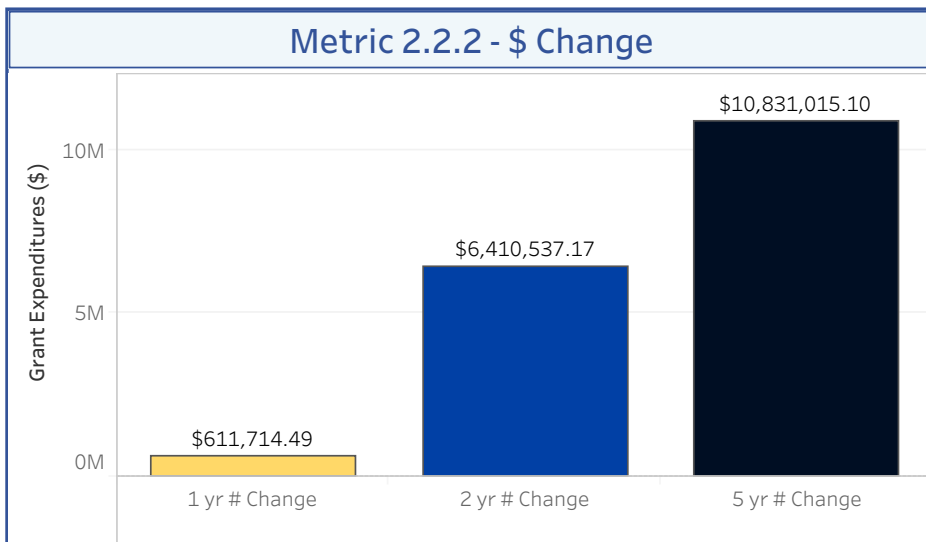
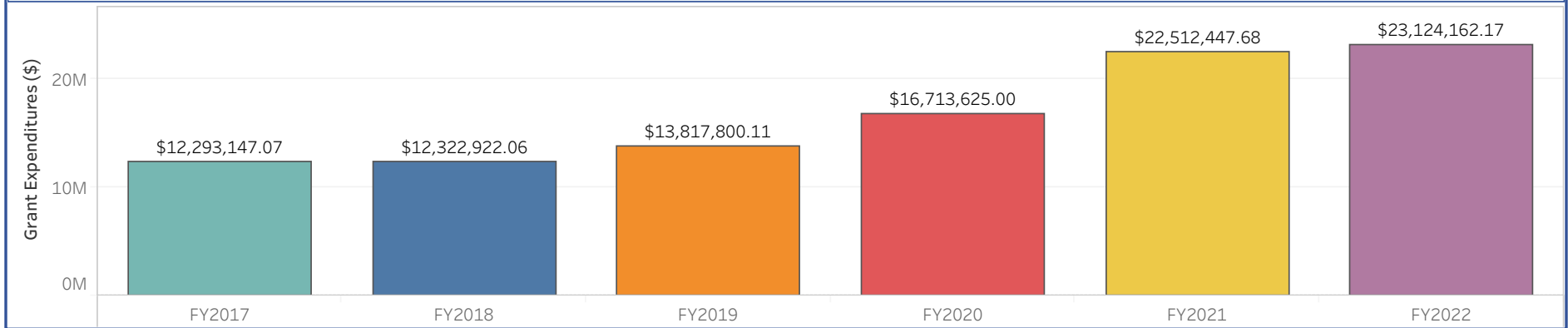


### Blackstone LaunchPad Entrepreneurship



**Metric 2.2.2 - MSU will increase the grant expenditures associated with investigators in multiple academic units by 25% by 2022.**

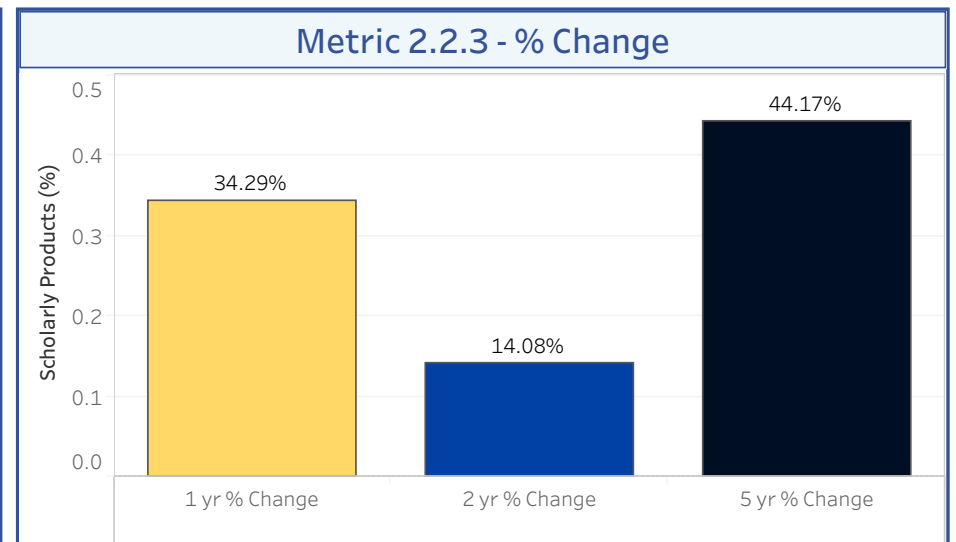
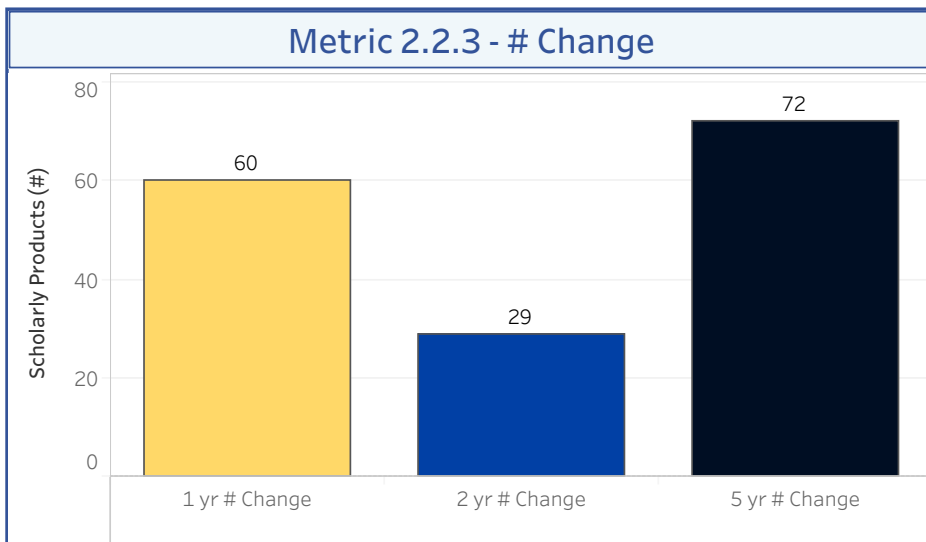
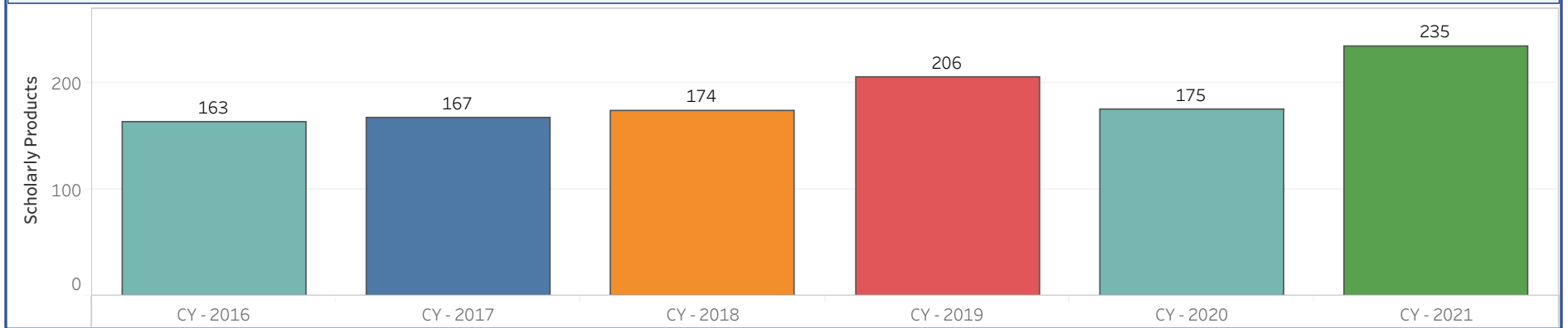
(Data source - OPA/Banner: PI Assignment of Expenditures recorded in FGBOPAL)



