

Criteria for Evaluation of Academic Award Granting Programs for General Fund Strategic Budget Planning

The Strategic Budget Planning Academic Work Group in developing criteria and indicators for the evaluation of academic award granting programs recommends the adoption of three program types for evaluation. Each academic program at the University, in consultation with the respective Dean, will identify one of three program types for strategic budget planning evaluation.

An “academic program” may be an academic award program contained within the University’s official program inventory or a distinct collection of academic credit-bearing courses that are foundational to student academic award progression and completion.

Three Program Types

Undergraduate Award Completion Program

The Program’s primary contribution to the University’s mission is to attract, matriculate, and confer awards to students.

Characteristic:

- The Program provides a credential that prepares students to pursue or advance within a profession, a career, and/or continuing education.

Undergraduate Award Foundation Program

The Program’s primary contribution to the University’s mission is to provide curriculum that is required by award producing programs, the General Education program, and/or University graduation requirements.

Characteristics:

- A vast majority of the Program’s credit generation is providing curriculum that is required by other programs (award producing), the General Education program, and/or University graduation requirements.
- The Program prepares a limited number of students for completion of an award within the program.
- An Academic Minor.

Graduate Award Program

The Program’s primary contribution to the University’s mission is to attract, matriculate, and confer graduate awards to students.

Characteristic:

- The Program provides a credential that prepares students to pursue or advance within a profession, a career, and/or continuing education.

The Work Group discussed over an extended period of time many possible program types that could be appropriate. The Work Group recognizes that every academic award program at the University has unique attributes and makes unique contributions. The Work Group’s recommendation of the three program types identified above is believed to best represent the portfolio of academic programs currently offered at the University.

Program Types for Evaluation

In review of the process implemented in the Fall of 2017, the work groups recommends that only Undergraduate Award Completion and Graduate Award programs are evaluated using the criteria outlined below. In addition, Undergraduate and Graduate Certificate programs with less than 50% unique curriculum (required coursework shared with a degree program) are not included in the evaluation process.

Program Evaluation Criteria

The Work Group recommends the adoption of common criteria that would be applicable for the evaluation of the Undergraduate Award Completion and Graduate Award programs. The common criteria include:

- Program Award Productivity
- Program Impact
- Program Demand
- Program Quality
- Program/Department Net Income

For each evaluation criterion, a set of indicators is outlined within two attached documents:

- Undergraduate Award Completion Programs
- Graduate Award Completion Programs

The Work Group has outlined for each indicator an operational definition, information/data sources, and proposed method of analysis/evaluation. The resulting outcome for each indicator ranges from a positive +1 to a negative -1 outcome. The resulting outcome for each indicator will be weighted and then used to produce an indicator score for the program.

Evaluation of Criteria and Indicators by Program Type

For all program types (i.e. Undergraduate Award Completion Program and Graduate Award Program) program indicators will be weighted.

For Undergraduate Award Completion Programs indicator outcomes will be weighted as follows:

Program Criteria/Indicator	Indicator Outcome	Indicator Weight	Indicator Score
Percent of Annual Program Awards Conferred at the University	1	1	1
Percent of Annual Program Awards Conferred to Underrepresented Students	1	1	1
Time-to-Degree for Full-Time First-Time Students Declared to Program from Achievement of Junior Status (60+ CRHR) to Award Completion	1	1	1
Time-to-Degree for Full-Time Transfer Students Declared to Program from Achievement of Junior Status (60+ CRGR) to Award Completion	1	1	1
Student Declared to Program One-Year Retention Rate (Program and University)	1	2	2
Full-Time Students Declared to Program Six-Year Completion Rate (Program and University)	1	2	2
Program Impact Narrative	1	1	1

Program Demand Narrative	1	1	1
Occupation and Labor Market Projected Demand	1	2	2
Percent of Undergraduate Students Declared to Program	1	4	4
Graduates Employed or Continuing Education within 1 Year of Graduation	1	2	2
Engagement in Annual Student Learning Assessment	1	1	1
Program Net Income	1	3	3
Department Course Net Income	1	1	1

Total Score Range **+23 to -23**

For Graduate Award Completion Programs indicator outcomes will be weighted as follows:

Program Criteria/Indicator	Indicator Outcome	Indicator Weight	Indicator Score
Percent of Annual Graduate Awards Conferred at the University	1	1	1
Percent of Annual Program Awards Conferred to Underrepresented Students	1	1	1
Students Admitted to Program Six-Year Completion Rate (Program)	1	2	2
Program Impact Narrative	1	1	1
Program Scholarly Impact Narrative	1	1	1
Program Demand Narrative	1	1	1
Occupation and Labor Market Projected Demand	1	2	2
Percent of Annual Program Applications for Admission	1	4	4
Graduates Employed or Continuing Education within 1 Year of Graduation	1	2	2
Engagement in Annual Student Learning Assessment	1	1	1
Program Net Income	1	3	3
Department Course Net Income	1	1	1

