

No.	Measures	FY07	FY08	FY09	FY10	FY11	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	VSA/IFC (5)	Data Definition/Notes
<b>Teaching and Learning</b>												
<b>TL-A: Accessibility, Retention, and Completion</b>												
TL-1	Headcount enrollment by student level										VSA	
	Undergraduate	21,484	21,586	22,980	23,799	24,834	●	24,741	n/a	25,658		
	Graduate	5,598	5,708	6,024	6,288	6,310	●	6,481	n/a	7,573		
	Professional	1,102	1,111	1,126	1,150	1,197	●	1,123	n/a	1,418		MU professional programs: Law-JD, Medicine-MD, and Veterinary-DVM
TL-2	FTE enrollment by student level											Annual credit hours divided by 30/24 credit hours.
	Undergraduate	19,922	20,074	21,410	22,197	23,300	●	23,008	n/a	25,365		30 credit hours=1.0 FTE
	Graduate	3,866	3,904	4,124	4,295	4,358	●	4,432	n/a	6,563		24 credit hours=1.0 FTE
	Professional	1,093	1,103	1,119	1,148	1,190	●	1,105	n/a	1,389		MU professional programs: Law-JD, Medicine-MD, and Veterinary-DVM Full-time=1.0 FTE, Part-time=0.5 FTE
TL-3	Freshman applicant acceptance rate	78%	82%	85%	83%	81%	●	n/a	n/a	57%	VSA	First-time, degree seeking
TL-4	Freshman yield rate of those accepted	47%	47%	47%	41%	42%	●	45%	n/a	39%	VSA	First-time, degree seeking
TL-5	Entering freshman GPA on high school core courses	3.35	3.34	3.36	3.33	3.33	●	3.35	n/a	n/a		Full-time, degree-seeking, first-time-college (Fall or preceding Summer Semester). Audit-only are NOT included.
TL-6	Average ACT score entering freshman	25.3	25.4	25.5	25.6	25.6	●	25.5	n/a	n/a		First-time degree-seeking. Educational quality
TL-7	Percent of entering students who come from the top 10% of their high school graduating class	27%	26%	25%	25%	25%	●	n/a	n/a	n/a		First-time degree-seeking freshmen. Educational quality
TL-8	Student diversity by gender											All students
	Men	47%	46%	46%	46%	47%	●	n/a	n/a	49%		
	Women	53%	54%	54%	54%	53%	●	n/a	n/a	51%		
TL-9	Student diversity by ethnicity											All students
	Under Represented	7.8%	7.9%	8.2%	8.9%	10.1%	●	8.2%	n/a	11.6%		
	Black or African American				6.2%	6.4%	●	n/a	n/a			
	American Indian or Alaska Native				0.6%	0.4%	●	n/a	n/a			
	Hispanic/Latino				2.2%	2.4%	●	n/a	n/a			
	Native Hawaiian or Other Pacific Islander				0.0%	0.0%	●	n/a	n/a			
	Two or more races				0.0%	0.8%	●	n/a	n/a			
	All Others											
	Nonresident alien	5.0%	5.1%	5.2%	5.2%	5.2%	●	n/a	n/a	7.5%		
	Asian				2.4%	2.3%	●	n/a	n/a			
	White				80.0%	79.6%	●	n/a	n/a			
	Race/ethnicity unknown	4.5%	3.6%	3.7%	3.5%	2.8%	●	n/a	n/a	4.9%		
TL-10	Total degrees awarded by level and ethnicity										VSA; IFC (1A:B)	
	Bachelors	4,736	4,779	4,855	4,963	5,087	●	n/a	n/a	5,791		
	Under Represented	319	359	351	410	385	●	n/a	n/a	657		
	All Others	4,417	4,420	4,504	4,553	4,702	●	n/a	n/a	5,134		
	Masters	1,350	1,421	1,506	1,515	1,513	●	n/a	n/a	1,742		
	Under Represented	62	77	71	85	76	●	n/a	n/a	145		
	All Others	1,288	1,344	1,435	1,430	1,437	●	n/a	n/a	1,597		

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	Graduate Certificates	68	69	87	142	162	●	n/a	n/a	104		
	Under Represented	2	4	4	17	18	●	n/a	n/a	7		
	All Others	66	65	83	125	144	●	n/a	n/a	96		
	Education Specialist	36	34	57	59	53	●	n/a	n/a	25		
	Under Represented	5	3	12	4	3	●	n/a	n/a	3		
	All Others	31	31	45	55	50	●	n/a	n/a	23		
	Doctorate	293	326	306	322	365	●	n/a	n/a	518		
	Under Represented	21	21	22	17	23	●	n/a	n/a	33		
	All Others	272	305	284	305	342	●	n/a	n/a	485		
	Professional	289	303	307	304	306	●	n/a	n/a	399		MU professional programs: Law-JD, Medicine-MD, and Veterinary-DVM
	Under Represented	13	19	25	22	21	●	n/a	n/a	41		
	All Others	276	284	282	282	285	●	n/a	n/a	358		
TL-11	Six-year graduation rate by ethnicity (6)										IFC (3A:1)	FY07(FY06)=Fall 00 freshman cohort, FY08(FY07)=Fall 01 freshman cohort, etc.