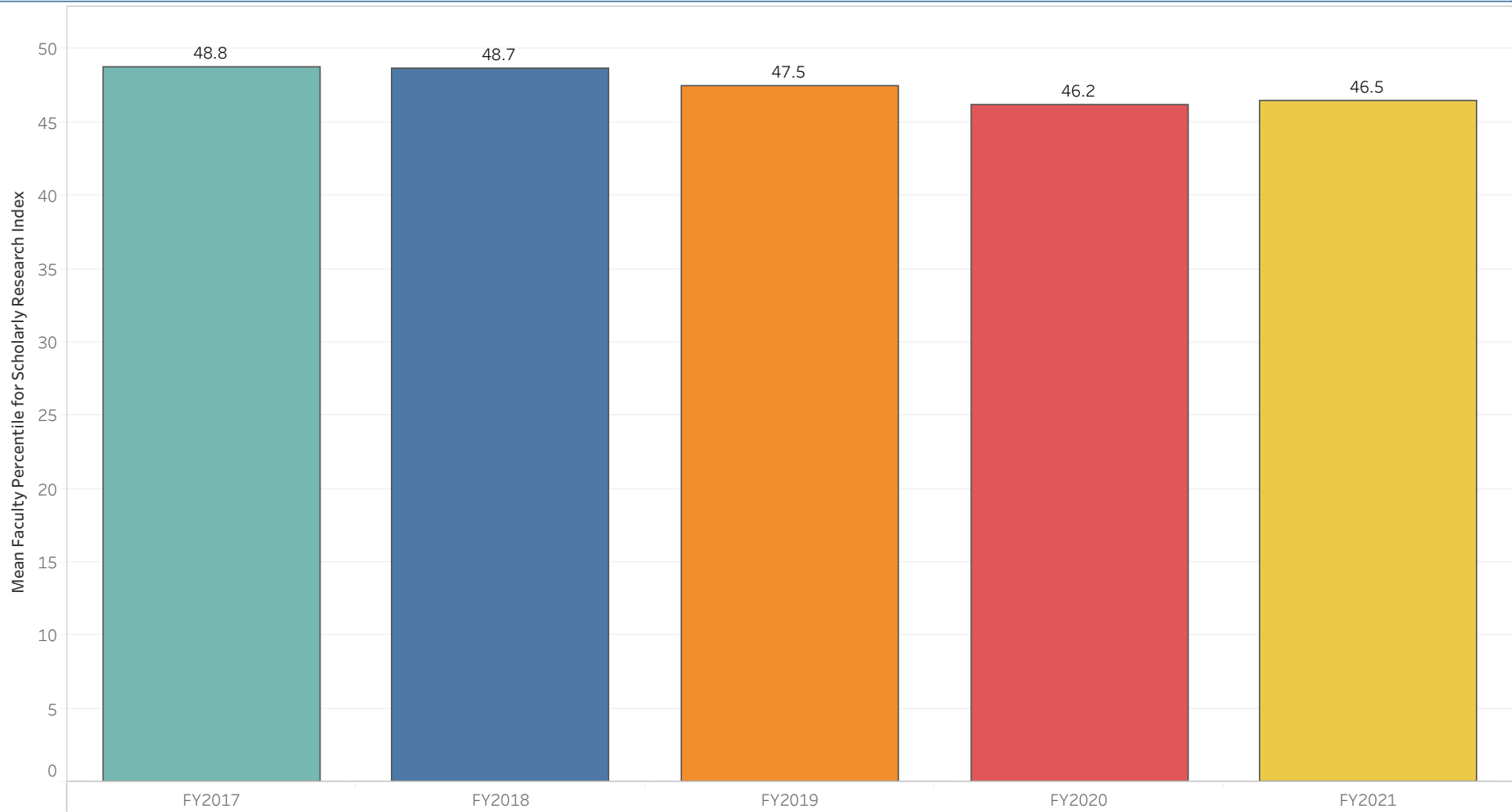


**Metric 2.2.3 - MSU will increase the number of scholarly products that are authored or created by faculty from two or more academic units by 10% each year.**

(Data source - Activity Insight: Publications/Intellectual Contributions and Artistic & Creativity Activities screens)

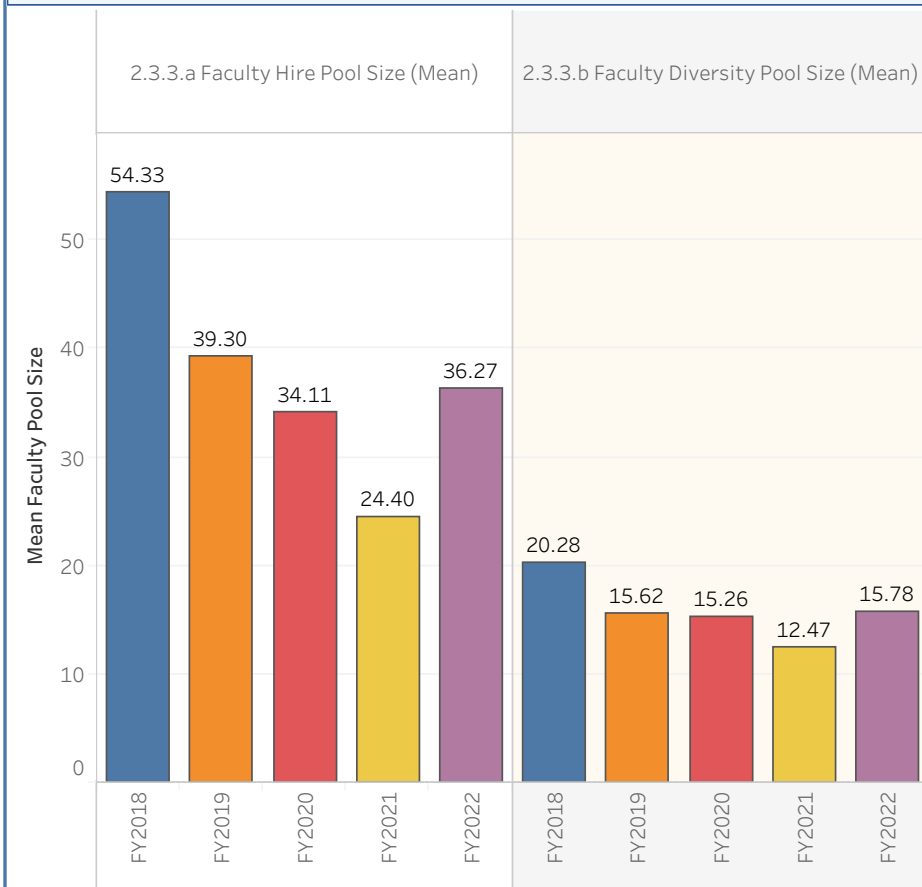


**Metric 2.3.1 - Montana State University will annually increase scholarship standing when compared to peer institutions. (Data source - Academic Analytics)**