Total Score Range **+20 to -20**

Program Total Score and Categorization

The total score for each program will be used to determine program categorization as a candidate for investment, candidate for maintenance, or candidate for reduction. Categorization will be based on placement of program total scores into quintiles as follows:

- Quintile 1 (20%) = Highest Program Viability
- Quintile 2 (20%) = Relatively High Program Viability
- Quintile 3 (20%) = Moderate Program Viability
- Quintile 4 (20%) = Relatively Low Program Viability
- Quintile 5 (20%) = Lowest Program Viability

Academic Program Indicators – Undergraduate Award Completion Programs

Program Criteria/Indicator	Definition	Source	Analysis/Evaluation
Program Award Productivity			
Percentage of Annual Program Awards Conferred at the University	Percentage of Annual Undergraduate Program Awards Conferred by Program at the University (3 Yr. Avg.)	ISRS / Data provided by Institutional Analytics	Quintile 1 (+1) Quintile 2 (+.5) Quintile 3 (0) Quintile 4 (-.5) Quintile 5 (-1)
Percent of Annual Program Awards Conferred to Underrepresented Students	AY Program Awards Conferred to Pell Eligible, First-Generation, and/or Students of Color/ AY Program Awards Conferred (3 Yr. Avg.)	ISRS / Data provided by Institutional Analytics	Quintile 1 (+1) Quintile 2 (+.5) Quintile 3 (0) Quintile 4 (-.5) Quintile 5 (-1)
Time-to-Degree for Full-Time First-Time Students Declared to Program from Achievement of Junior Status (60+ CRHR) to Award Completion	Time-to-Degree for Full-Time First-Time Students Declared to Program from achievement of Junior Status (60+ CRHR) to Award Completion (3 Yr. Avg.)	ISRS / Data provided by Institutional Analytics	Defined (for 120 CrHr*) +1 for 2 or less 0 for 2.01 to 3.99 -1 for more than 4 *Modified for Program's with more than 120 credits.
Time-to-Degree for Full-Time Transfer Students Declared to Program from achievement of Junior Status (60+ CRHR) to Award Completion	Time-to-Degree for Full-Time Transfer Students Declared to Program from achievement of Junior Status (60+ CRHR) to Award Completion (3 Yr. Avg.)	ISRS / Data provided by Institutional Analytics	Defined (for 120 CrHr*) +1 for 2 or less 0 for 2.01 to 3.99 -1 for more than 4 *Modified for Program's with more than 120 credits.
Student Declared to Program One-Year Retention Rate (Program and University)	Student Declared to Program One-Year Retention Rate (Program and University) (3 Yr. Avg.)	ISRS / Data provided by Institutional Analytics	Quintile 1 (+1) Quintile 2 (+.5) Quintile 3 (0) Quintile 4 (-.5) Quintile 5 (-1)

Full-Time Students Declared to Program Six-Year Completion Rate (Program and University)	Full-Time Students Declared to Program Six-Year Completion Rate (Program and University) (3 Yr. Avg.)	ISRS / Data provided by Institutional Analytics	Quintile 1 (+1) Quintile 2 (+.5) Quintile 3 (0) Quintile 4 (-.5) Quintile 5 (-1)
Program Impact			
Narrative	Narrative Prompt	Information Provided by Program	Narrative Rubric Avg. of 3 Indicators 4 = +1, 3 = 0, 2 = -.5, 1 = -1
Program Demand			
Narrative	Narrative Prompt	Information Provided by Program	Narrative Rubric 4 = +1, 3 = 0, 2 = -.5, 1 = -1
Occupation and Labor Market Projected Demand	10 Year Labor Market Growth Projection (State and Nation) for the Program's Classification of Instructional Programs (CIP Code) related Standard Occupational Classification (SOC Code)	ISRS Program Inventory and Minnesota Department of Employment and Economic Development	Quintile 1 (+1) Quintile 2 (+.5) Quintile 3 (0) Quintile 4 (-.5) Quintile 5 (-1)
Percent of Undergraduate Students Declared to Program	Percentage of Undergraduate Students declared to Program at the University (3 Yr. Avg.)	ISRS / Data provided by Institutional Analytics	Quintile 1 (+1) Quintile 2 (+.5) Quintile 3 (0) Quintile 4 (-.5) Quintile 5 (-1)
Program Quality			
Graduates Employed or Continuing Education within 1 Year of Graduation	Percentage of Graduates within one-year of graduation that report being employed or continuing education (excluding those not seeking employment or continuing education)	Survey administered by the Career Development Center / Data provided by Institutional Analytics	Quintile 1 (+1) Quintile 2 (+.5) Quintile 3 (0) Quintile 4 (-.5) Quintile 5 (-1)
Engagement in Annual Student Learning Assessment	Total Score of Evaluated Assessment of Student Learning Reports (3 Yr. Avg.)	Information maintained by Institutional Analytics	Quintile 1 (+1) Quintile 2 (+.5) Quintile 3 (0) Quintile 4 (-.5) Quintile 5 (-1)
Department Cost Effectiveness/Viability			

