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|   | **K-State 2025 University Strategic Action Planning Alignment Checklist** |
| **College or Major Unit:** |  |
| **Department:** |  |
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This Checklist should be submitted with the K-State 2025 Strategic Action and Alignment Plan Template to identify how your plan links to the K-State 2025 themes/common elements, outcomes, and university benchmark and thematic goal metrics.

1. The following is a list of the Visionary Goal Benchmark (B) Metrics included in the K-State 2025 Visionary Plan. Please place an “X” to the left of each Metric that is supported by your College’s/Major Unit’s/Department’s Strategic Action Plan.

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| **Visionary Goal:****By 2025 Kansas State University will be recognized as one of the nation’s Top 50 Public Research Universities.** |
|  **Benchmark Metrics** |
|  | **B-1** *–* Total research and development expenditures |
|  | **B-2** *–* Endowment pool |
|  | **B-3** *–* Number of national academy members |
|  | **B-4** *–* Number of faculty awards |
|  | **B-5** *–* Number of doctorates granted annually |
|  | **B-6** *–* Freshman-to-sophomore retention rate |
|  | **B-7** *–* Six-year graduation rate |
|  | **B-8** *–* Percent of undergraduate students involved in research |

1. The following is a list of all the Common Elements (CE) included in the K-State 2025 Visionary Plan. Please place an “X” to the left of each Common Element that is supported by your College’s/Major Unit’s/Department’s Strategic Action Plan.

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| **Common Elements** |
|  | **CE-1** *–* Communications and Marketing |
|  | **CE-2** *–* Culture |
|  | **CE-3** *–* Diversity |
|  | **CE-4** *–* External Constituents |
|  | **CE-5** *–* Funding |
|  | **CE-6** *–* International |
|  | **CE-7** *–* Sustainability |
|  | **CE-8** *–* Technology |

1. The following is a table of all the University outcomes by each Thematic Goal and time-frame, as well as the University Thematic Goal Metrics. Please place an “X” to the left of each University thematic goal, outcome, and metric that is supported by your College’s/Major Unit’s/Department’s Strategic Action Plan.

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|  | **Thematic Goal I: Research, Scholarly and Creative Activities, and Discovery (RSCAD)** **Create a culture of excellence that results in flourishing, sustainable, and widely recognized research, scholarly and creative activities, and discovery in a variety of disciplines and endeavors that benefit society as a whole.** |
| **Short Term Outcomes (2014 – 2015)** | **Intermediate Outcomes (2016 – 2020)** | **Long Term Outcomes (2021 – 2025)** |
|  | **T1-A** *–* Increased intellectual and financial capital to support RSCAD |  | **T1-I** *–* Intellectual and financial capital in place for expanded RSCAD efforts |  | **T1-N** *–* Fifty nationally recognized K-State researchers, a high proportion of which are members of their national academies |
|  | **T1-B** *–* More clusters/centers of collaborative RSCAD focus |  | **T1-J** *–* Greater proportion of nationally and internationally recognized award-winning faculty in RSCAD programs |  | **T1-O** *–* Extramural funding competitive with our benchmark institutions |
|  | **T1-C** *–* Increased funding for investigator-based research, research centers, and graduate training grants |  | **T1-K** *–* Nationally and internationally recognized research centers |  | **T1-P** *–* Research and development expenditures competitive with benchmark institutions |
|  | **T1-D** *–* Tuition waivers for all GRAs |  | **T1-L** *–* Recognized for prominent and productive placement of our graduates |  | **T1-Q** *–* Competitive amongst our peers in the percentage of undergraduates involved in research |
|  | **T1-E** *–* Competitive compensation and support available to GRAs, GTAs, and Gas |  | **T1-M** *–* Increased participation by undergraduates in expanded opportunities in research |  |  |
|  | **T1-F** *–* Enhanced and systematic approach for UG research |  |  |  |  |
|  | **T1-G** *–* Successful recruitment, retention, evaluation, compensation, and rewards strategies in place to support RSCAD needs |  |  |  |  |
|  | **T1-H** *–* Enhanced visibility and appreciation for research, discovery, and scholarly and creative activities |  |  |  |  |
|  **Metrics for Thematic Goal I** |
|  | **T1-1** *–* # of interdisciplinary research projects, institutes, and centers |
|  | **T1-2** *–* Total sponsored extramural funding expenditures |
|  | **T1-3** *–* # of juried, adjudicated, or externally vetted performances, shows and designs |
|  | **T1-4** *–* # of refereed scholarly publications per academic year and allocated faculty member |
|  | **T1-5** *–* Total international research and development expenditures |