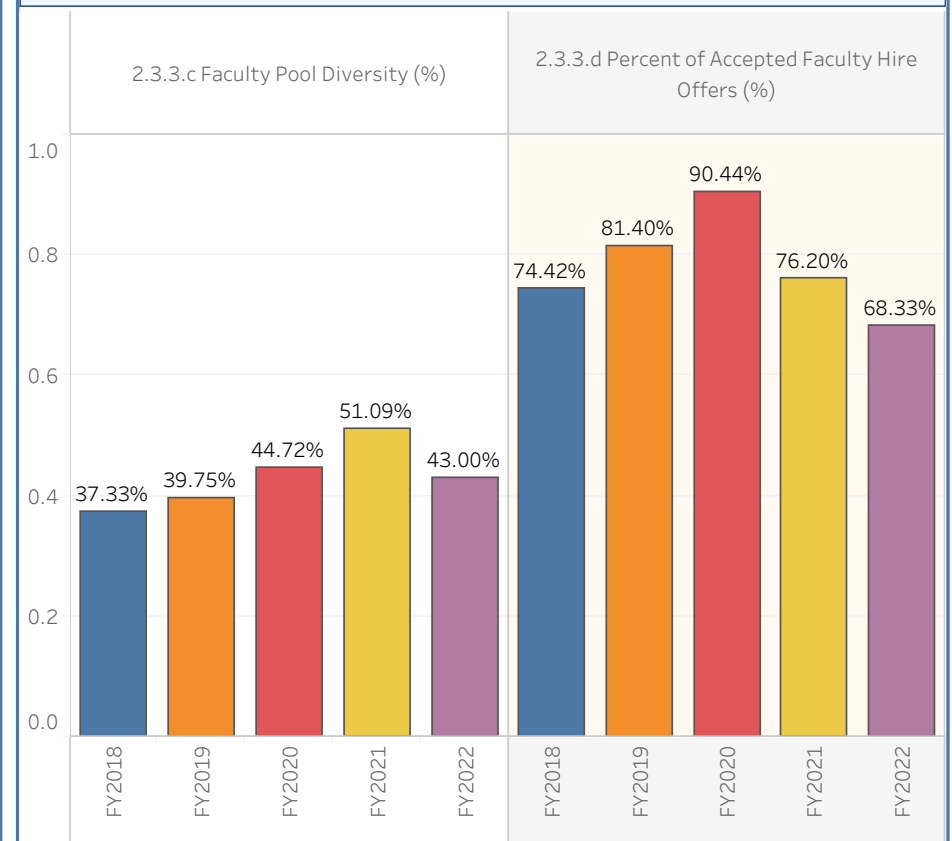


Metric 2.3.3 - MSU will demonstrate improved institutional reputation through the increased size of the faculty applicant pools, increased diversity of applicant pools and increased ratio of offers accepted to offers made. (Data sour..)

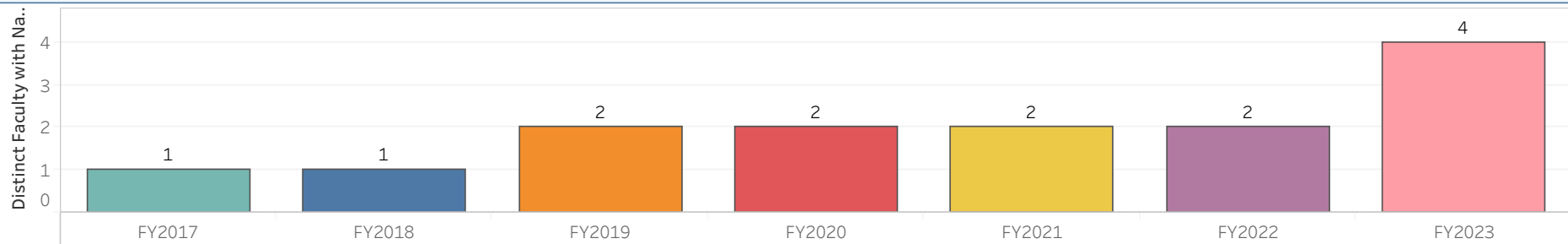
### Mean size of the faculty applicant pools



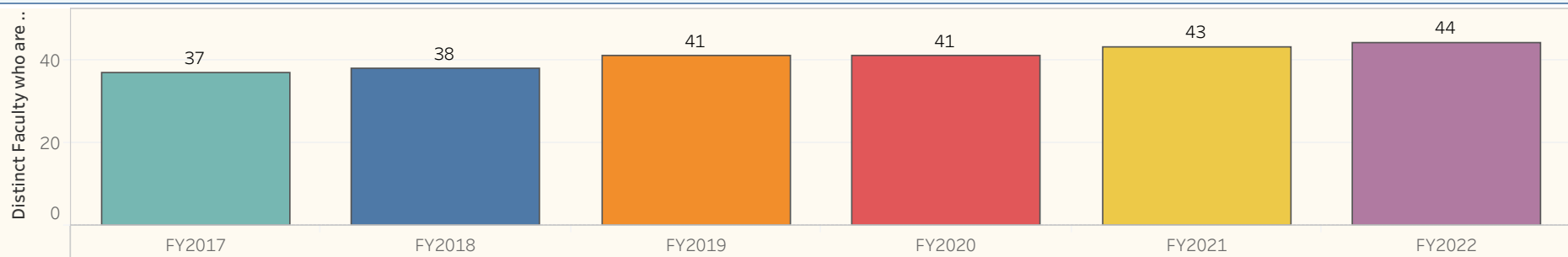
### Diversity of applicant pools and ratio of offers accepted to offers made



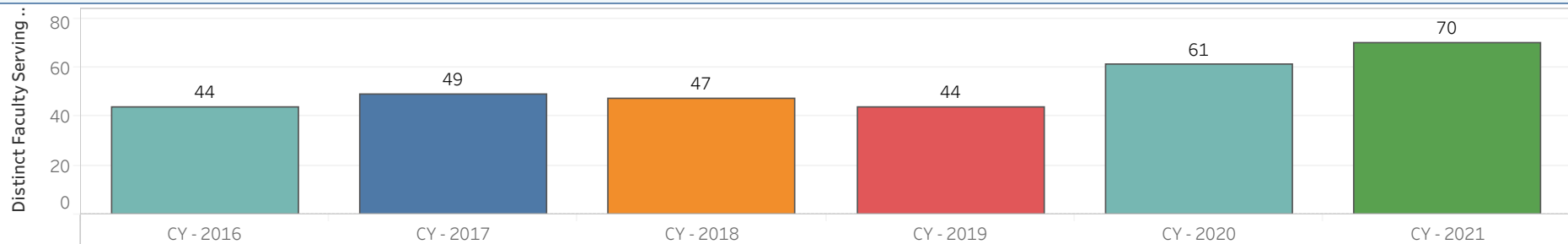
### Metric 2.3.4.a - Distinct faculty with membership among national academies (Data source - Academic Analytics)



