

Office of the President: The Challenge for Excellence: A Plan for Team-Based Accountability 2004-05

Mission Statement: The University of Louisville shall be a premier, nationally recognized metropolitan research university with a commitment to advance the intellectual, social, and economic development of our diverse communities and citizens

Goal No.	Description of Goal Proposal	FY04 Data	Good Performance	Better Performance	Best Performance
UNIVERSITY-WIDE TEAM GOALS: PRESIDENT, EVPs, SVP					
1	Enhance the educational experience: Student Success—Create a responsive, challenging and supportive educational environment characterized by high standards, commitment to quality, and student success				
A.	<ul style="list-style-type: none"> Increase retention rate for first-time Freshmen in Fall 2003 cohort 	A:77	A: 77.1	A: 77.5	A: 77.8
B	<ul style="list-style-type: none"> Increase retention rate of fall 2002 cohort (second- to third-year students) 	B: n/a	B: 60.6	B: 63.1	B: 63.6
C	<ul style="list-style-type: none"> Increase the number of doctoral degrees 	C: 102	C: 105	C: 108	C: 115
2	Research, Creative and Scholarly Activities: Focus energy and resources to enhance the scholarly agenda and advance to national prominence areas of programmatic strength: <ul style="list-style-type: none"> Advance the research agenda by increasing total research grants and contracts funding 	\$100.7 M	Maintain \$100.7 M in research awards	Increase by 7% to \$107.1 M	Increase by 14% to \$114.1M
3	Accessibility, Diversity, Equity, and Communication—Develop a seamless system of access and intercultural understanding that promotes and supports race and gender diversity, inclusiveness, equity, and open communication:				
A	<ul style="list-style-type: none"> Meeting the goals of the Kentucky Plan 	7 of 8	6 of 8	7 of 8	8 of 8
B	<ul style="list-style-type: none"> Achieving the goals specified in 		all units achieve 50% of their goals	all units achieve 70% of their goals	all units achieve 85% of their goals

	the University's Diversity Plan				
4	Partnerships and Collaborations— Develop and integrate interdisciplinary activities associated with teaching, research, and service. Support existing partnerships and engage new partners to contribute to the educational, social, and economic progress of the region and state		Create partnership evaluation criteria	Evaluate partnerships on established criteria	Implement changes based on evaluation
5	Institutional Effectiveness of Programs and Services—Improve the effectiveness and accountability of programs and services in fulfilling the mission and vision of the university <ul style="list-style-type: none"> Increase total philanthropic support in outright gifts and pledges 	\$42.7	\$43M	\$45M	\$47M
PRESIDENT ONLY					
6	Promote the University's Cultural and Artistic Educational Experiences as Enhancements to the Quality of the Citizens of Kentucky		Create Business Plan for University/Community Council	Recruit Board of Directors and launch initiative	Acquire funding to support the Council's activities
7	Plan and execute tactical actions in preparation for Admission to Big East Conference		Appoint a study committee to develop comparative academic and athletic information for Big East institutions to assure that UofL is aligned with league members; use this information to develop a plan to ensure alignment of 21 sports teams over time.	Based upon the Study Committee's analysis, also identify a plan to upgrade, construct, and finance facilities to insure UofL has a Big East competitive physical plant.	Disseminate information through all media outlets, including the Cardinal Athletic Fund and Alumni Association, using appropriate representatives to communicate the value of the Big East change and how the University plans to live up to our new challenges with special focus on academic, alumni, and donor impact.
8	Secure Leadership Gifts for Capital Campaign in Cancer	\$8M	Secure \$8 M	Secure \$10 M	Secure \$12 M

UNIT GOALS: EVP / PROVOST

9	Retention		Set up a Student Retention Research Center	Develop criteria for assessing retention efforts	Evaluate effectiveness of initiatives
10	Space Utilization: Assure that academic, research, and operational allocation of space is consistent with university's mission		Assess current policies for institutional space use against benchmarks	Develop a space management plan for Belknap, Shelby, HSC	Begin to implement space plan
11	Assure that university budget is consistent with university mission and allocated in support of the academic, research and operational priorities of the university.		Generate data comparisons	Assess data	Develop policy interventions

UNIT GOALS: EVP/ VP FOR HEALTH AFFAIRS

12	Advance Research Mission				
A	<ul style="list-style-type: none"> Total Health Sciences Center 		A) Hire 4 new research active faculty that meet funding expectations within the University research plan	A) recruit 6 research active faculty that meet funding expectations within the University Research Plan	A) recruit 8 research active faculty that meet funding expectations within the University Research Plan
B	<ul style="list-style-type: none"> Cancer Center: Continue Progress toward NCI Designation 		B) Complete third floor renovation, and begin second floor renovation for Cancer Center	B) relocate faculty offices and clinical activities for oncology faculty to renovated Cancer Center	B) Initiate collaboration with one regional health care or related entity in rural Ky
C	<ul style="list-style-type: none"> Cardiac Innovation Institute (CII) 		C) Complete facility design, planning and begin construction	C) Obtain first research grant and complete search for Scientific Director	C) Assure incorporation of tissue regeneration research with CII program

13	Enhance Management Effectiveness <ul style="list-style-type: none"> Louisville Hospital relationships 		Reestablish a hospital relationship for gynecological services	Engage NHC and JHHS with plan to better align department contracts and HSC goals	Develop an understanding with JHHS on “eight thematic areas” and obtain agreement on two of these
14	Financial Management		Implement a plan designed to establish financial stability in OBGYN	Develop a plan for financial stability in Anesthesiology Department	Implement an annual financial review process between every department and the appropriate Dean and between Dean and EVP
UNIT GOALS: SENIOR VP FOR RESEARCH					
15	Improve University Research Integrity Program		Achieve accreditation for institutional review board (IRB)	Implement new responsible conduct of research (RCR) policy and process	Formalize responsible conduct of research education and training
16	Implement PeopleSoft 8.8 Grants/ERA		Customize for clinical trials management	Implement Web based submission process	Interface Web based submission process with PeopleSoft
17	Formalize Technology/commercialization process		Revise and implement new intellectual property (IP) Policy	Develop business Plan for Office of Technology Development (OTD)	Develop formal plan to connect faculty interested in start-ups to business support services
INDIVIDUAL GOALS: PRESIDENT					
18	Board discretion				