	All Students	69%	67%	69%	68%	69%	●	70%	93%	75%		
	Under Represented	58%	55%	57%	58%	60%	●	60%	90%	65%		
	All Others	70%	68%	70%	69%	70%	●	71%	94%	76%		
TL-12	Four-year graduation rate by ethnicity (6)											FY07(FY06)=Fall 00 freshman cohort, FY08(FY07)=Fall 01 freshman cohort, etc.
	All Students	40%	41%	41%	43%	43%	●	44%	84%	48%		
	Under Represented	29%	28%	31%	32%	30%	●	35%	77%	36%		
	All Others	41%	42%	42%	44%	44%	●	45%	85%	50%		
TL-13	First-year retention rate by ethnicity											First-time full-time degree-seeking high school graduates.
	All Students	85%	85%	86%	86%	85%	●	86%	n/a	n/a		
	Under Represented	82%	84%	83%	84%	82%	●	85%	n/a	n/a		
	All Others	85%	86%	86%	86%	85%	●	87%	n/a	n/a		
TL-14	First-time, full-time, degree-seeking undergraduate transfer enrollment	955	891	985	1,028	1,063	●	1,082	n/a	1,407		Tied to VSA definition.
TL-15	First-time, full-time undergraduate transfer graduation rate (6)	59%	59%	61%	63%	62%	●	62%	n/a	n/a	VSA	FY07(FY06)=Fall 00 freshman cohort, FY08(FY07)=Fall 01 freshman cohort, etc.
<b>TL-B: Affordability</b>												
TL-16	Net cost of attendance as a percent of average family income (6)	18%	18%	19%	19%	19%	●	n/a	n/a	n/a	IFC (1B:1)	Missouri, Resident, Undergraduate FAFSA filers only. Net COA= Budget-Total Gift Aid. Family income average is for students/families in the population; not the state family income.
TL-17	Average undergraduate debt burden at graduation, those with debt (6)	\$18,983	\$20,814	\$20,889	\$20,689	\$22,145	●	n/a	n/a	n/a		Student debt burden, not parent.
TL-18	Percentage of graduating undergraduate class who borrowed at any time through any loan programs (6)	59%	61%	60%	57%	56%	●	n/a	n/a	n/a		
TL-19	Percentage of grant/scholarship financial aid that meets need (6)	45%	46%	38%	36%	36%	●	n/a	n/a	n/a		Based on total gift aid awarded to FAFSA filers with need > 0.
TL-20	Pell Grant recipients as a percent of total undergraduate enrollment	14%	15%	15%	19%	21%	●	n/a	n/a	n/a		
<b>TL-C: Quality Learning Experience/Environment</b>												
TL-21	Student participation in study abroad (6)	811	945	1,093	1,000	1,112	●	n/a	n/a	1,383	IFC (2E:1)	Undergraduate and Graduate students.