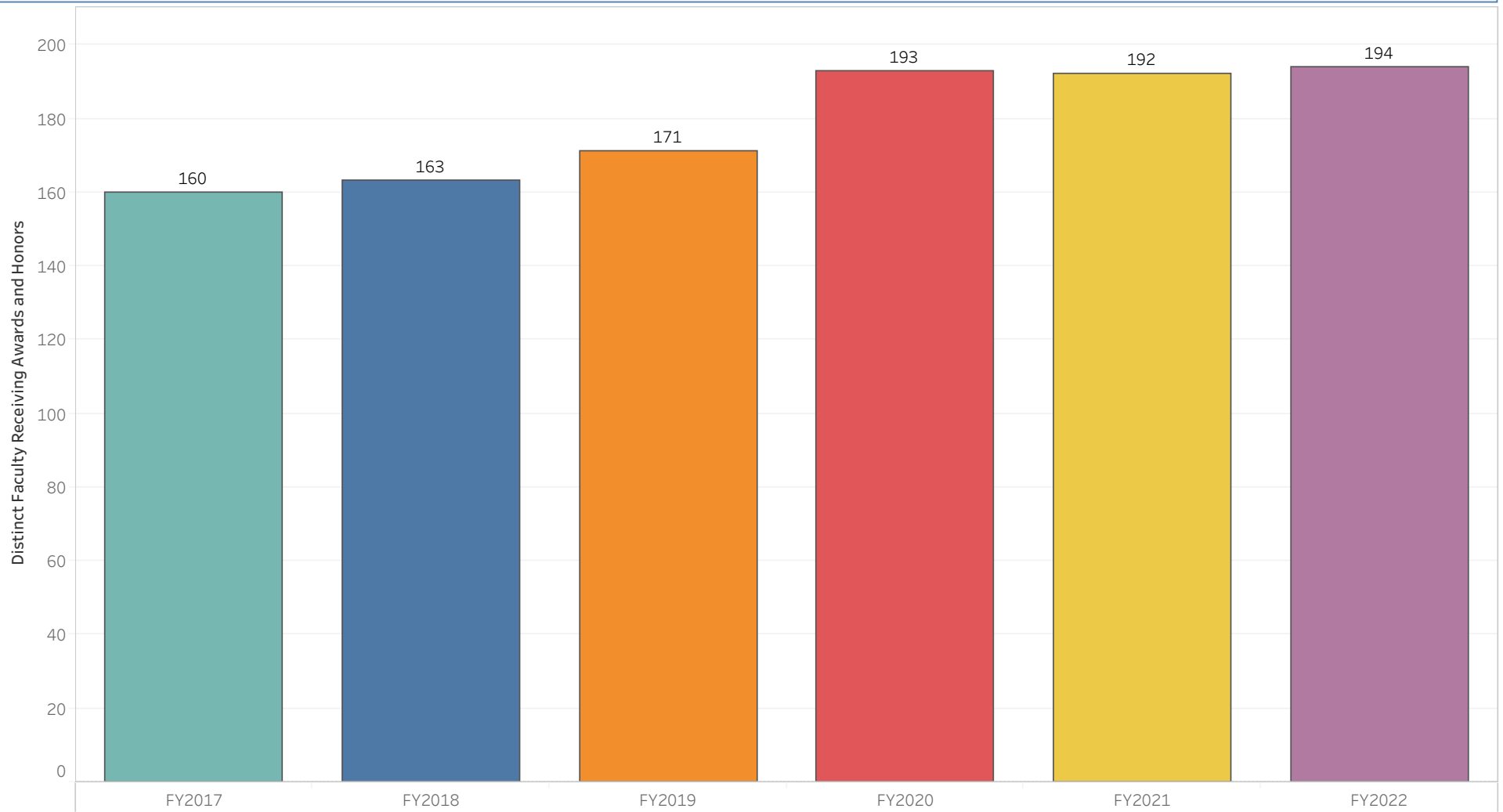
### Metric 2.3.4.b - Distinct faculty who are professional society fellows (Data source - Academic Analytics)



### Metric 2.3.4.c - Distinct faculty serving on state/federal/international advisory committees. (Data source - Activity Insight)

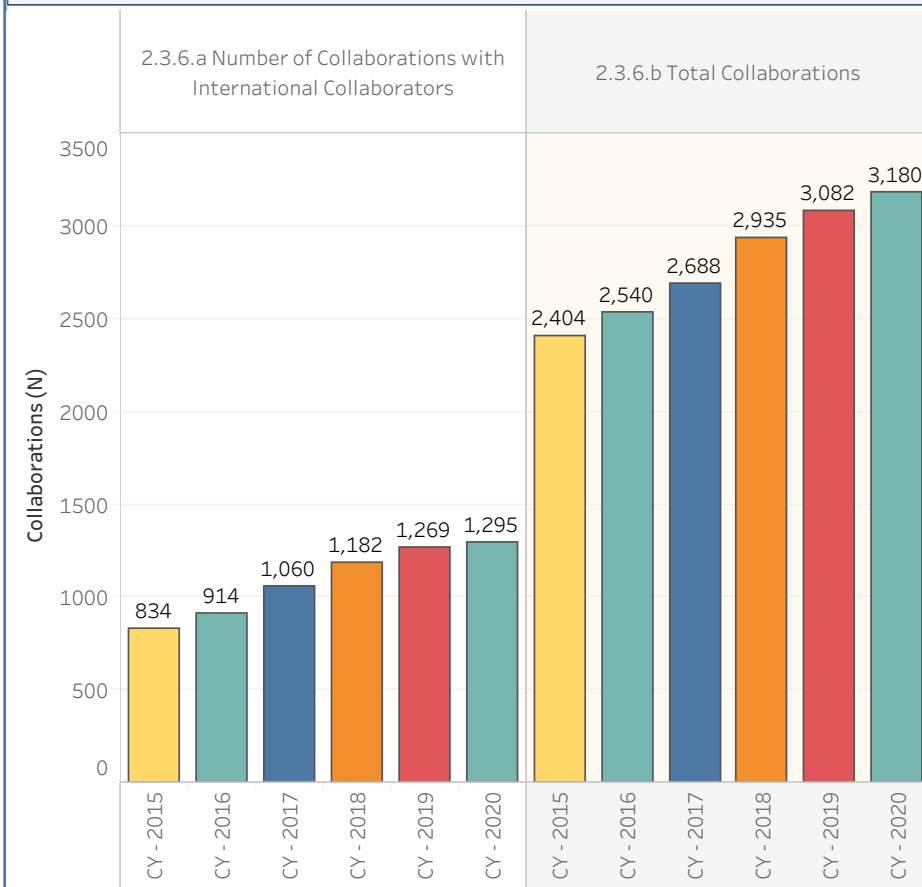


Metric 2.3.5 - MSU will increase the number of faculty who receive national and international awards, and honors. (Data source - Academic Analytics)