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|  | **Thematic Goal II: Undergraduate Educational Experience****Build a connected, diverse, empowered, engaged, participatory culture of learning and excellence that promotes undergraduate student success and prepares students for their professional, community, social, and personal lives.** |
| **Short Term Outcomes (2014 – 2015)** | **Intermediate Outcomes (2016 – 2020)** | **Long Term Outcomes (2021 – 2025)** |
|  | **T2-A** *–* Excellent, customized academic advising and services available to all students to support their success and degree completion |  | **T2-I** *–* Integrated learning communities experienced by students, faculty, and staff that promote student success within a culture of excellence |  | **T2-O** *–* An undergraduate educational experience recognized as one of the best among the nation's Top 50 Public Research Universities |
|  | **T2-B** *–* Engaged students benefitting from high impact educational practices used by excellent faculty and staff across the university |  | **T2-J** *–* Excellent reputation for high quality teaching and advising that prepares students for their professional, community, social, and personal lives |  | **T2-P** *–* Faculty teaching and advising awards comparable to our benchmark institutions |
|  | **T2-C** *–* Increased participation by undergraduates in expanded opportunities for meaningful research |  | **T2-K** *–* Superior and diverse faculty recognized for teaching excellence |  | **T2-Q** *–* Freshman to Sophomore retention ratios comparable to benchmark institutions |
|  | **T2-D** *–* Successful integration of undergraduate education and meaningful research is standard practice |  | **T2-L** *–* All UG students engaged in a diversity of experiences that expand their viewpoint |  | **T2-R** *–* Six-Year graduation rates comparable to benchmark institutions |
|  | **T2-E** *–* Effective evaluation practices that recognize and reward teaching, advising, and life-long learning/professional development |  | **T2-M** *–* Increased undergraduate contributions in the creation of scholarship through research |  |  |
|  | **T2-F** *–* Effective system in place that supports and promotes teaching excellence |  | **T2-N** *–* Ongoing improvement of six-year graduation rates and retention ratios |  |  |
|  | **T2-G** *–* Successful recruitment and retention strategies that address our entire student population |  |  |  |  |
|  | **T2-H** *–* Improved six-year graduation rates and retention ratios |  |  |  |  |
|  **Metrics for Thematic Goal II** |
|  | **T2-1** *–* # and % of undergraduate students participating in a meaningful international experience  |
|  | **T2-2** *–* # and % of undergraduate students completing an experiential learning experience  |
|  | **T2-3** *–* Total funding awarded for undergraduate scholarship support  |
|  | **T2-4** *–* # and % of students participating in an undergraduate student success program  |
|  | **T2-5** *–* # of students awarded national and international prestigious scholarships  |
|  | **T2-6** *–* % of undergraduate enrollment by demographic group  |
|  | **T2-7** *–* Student satisfaction and utilization rates  |

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|  | **Thematic Goal III: Graduate Scholarly Experience****Advance a culture of excellence that attracts highly talented, diverse graduate students and produces graduates recognized as outstanding in their respective professions.** |
| **Short Term Outcomes (2014 – 2015)** | **Intermediate Outcomes (2016 – 2020)** | **Long Term Outcomes (2021 – 2025)** |
|  | **T3-A** *–* Competitive compensation and support available for GRAs, GTAs, and GAs |  | **T3-I** *–* Increased participation by our graduate students in unique high level learning and experiential training |  | **T3-N** *–* National and international reputation for outstanding graduates with demonstrable career success |
|  | **T3-B** *–* Tuition waivers for all GRAs |  | **T3-J** *–* Expanded reputation for outstanding graduates with the critical skill sets needed to excel in their careers in a global environment |  | **T3-O** *–* World-class reputation as a preferred destination for outstanding graduate students |
|  | **T3-C** *–* Engaged graduate students integrated in university life with enhanced visibility and appreciation |  | **T3-K** *–* Increased funding for graduate research and teaching |  | **T3-P** *–* Stable funding for graduate research and teaching competitive with benchmark institutions |
|  | **T3-D** *–* Outstanding mentoring for our graduate students |  | **T3-L** *–* Increased number of nationally and internationally recognized award-winning graduate faculty |  | **T3-Q** *–* Doctorates Awarded comparable with benchmark institutions |
|  | **T3-E** *–* Expectation of excellence for the graduate scholarly experience |  | **T3-M** *–* Increased number of Doctorates Awarded |  |  |
|  | **T3-F** *–* Increased capacity to secure funding for graduate research and teaching |  |  |  |  |
|  | **T3-G** *–* Broader spectrum and greater overall number of courses offered at the graduate, and especially at the PhD level |  |  |  |  |
|  | **T3-H** *–* Expanded partnerships with industry and government to provide high level learning and experiential training opportunities for graduate students |  |  |  |  |
|  **Metrics for Thematic Goal III** |
|  | **T3-1** *–* # and % of graduate students with assistantships, endowed scholarships, and fellowships |
|  | **T3-2** *–* Total funds awarded for graduate assistantships, endowed scholarships, and fellowships |
|  | **T3-3** *–* # and % of graduate programs offering competitive compensation and support packages |
|  | **T3-4** *–* # of private/public sector partnerships supporting graduate experiential training opportunities |
|  | **T3-5** *–* # of graduate students participating in a unique high level learning and experiential training |
|  | **T3-6** *–* # of graduate terminal degrees awarded |
|  | **T3-7** *–* Total graduate students enrolled by demographic group and degree type |
|  | **T3-8** *–* Graduate student satisfaction and utilization rates |