TL-22	Student participation in internships for credit (6)	1,068	1,065	1,108	1,210	1,185	●	n/a	n/a	n/a	IFC (2E:1)	Undergraduate students
TL-23	Student participation in academic service learning for credit (6)	2,827	2,896	2,535	2,800	3,300	●	n/a	n/a	n/a	IFC (2E:1)	Undergraduate students

NOTE: Please see endnotes on last page of table.

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TL-24	Student participation in undergraduate research (6)	2,091	2,191	2,176	2,283	2,525	●	n/a	n/a	n/a	IFC (2E:1)	Credit and non-credit. Affiliated with a course.
TL-25	Fall semester credit hours per full-time ranked tenured-tenure track faculty	154	149	161	161	169	●	150	n/a	n/a		Ranked includes full, Associate, and Assistant Professors. Instructional productivity. FTE based on contract. Data from Teaching load files; based on faculty who WERE assigned instructional activities.
TL-26	Fall section credits per full-time ranked tenured-tenure track faculty	10.0	9.2	9.8	10.1	10.3	●	10 0	n/a	n/a		Ranked includes full, Associate, and Assistant Professors. Instructional productivity. FTE based on contract. Data from Teaching load files; based on faculty who WERE assigned instructional activities. Includes cross-listed sections and all data are weighted by the instructor's percent of responsibility.
TL-27	Percent of Tenured and Tenure Track faculty with Terminal Degrees	95%	95%	96%	96%	98%	●	95%	n/a	n/a		Terminal degree is the highest degree in a field of study. US News definition.
<b>TL-D: Education Foundation (rewarding/successful careers, engaged citizens, social/economic contribution to State)</b>												
TL-28	Student engagement and satisfaction with learning experience	Not Admin	Not Admin	87%	Not Admin	Not Admin	●	n/a	n/a	n/a	VSA; IFC (1C:a)	Seniors rating their entire educational experience as good or excellent
TL-29	Pass rate on licensing exams											Baccalaureate recipients. Educational quality
	Teacher education	93%	97%	94%	100%	100%	●	97%	n/a	n/a		Teacher Licensure and Cert. Exam (PRAXIS)
	Nursing	94%	91%	94%	93%	92%	●	91%	n/a	86%	IFC (1C:3)	National Council Licensure Exam (NCLEX)
	Engineering	83%	83%	81%	83%	n/a	●	81%	n/a	75%	IFC (1C:3)	Fundamentals of Engineering Exam
	Accounting	85%	79%	92%	75%	n/a	●	79%	n/a	47%	IFC (1C:3)	Uniformed Certified Public Accountant Exam
	Health professions	100%	98%	100%	97%	100%	●	100%	n/a	82%	IFC (1C:3)	American Registry of Radiologic Technologist, Nuclear Medicine Technology Certification Board, and National Board for Respiratory Care exams
TL-30	Student Awards - competitive and externally recognized awards	3	8	3	8	4	●	n/a	n/a	6		Forbes definition: Truman, Marshall, Rhodes, Goldwater, & Fulbright, adjusted for enrollment. Not weighted.
TL-31	Student learning outcomes (scoring at or above 50th percentile on nationally normed test e.g., CAAP, CLA)	75%	67%	80%	71%	86%	●	75%	n/a	n/a	IFC (1C:1)	VSA within three years
<b>Research and Discovery</b>												
<b>RD-A: Externally Funded Research Activity</b>												
RD-1	Total externally sponsored research expenditures (6)	\$126,651 K	\$137,451 K	\$136,857 K	\$154,124 K	\$133,120 K	●	\$150,000 K	n/a	\$353,154 K	IFC (2D:2)	
RD-2	Total federally funded research expenditures (6)	\$101,732 K	\$108,328 K	\$108,131 K	\$118,998 K	\$113,362 K	●	\$130,000 K	n/a	\$261,122 K		
RD-3	Total research expenditures supported by business and industry (6)	\$2,848 K	\$1,937 K	\$2,140 K	\$4,559 K	\$7,120 K	●	\$3,000 K	n/a	\$27,078 K		
RD-4	Total externally sponsored research expenditures per full-time ranked tenured-tenure track faculty (6)	\$107,605	\$114,926	\$112,270	\$128,330	\$110,933	●	\$140,000	\$716,770	\$235,073		Ranked includes full, Associate, and Assistant Professors.