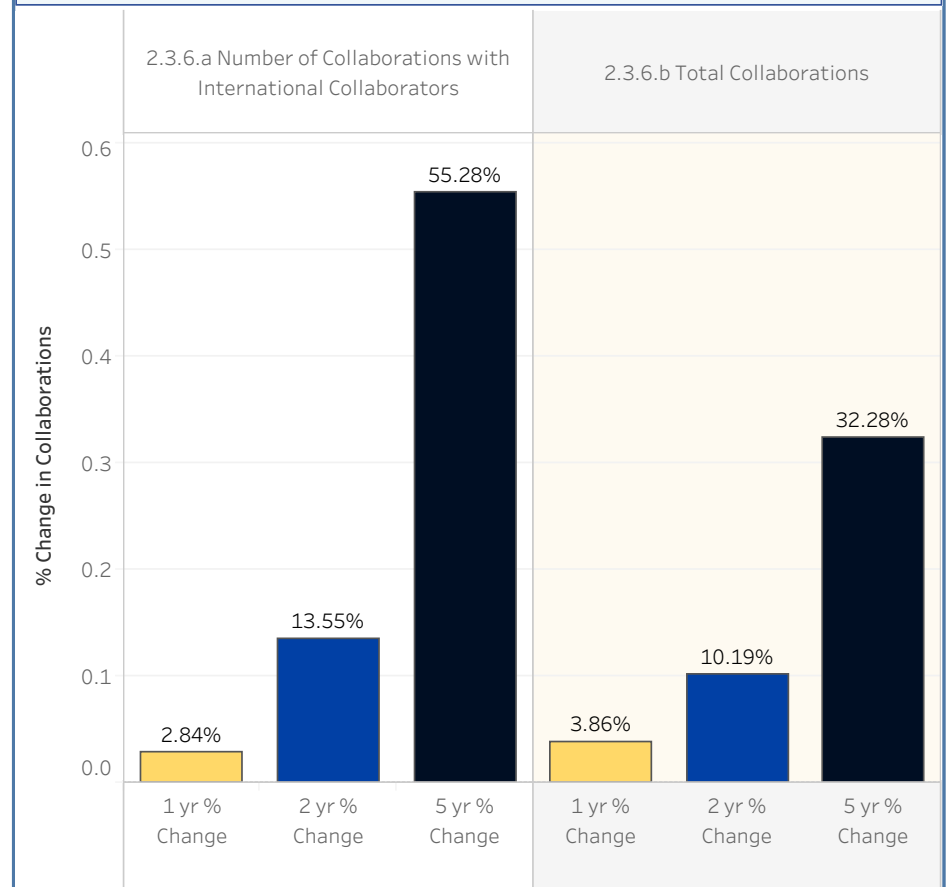


Metric 2.3.6 - MSU will establish a baseline by 2020 and increase its numbers of international projects and collaborations in learning, scholarship and engagement by 10% by 2024. (Data source - CWTS Leiden Rankings, Collaboration Indica..)

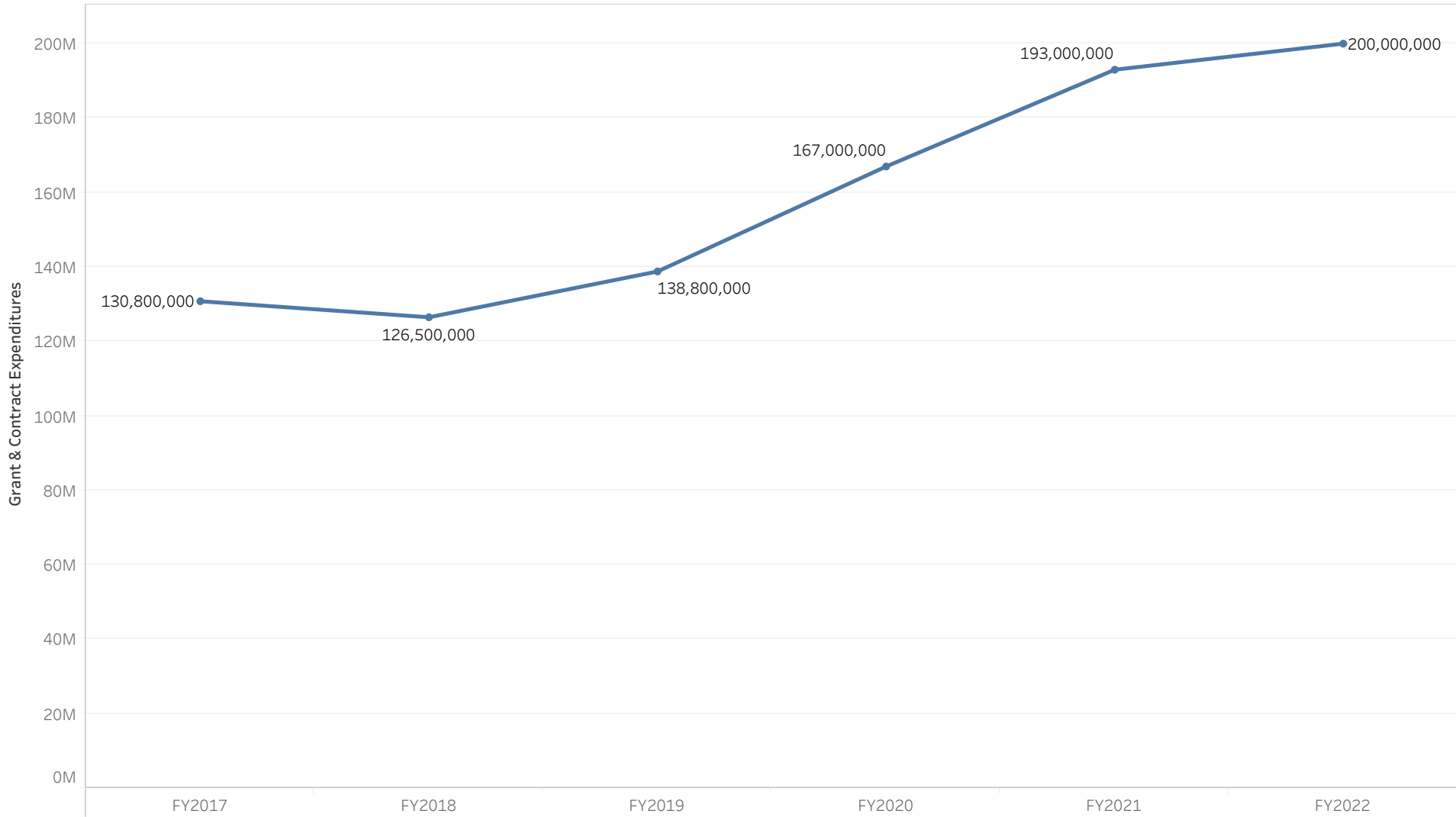
### Numbers of international projects and collaborations



### Percent change in collaborations



Metric 2.4.2 (HERD) - Annual Contract & Grant Expenditures (Data source: HERD Survey, Office of Sponsored Programs)



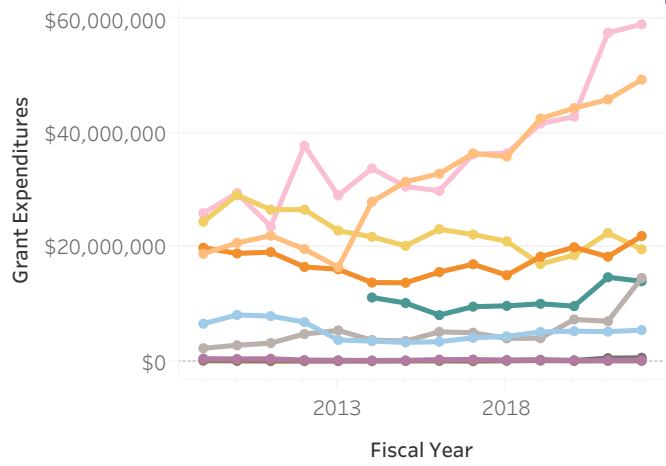
## Metric 2.4.2 - Total - Annual Contract & Grant Expenditures (Data source: Office of Sponsored Programs)



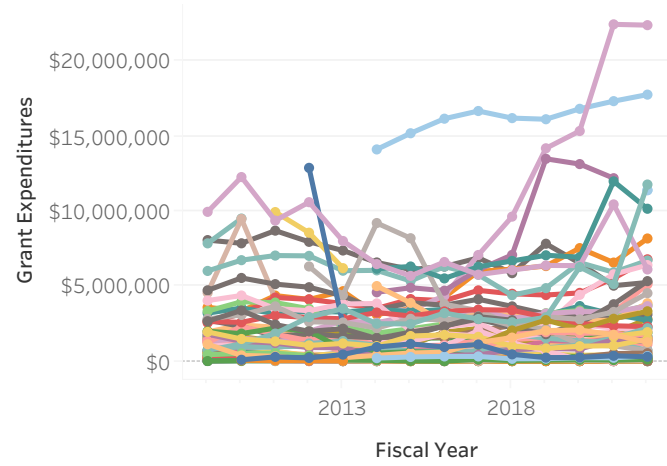
- College**
- College of Agriculture
  - College of Arts & Architecture
  - College of Business
  - College of Education, Health & Human Development
  - College of Engineering
  - College of Letters & Science
  - College of Nursing
  - Other Research
  - Student Affairs
  - University Programs