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|  | **Thematic Goal IV: Engagement, Extension, Outreach and Service****Be a national leader and model for a re-invented and transformed public research land-grant university integrating research, education, and engagement. [Engagement refers to all EEOS (engagement, extension, outreach, and service]** |
| **Short Term Outcomes (2014 – 2015)** | **Intermediate Outcomes (2016 – 2020)** | **Long Term Outcomes (2021 – 2025)** |
|  | **T4-A** *–* Enhanced integration between academics and student service learning |  | **T4-H** *–* Exposure on a national level as a leader/partner engaged in significant social, political, health, economic and, environmental issues |  | **T4-N** *–* Nationally recognized as a leader in and model for a re-invented and transformed land -grant university integrating research, education, and engagement |
|  | **T4-B** *–* Increased participation by undergraduates in expanded opportunities for meaningful Engagement experiences |  | **T4-I** *–* All undergraduate students engaged in at least one engagement /service learning project |  | **T4-O** *–* Nationally and internationally recognized as leaders in Engagement on a global scale |
|  | **T4-C** *–* Increased recognition of our services as a source of expertise, information, and tools for disciplines worldwide |  | **T4-J** *–* Increased number of graduate students involved in Engagement |  | **T4-P** *–* Recognized as a leader in Engagement reaching both rural and urban communities |
|  | **T4-D** *–* Increased numbers and diversity of faculty and staff participating in Engagement |  | **T4-K** *–* Increased appreciation by K-State graduates for lifelong involvement in engagement and service |  |  |
|  | **T4-E** *–* Increased extramural funding for Engagement initiatives at the local, state, national, and international level |  | **T4-L** *–* Increased capacity to respond to emergencies worldwide |  |  |
|  | **T4-F** *–* Recognition as leaders in Engagement within our state and nation |  | **T4-M** *–* Preferred destination for faculty, staff, and students who value Engagement as integral to their academic and personal lives |  |  |
|  | **T4-G** *–* Enhanced visibility and appreciation for Engagement and its interconnectedness with research and education within our university community |  |  |  |  |
|  **Metrics for Thematic Goal IV** |
|  | **T4-1** *–* # and % of undergraduate students participating in engagement/service learning |
|  | **T4-2** *–* Total extramural-funded expenditures for Engagement initiatives at the local, state, national, and international level |
|  | **T4-3** *–* # of partnerships by sector and geographic boundary supporting collaborative research, education, and engagement |
|  | **T4-4** *–* # of engagement activities and programs disaggregated by geographic boundaries |
|  | **T4-5** *–* # of participants involved in community-based research and outreach projects |
|  | **T4-6** *–* Economic impacts on rural and urban communities in Kansas |

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|  | **Thematic Goal V: Faculty and Staff****Foster a work environment that encourages creativity, excellence, and high morale in faculty and staff, responds to changing needs, embraces diversity, values communication and collaboration, and is respectful, trusting, fair, and collegial for all.** |
| **Short Term Outcomes (2014 – 2015)** | **Intermediate Outcomes (2016 – 2020)** | **Long Term Outcomes (2021 – 2025)** |
|  | **T5-A** *–* Total compensation competitive with aspirant university and regional employers for faculty and staff in high priority areas |  | **T5-E** *–* Total compensation competitive with aspirant university and regional employers for all employees |  | **T5-H** *–* Talented and high performing, diverse workforce recognized for excellence and award-winning faculty and researchers |
|  | **T5-B** *–* Efficient, effective, and integrated university HR processes and services that place employees in the right positions with the right skill sets at the right time |  | **T5-F** *–* Faculty and staff current with developments in their fields and the skills needed to achieve excellence in performing their jobs |  | **T5-I** *–* Stable funding available for recruitment and retention of top level faculty and staff |
|  | **T5-C** *–* Career-long learning recognized by the university and its employees as a shared value and responsibility |  | **T5-G** *–* Successful recruitment and retention of a talented and high performing, diverse workforce |  | **T5-J** *–* Optimal number of faculty and staff comparable with our benchmark institutions |
|  | **T5-D** *–* Effective evaluation processes that result in accountable faculty and staff with a clear understanding of their job expectations and how they contribute to the University's mission |  |  |  |  |
|  **Metrics for Thematic Goal V** |
|  | **T5-1** *–* # of national and international faculty awards  |
|  | **T5-2** *–* # and % of faculty with endowed chairs, professorships, and fellowships  |
|  | **T5-3** *–* Competitive compensation packages for faculty and staff  |
|  | **T5-4** *–* # and % of faculty and staff participating in international experiences  |
|  | **T5-5** *–* % of tenure/tenure-track faculty by demographic group  |
|  | **T5-6** *–* % of fulltime staff by demographic group  |
|  | **T5-7** *–* % of faculty and staff reporting satisfaction in the work environment  |