<b>RD-B: Advancing Frontiers</b>												
RD-5	Number of faculty awards, fellowships and memberships recognized in the Top American Research University published by the Center (6)	12	14	15	16	Not Available	●	25	n/a	61		National Academy Membership and Faculty Awards
RD-6	Number of books per PhD program faculty (6)	Not Available	Not Available	Not Available	0.28	0.31	●	n/a	n/a	n/a		Contingent on Academic Analytics agreement
RD-7	Number of journal articles per PhD program faculty (6)	Not Available	Not Available	Not Available	4.88	5.85	●	n/a	n/a	n/a		Contingent on Academic Analytics agreement
RD-8	Number of citations per PhD program faculty (6)	Not Available	Not Available	Not Available	27.48	51.20	●	n/a	n/a	n/a		Contingent on Academic Analytics agreement

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RD-9	Percent of Tenured and Tenure Track faculty engaged in externally sponsored research	38%	36%	31%	41%	41%	●	40%	n/a	n/a		
<b>Service and Engagement</b>												
<b>SE-A: Meeting Local, State, and Regional Needs</b>												
SE-1	Number of degrees and certificates awarded in METS related fields (math, engineering, technology, and science fields, including METS-related teacher education)	2,243	2,325	2,322	2,418	2,617	●	2,400	n/a	3,366	IFC (2B:1a)	METS includes CIP's 01 (Agriculture), 03 (Natural Resources), 11 (Computer & Info.), 14 (Engineering), 26 (Biological Sc.), 27 (Math & Stats), 40 (Physical Sc.), 42 (Psychology) & 51 (Health Sc.)
SE-2	Number of degrees and certificates awarded in key non-METS fields	2,237	2,114	2,349	2,560	2,507	●	2,250	n/a	1,457	IFC (2A:2)	For MU, includes Journalism
SE-3	Number of degrees and certificates awarded in health practitioner fields	551	612	641	728	757	●	650	n/a	605	IFC (2B:2a)	Non-veterinarian CIP 51 (Health Sciences)
<b>SE-B: Outreach Programs</b>												
SE-4	Number of cooperative extension contacts (direct and indirect)	1.2 M	1.3 M	1.1 M	1.1 M	Not Available	●	1.3M	n/a	1.3 M		
<b>SE-C: Continuing Education</b>												
SE-5	Number of extension continuing education enrollments											
	Credit	29,741	26,781	26,604	26,188	Not Available	●	26,848	n/a	n/a		
	Non-Credit	84,498	80,901	80,104	73,152	Not Available	●	81,103	n/a	n/a		
<b>SE-D: Healthcare</b>												
SE-6	University of Missouri Healthcare Out-patient clinic visits (6)	580,308	548,634	510,897	519,597	532,239	●	560,000	n/a	n/a		Aggregate visits at all types of clinics at all sites.
SE-7	University of Missouri Healthcare Patient Satisfaction	86%	86%	86%	88%	77%	●	88%	91%	86%		
<b>Economic Development</b>												
<b>ED-A: Advancing Knowledge (Commercialization of Knowledge)</b>												
ED-1	Number of invention disclosures received	81	77	106	73	69	●	100	n/a	142	IFC (2D:3)	
ED-2	Percentage of invention disclosures on which a new patent application was filed	37%	36%	25%	47%	55%	●	40%	n/a	54%		Using the AUTM definition, a "new patent application" is the first filing of the patentable subject matter and it could be either a provisional, non-provisional, or PCT filing claiming the US.