- College**
- \*
  - College of Agriculture
  - College of Arts & Architecture
  - College of Business
  - College of Education, Health & Human Development
  - College of Engineering
  - College of Letters & Science

## Metric 2.4.2 - By College



## Metric 2.4.2 - By Department/Unit

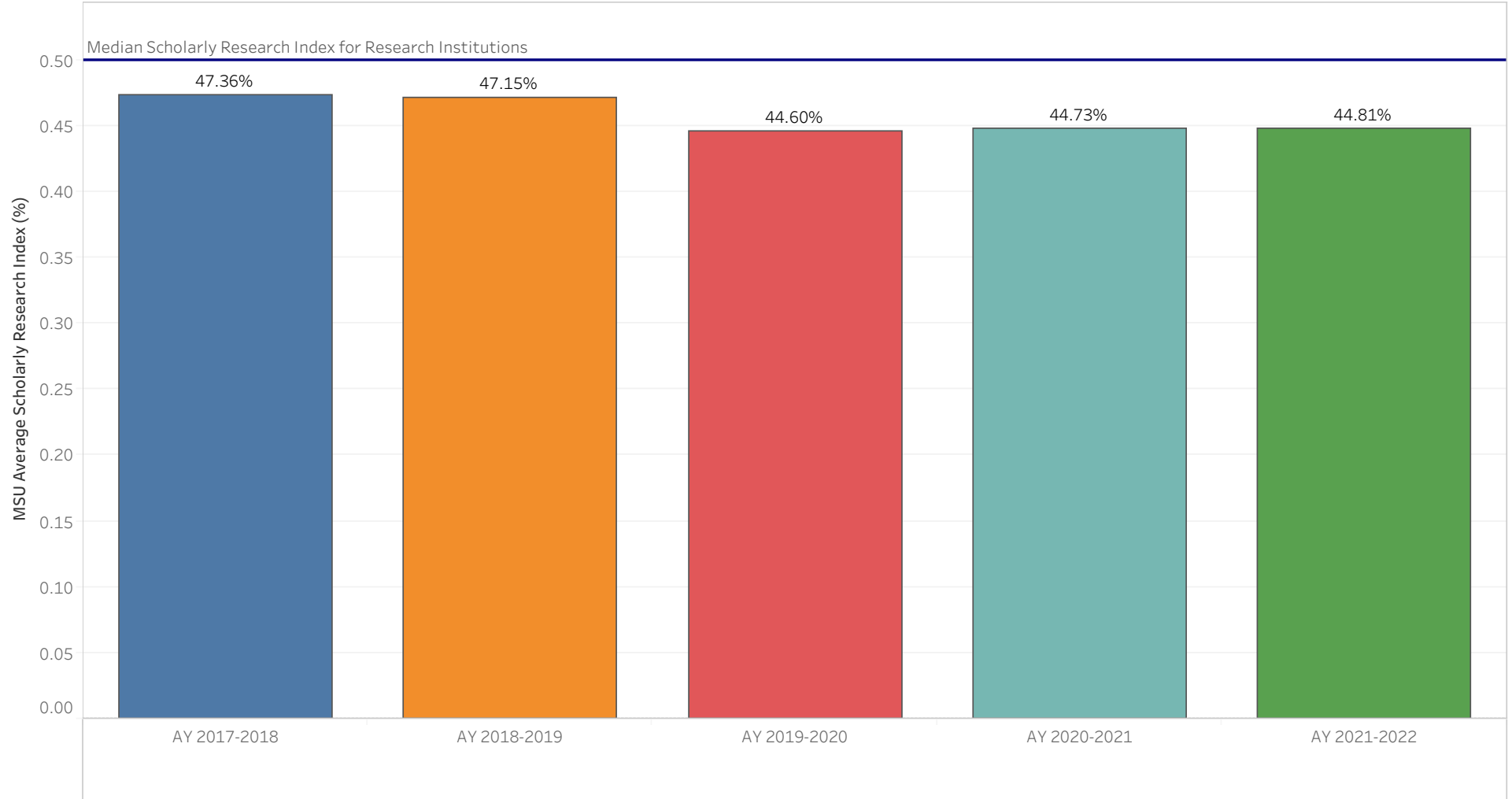


- Department/Unit**
- Academic Affairs
  - Academic Techno..
  - Activities & Enga..
  - Agricultural Econ..
  - Agricultural Educ..
  - American Indian ..
  - American Indian ..
  - American Indian/..
  - Animal & Range S..
  - Animal Resource..
  - Athlet
  - Big Sk
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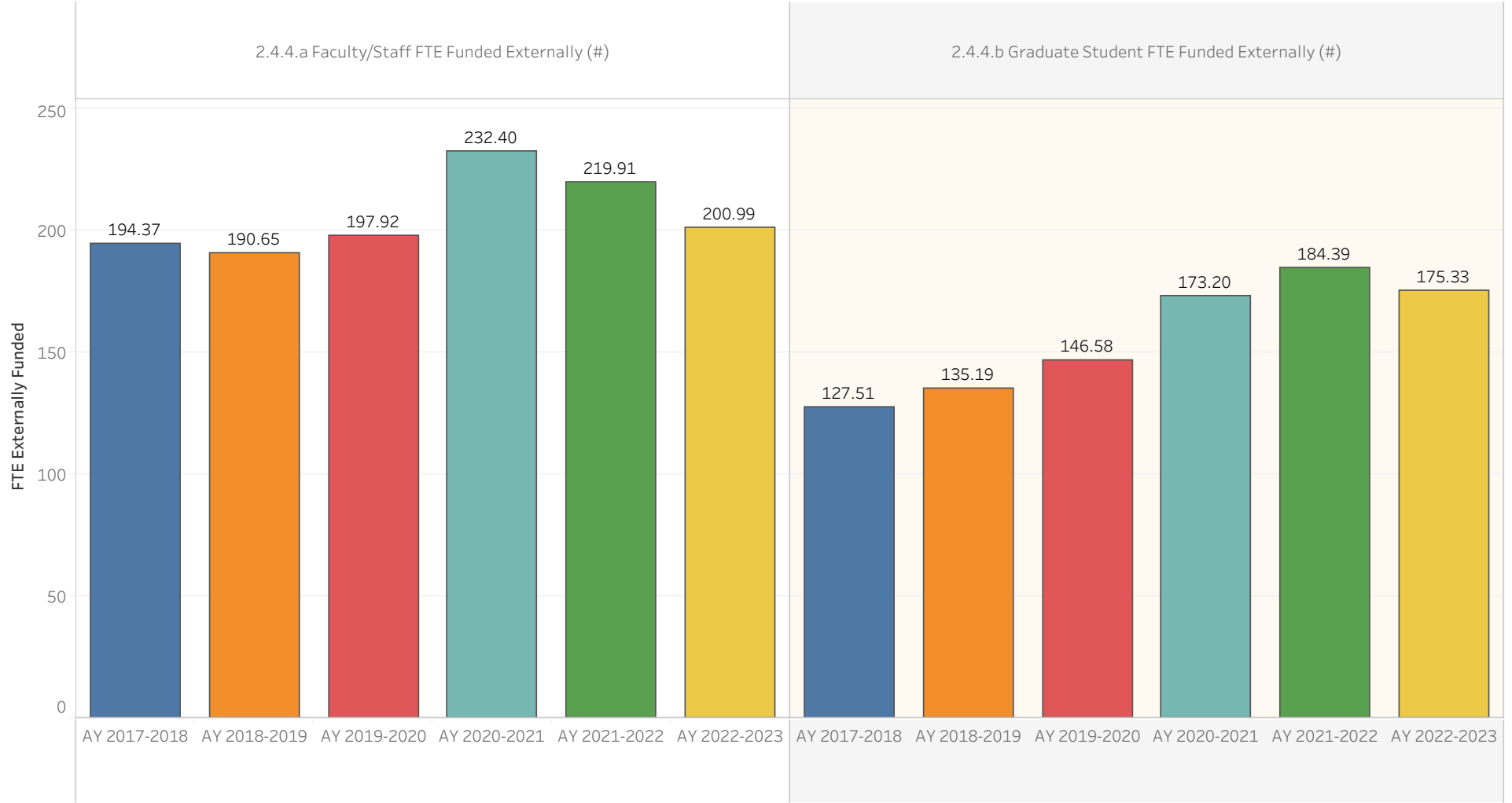
- Department/Unit**
- Academic Affairs
  - Academic Technology & Outreach
  - Activities & Engagement
  - Agricultural Economics & Economics
  - Agricultural Education
  - American Indian Research Opportunities (AIRO)
  - American Indian Rural Health Equity