Program Net Income	Total Revenue Generated by all Students Declared to the Program Across all Courses Taken Across the University Minus the Direct Instructional Expenses (3 Yr. Avg.)	Financial data provided by Academic Affairs and Institutional Analytics	Quintile 1 (+1) Quintile 2 (+.5) Quintile 3 (0) Quintile 4 (-.5) Quintile 5 (-1)
Department Course Net Income	Total Revenue Generated by all Courses Offered within a Department Minus the Direct Instructional Expenses (3 Yr. Avg.)	Financial data provided by Academic Affairs and Institutional Analytics	Quintile 1 (+1) Quintile 2 (+.5) Quintile 3 (0) Quintile 4 (-.5) Quintile 5 (-1)

Academic Program Indicators – Graduate Award Completion Programs

Program Criteria/Indicator	Definition	Source	Analysis/Evaluation
Program Award Productivity			
Percent of Annual Graduate Awards Conferred at the University	Percentage of Annual Graduate Program Awards Conferred by Program at the University (3 Yr. Avg.)	ISRS / Data Provided by Institutional Analytics	Quintile 1 (+1) Quintile 2 (+.5) Quintile 3 (0) Quintile 4 (-.5) Quintile 5 (-1)
Percent of Annual Program Awards Conferred to Underrepresented Students	AY Program Awards Conferred to Pell Eligible, First-Generation, and/or Students of Color/ AY Program Awards Conferred (3 Yr. Avg.)	ISRS / Data provided by Institutional Analytics	Quintile 1 (+1) Quintile 2 (+.5) Quintile 3 (0) Quintile 4 (-.5) Quintile 5 (-1)
Students Admitted to Program Six-Year Completion Rate (Program and University)	Students Admitted to Program Six-Year Completion Rate (Program and University) (3 Yr. Avg.)	ISRS / Data provided by Institutional Analytics	Quintile 1 (+1) Quintile 2 (+.5) Quintile 3 (0) Quintile 4 (-.5) Quintile 5 (-1)
Program Scholarly Impact			
Narrative	Narrative Prompt	Information Provided by Program	Narrative Rubric 4 = +1, 3 = 0, 2 = -.5, 1 = -1
Program Impact			
Narrative	Narrative Prompt	Information Provided by Program	Narrative Rubric Avg. of 3 Indicators 4 = +1, 3 = 0, 2 = -.5, 1 = -1
Program Demand			
Narrative	Narrative Prompt	Information Provided by Program	Narrative Rubric 4 = +1, 3 = 0, 2 = -.5, 1 = -1
Occupation and Labor Market Projected Demand	10 Year Labor Market Growth Projection (State and Nation) for the Program's Classification of Instructional Programs (CIP Code) related Standard Occupational Classification (SOC Code)	ISRS Program Inventory and Minnesota Department of Employment and Economic Development	Quintile 1 (+1) Quintile 2 (+.5) Quintile 3 (0) Quintile 4 (-.5) Quintile 5 (-1)

Percent of Annual Applications to Program for Admission	Percent of Annual Applications to Program for Graduate Admission at the University (3 Yr. Avg.)	ISRS / Data Provided by Graduate Studies	Quintile 1 (+1) Quintile 2 (+.5) Quintile 3 (0) Quintile 4 (-.5) Quintile 5 (-1)
Program Quality			
Graduates Employed or Continuing Education within 1 Year of Graduation	Percentage of Graduates within one-year of graduation that report being employed or continuing education (excluding those not seeking employment or continuing education)	Survey administered by the Career Development Center / Data provided by Institutional Analytics	Quintile 1 (+1) Quintile 2 (+.5) Quintile 3 (0) Quintile 4 (-.5) Quintile 5 (-1)
Engagement in Annual Student Learning Assessment	Total Score of Evaluated Assessment of Student Learning Reports (3 Yr. Avg.)	Information maintained by Institutional Analytics	Quintile 1 (+1) Quintile 2 (+.5) Quintile 3 (0) Quintile 4 (-.5) Quintile 5 (-1)
Department Cost Effectiveness/Viability			
Program Net Income	Total Revenue Generated by all Students Declared to the Program Across all Courses Taken Across the University Minus the Direct Instructional Expenses (3 Yr. Avg.)	Financial data provided by Academic Affairs and Institutional Analytics	Quintile 1 (+1) Quintile 2 (+.5) Quintile 3 (0) Quintile 4 (-.5) Quintile 5 (-1)
Department Course Net Income	Total Revenue Generated by all Courses Offered within a Department Minus the Direct Instructional Expenses (3 Yr. Avg.)	Financial data provided by Academic Affairs and Institutional Analytics	Quintile 1 (+1) Quintile 2 (+.5) Quintile 3 (0) Quintile 4 (-.5) Quintile 5 (-1)