ED-3	Number of US patents issued	11	7	6	21	15	●	12	n/a	25		
<b>ED-B: Tech transfer of intellectual property</b>												
ED-4	Total license/option agreement income	\$4,417 K	\$6,194 K	\$10,075 K	\$9,496 K	\$7,376 K	●	\$10,000 K	n/a	\$6,255 K		
ED-5	Number of license/option agreements that generated income	35	34	35	39.5	38	●	40	n/a	138		
ED-6	License/option agreement income per dollar of net patent expenses	\$13.31	\$10.33	\$14.67	\$14.92	\$13.07	●	\$15.00	n/a	\$5.57		
ED-7	Number of startups created around university technologies	1	4	2	5	2.5	●	4	n/a	4	IFC (2D:4)	
ED-8	Number of license/option agreements executed	12	36	35	27	77.5	●	35	n/a	57		
<b>Developing and Managing Human Financial and Physical Resources</b>												
<b>DM-A: Attract, develop, and retain talented faculty and staff</b>												
DM-1	Average ranked faculty salary	\$74,549	\$76,139	\$81,604	\$81,631	\$81,516	●	\$85,000	\$112,481	\$93,957		Full-, Associate, & Assistant Professors. Full-time instructional, 9- & 12-month contracts.
DM-2	Average benefit per full-time employee	\$11,204	\$11,740	\$11,554	\$11,602	\$11,726	●	n/a	n/a	\$19,841		Part C-Expenses, Employee fringe benefits (less Social Security)
DM-3	Faculty diversity by gender											Full- and part-time. Includes Hospital and Extension. Excludes graduate assistants.
	Men	61%	60%	60%	60%	59%	●	n/a	n/a	63%		
	Women	39%	40%	40%	40%	41%	●	n/a	n/a	37%		

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DM-4	Faculty diversity by ethnicity											Full- and part-time. Includes Hospital and Extension. Excludes graduate assistants.
	Nonresident alien	10.1%	10.6%	9.1%	8.2%	8.7%	●	n/a	n/a	7.4%		
	Black or African American				2.5%	2.6%	●	n/a	n/a			
	American Indian or Alaska Native				0.2%	0.2%	●	n/a	n/a			
	Asian				7.5%	7.7%	●	n/a	n/a			
	Native Hawaiian or Other Pacific Islander				0.0%	0.1%	●	n/a	n/a			
	Hispanic/Latino				2.1%	2.0%	●	n/a	n/a			
	White				78.6%	77.6%	●	n/a	n/a			
	Two or more races				0.0%	0.1%	●	n/a	n/a			
	Race/ethnicity unknown	1.9%	0.3%	1.2%	1.0%	1.0%	●	n/a	n/a	1.4%		
DM-5	Staff diversity by gender											Full- and part-time. Includes Hospital and Extension. Includes graduate assistants.
	Men	38%	38%	38%	38%	38%	●	n/a	n/a	46%		
	Women	62%	62%	62%	62%	62%	●	n/a	n/a	54%		
DM-6	Staff diversity by ethnicity											Full- and part-time. Includes Hospital and Extension. Includes graduate assistants.
	Nonresident alien	5.9%	5.7%	5.5%	5.4%	5.4%	●	n/a	n/a	10.4%		
	Black or African American				7.0%	6.8%	●	n/a	n/a			
	American Indian or Alaska Native				0.7%	0.6%	●	n/a	n/a			
	Asian				2.3%	2.1%	●	n/a	n/a			
	Native Hawaiian or Other Pacific Islander				0.0%	0.1%	●	n/a	n/a			
	Hispanic/Latino				1.5%	1.7%	●	n/a	n/a			
	White				82.3%	81.9%	●	n/a	n/a			
	Two or more races				0.0%	0.3%	●	n/a	n/a			
	Race/ethnicity unknown	1.5%	0.3%	0.8%	0.9%	1.0%	●	n/a	n/a	2.7%		
DM-7	Average tuition benefit per full-time staff employee	\$113	\$121	\$119	\$139	\$145	●	n/a	n/a	n/a		Includes Hospital and Extension.
DM-8	Staff turnover rate	17%	13%	10%	10%	11%	●	11%	n/a	n/a		Includes Hospital and Extension.
DM-9	Faculty turnover rate	13%	7%	7%	7%	7%	●	10%	n/a	n/a		Includes Hospital and Extension.