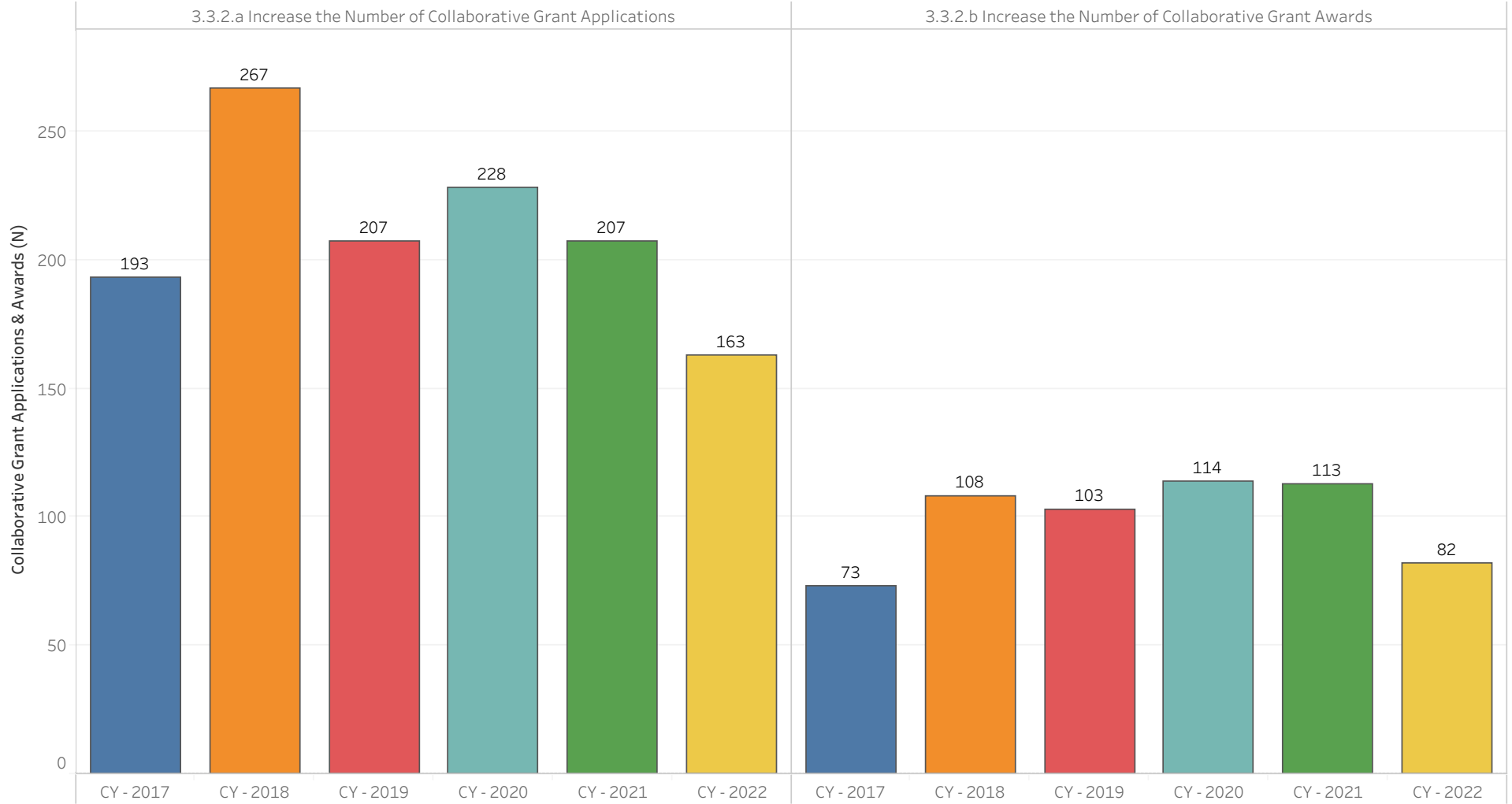
**Metric 2.4.3 - Publications, presentations of creative works, translational research and creative activity and other evidence of dissemination of scholarship will meet or exceed peer benchmarks by 2024.** (Data source - OPA: Academic Analytics)



**Metric 2.4.4 - Increase the number of research faculty, research staff, post-docs and graduate students funded on external contracts and grants by 2022. (Data source - OPA)**