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|  | **Thematic Goal VI: Facilities and Infrastructure****Provide facilities and infrastructure that meet our evolving needs at a competitive level with our benchmark institutions and are an asset to recruit and retain quality students, faculty, researchers, and staff.** |
| **Short Term Outcomes (2014 – 2015)** | **Intermediate Outcomes (2016 – 2020)** | **Long Term Outcomes (2021 – 2025)** |
|  | **T6-A** *–* Responsive, timely, and strategic facilities services aligned with campus operational needs as well as future planning and implementation |  | **T6-D** *–* Adequate office space for all K-State employees equipped to support their work and productivity |  | **T6-G** *–* High quality, technology enabled, flexible and adaptable classroom space appropriate to the evolving needs of the learning environment and readily available to K-State faculty and students |
|  | **T6-B** *–* Adequate temporary space to house programs and staff impacted by renovations of existing facilities |  | **T6-E** *–* Enhanced campus community experience and collaborative learning and working environments promoted by facilities that support multidisciplinary work and integrated interaction between students, faculty, researchers, staff, and administrators |  | **T6-H** *–* High-quality research laboratories and specialty spaces that enhance research and scholarly activities |
|  | **T6-C** *–* Robust and reliable information technology ensuring business continuity and consistent with the achievement of the highest quality levels of support for research, instruction, student services, and administration |  | **T6-F** *–* Efficient, reliable, and cost-effective central and building utilities with the capacity for expansion as needed to support campus needs and guarantee the safety, comfort, and integrity of our research, animal, and human environments |  | **T6-I** *–* Well-maintained buildings, utilities, IT infrastructure, and grounds consistent with the expectations and image of a highly ranked land grant research and teaching institution |
|  |  |  |  |  | **T6-J** *–* An excellent campus community experience supported by facilities and landscapes that enhance social interaction, learning and collaboration |
|  |  |  |  |  | **T6-K** *–* Signature facilities that promote collaborative learning and working environments, multidisciplinary work, and integrated interaction between students, faculty, researchers, staff, and administrators |
|  **Metrics for Thematic Goal VI** |
|  | **T6-1** *–* # and % of technology enabled classrooms  |
|  | **T6-2** *–* Total expenditures for physical facilities and infrastructure projects  |
|  | **T6-3** *–* Total annual expenditures for deferred maintenance  |
|  | **T6-4** *–* Total funding available to support facilities and infrastructure needs  |
|  | **T6-5** *–* % of faculty, staff, and students reporting satisfaction with facilities and infrastructure  |

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|  | **Thematic Goal VII: Athletics****Strengthen the interconnectivity between intercollegiate athletics and the campus community to prepare our student-athletes for success in school, in sport, and after graduation and benefit our university, community, and state.** |
| **Short Term Outcomes (2014 – 2015)** | **Intermediate Outcomes (2016 – 2020)** | **Long Term Outcomes (2021 – 2025)** |
|  | **T7-A** *–* Outstanding academic and athletic success by our student-athletes |  | **T7-F** *–* A world-class student-athlete experience |  | **T7-I** *–* National reputation for a world-class student-athlete experience |
|  | **T7-B** *–* Enhanced learning environments and relationships promoted by facilities and integrated activities that support interaction between students, student-athletes, and the campus community |  | **T7-G** *–* Outstanding student-athletes prepared to excel in their chosen careers and community and personal lives |  | **T7-J** *–* Recognized leader in integrating academics and athletics |
|  | **T7-C** *–* Enhanced integration between academics and athletics |  | **T7-H** *–* Increased funding for our total endowment |  | **T7-K** *–* World-class facilities at all levels |
|  | **T7-D** *–* Increased support for academics through athletics |  |  |  | **T7-L** *–* Sustained funding for student-athlete scholarships |
|  | **T7-E** *–* Exposure on a national and global level with unique branding that highlights the academic/athletic success of our student-athletes |  |  |  |  |
|  **Metrics for Thematic Goal VII** |
|  | To be determined  |