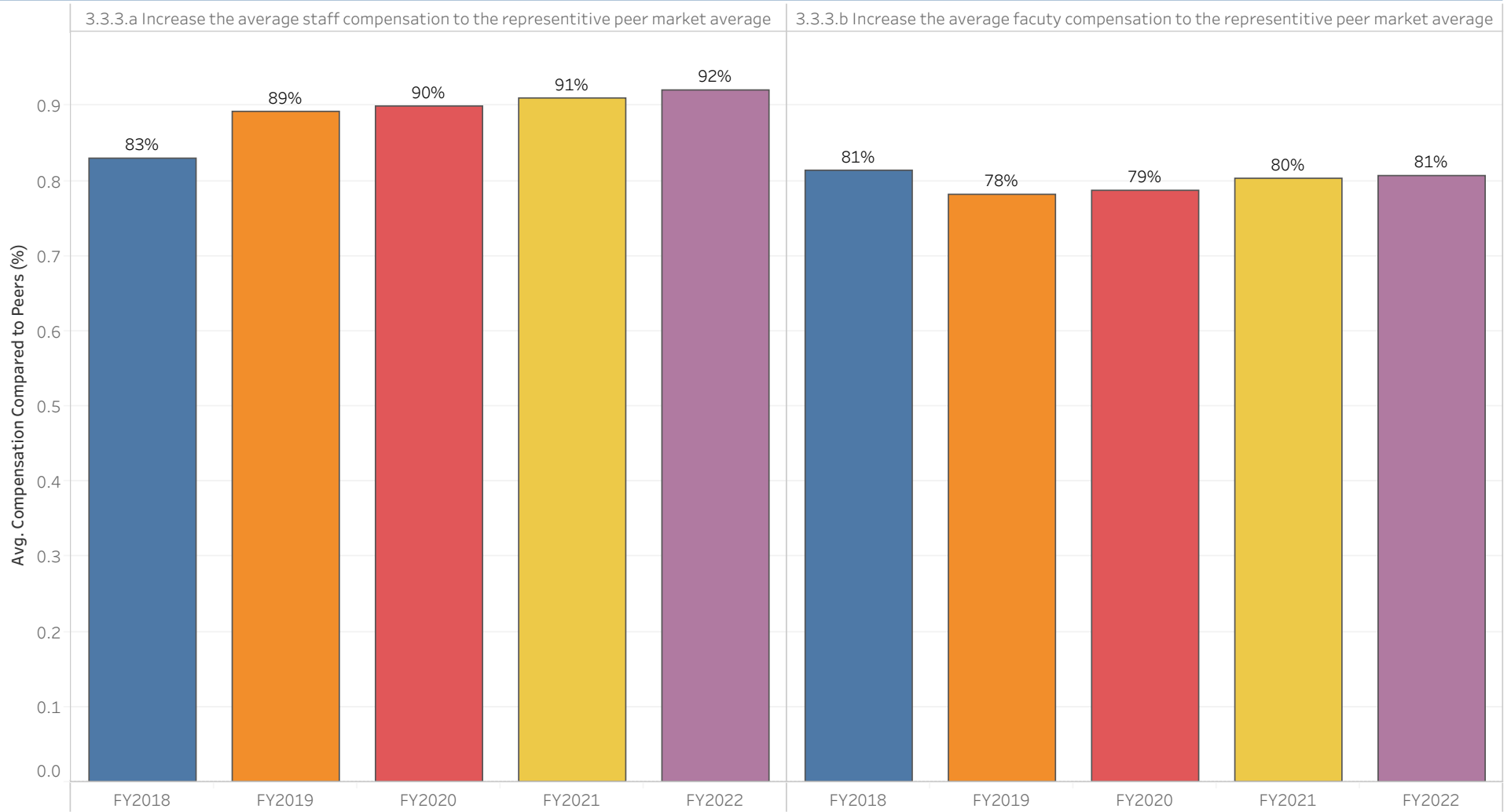


**Metric 3.3.2 - Increase the number of collaborative grant applications and awards with investigators across curricular, co-curricular, MAES, Extension, an other units. (Data source - OPA/Activity Insight)**

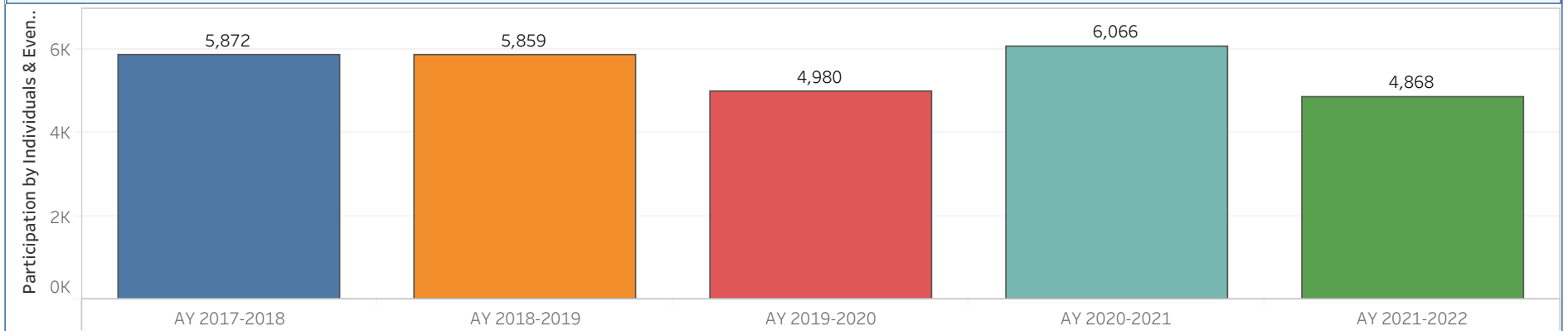


### Metric 3.3.3 - Increase the average faculty and staff compensation to the representative peer market average by 2024.

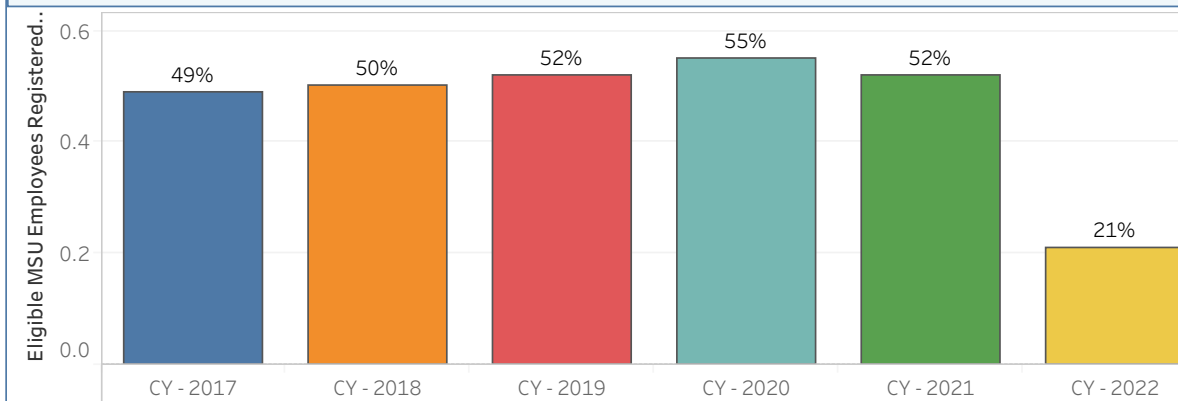
(Data source - OPA/OSU Survey, CUPA, BLS)



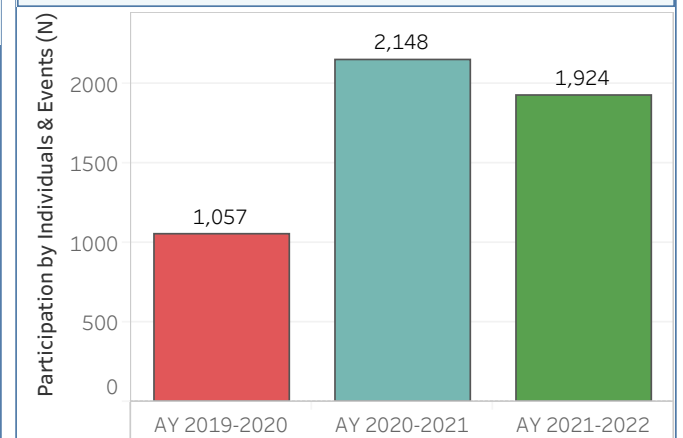
**Metric 3.3.4 - Increase faculty and staff participation in health and wellness, personal, management and professional development opportunities.** (Data source - OPA/Activity Insight, MUS Wellness/Wellcheck, HR/PD&T)



**Metric 3.3.4.a - Eligible MSU Employees Registered for Limeade/\*Virgin Pulse (MUS Wellness Program) (%)** (Data source - MUS Wellness/Wellcheck; \* Limeade contract expired end of 2021, Virgin Pulse Contract began April 2022 and requires participants to reregister)



**Metric 3.3.4.b - LinkedIn Learning Course Completions (Duplicated Individuals).** (Data source - MSU Library)



Metric 3.3.5 - Make and annually monitor progress on the 2017 MSU Diversity & Inclusion Framework:

**Metrics for tracking progress on the themes of the Diversity and Inclusion Framework were presented to and approved by Planning Council in November 2020.**

Baseline data has been collected for each metric defined to track progress on Framework themes. On several metrics we have not been able to collect continuing data, but for the ones we can track, we are making progress toward the goals in the Framework, including embedding content in courses, making data on enrollment and employment transparent and available, and employee demographics that increasingly reflect student demographics.

(Data source: Senior Diversity and Inclusion Officer 1/29/2023)

Metric 3.3.6 - Develop a comprehensive sustainability plan by 2020 with measurement and annual progress reports to campus:

**The Campus Sustainability Advisory Council (CSAC), working with stakeholders across campus, developed a plan and presented it to Planning Council and University Council in Fall 2021.**

Progress on our Campus Sustainability Framework has accelerated and we have broad campus support and engagement via sub-committees. Last fall, CSAC created sub-committees to guarantee progress on the three long-term goals in the Sustainability Framework. The sub-committees have begun work to develop a campus energy plan, highlighted areas where we could improve data collection and business processes in support of the carbon neutrality and zero waste goals, created a definition of sustainability to help inform how we measure sustainability in the curriculum and are planning the second Annual Sustainability Summit on April 11, 2023...