<b>DM-B: Sustainability and flexibility in resource management</b>												
DM-10	State appropriations for operations per FTE student	\$7,484	\$7,737	\$7,571	\$7,565	\$6,568	●	n/a	n/a	\$9,351	IFC (3B:1iii)	
DM-11	State capital appropriations	\$0	\$0.8 M	\$1.5 M	\$5.7 M	\$1.7 M	●	n/a	n/a	n/a	IFC (3B:2)	
DM-12	State capital appropriations per FTE student	\$0	\$32	\$59	\$214	\$62	●	n/a	n/a	n/a	IFC (3B:2i)	
DM-13	Total Federal Funding (non-financial aid)	\$123.0 M	\$124.9 M	\$119.4 M	\$124.0 M	\$129.8 M	●	n/a	n/a	\$301.3 M	IFC (3B:3)	
DM-14	Educational expenditures per FTE student	\$18,492	\$19,213	\$18,997	\$17,787	\$18,038	●	n/a	n/a	\$28,891		
DM-15	Capital investment in facilities maintenance and repair (6)	1.05%	1.03%	1.00%	0.81%	1.25%	●	1.00%	n/a	n/a		Percent of the replacement value of education and general buildings.
<b>DM-C: Replenishment of physical and financial assets</b>												
DM-16	Annual Fundraising	\$123.9 M	\$160.5 M	\$122.6 M	\$110.1 M	\$89.1 M	●	\$140.0 M	n/a	n/a		
DM-17	Capital Campaign Progress	\$803.5 M	\$964.0 M	\$1,039.0 M	Not in a campaign	Not in a campaign	●	n/a	n/a	n/a		
DM-18	Total endowment per FTE student	\$22,001	\$21,954	\$17,630	\$18,472	\$20,328	●	n/a	n/a	\$37,426		
DM-19	Alumni giving percent (6)	9%	13%	18%	18%	16%	●	17%	24%	15%		US News definition.

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<b>DM-D: Stewardship (protecting and preserving public assets--financial, physical, and informational)</b>												
DM-20	Composite Financial Index	3.56	2.74	2.52	3.79	3.59	●	n/a	n/a	n/a		
DM-21	Primary reserve ratio	0.51	0.50	0.48	0.57	0.59	●	n/a	1.28	0.63		
DM-22	Viability ratio	1.45	0.95	0.96	0.97	0.97	●	n/a	4.30	1.80		
DM-23	Return on net assets	7.1%	2.2%	-1.2%	7.6%	7.0%	●	n/a	n/a	9.4%		
DM-24	Annual operating margin	3.8%	5.3%	7.4%	9.3%	6.7%	●	n/a	11.2%	2.8%		
DM-25	Proportion of operating expenses by function											
	Instruction	35.8%	37.8%	37.6%	38.6%	38.1%	●	n/a	n/a	37.4%		
	Research	25.3%	23.4%	23.4%	24.1%	23.5%	●	n/a	n/a	27.6%		
	Public service	14.5%	14.7%	15.5%	15.6%	15.5%	●	n/a	n/a	6.2%		
	Academic support	8.9%	9.4%	9.7%	10.2%	9.7%	●	n/a	n/a	9.9%		
	Student services	5.7%	4.4%	4.4%	4.6%	4.6%	●	n/a	n/a	4.0%		
	Institutional support	3.6%	3.1%	2.5%	1.9%	1.4%	●	3.1%	n/a	7.4%		
	Operation & maintenance of plant	6.0%	7.1%	6.8%	5.0%	7.3%	●	n/a	n/a	7.3%		
	Endnotes:											
	(1) Indicator:											
	● Green = met/exceeded target or desirable trend where there is no target, compared to FY07.											
	● Yellow = work in progress or undesirable trend where there is no target, compared to FY07.											
	(2) Target Indicator for most measures is for 3 full years out, FY12.											
	(3) Benchmark based on top performing peer institution in FY07.											
	(4) Peer Average based on FY07 peer institution data.											
	(5) VSA = Voluntary System of Accountability Measure											
	IFC = CBHE Imperatives for Change (Objective:Indicator)											
	(6) FY11 data not available in January for measures TL-11, -12, -15, -16, -17, -18, -19, -21, -22, -23, -24, RD-1, -2, -3, -4, -5, -6, -7, -8, SE-6, DM-15, and -19. Most recent data being reported are for FY06, FY07, FY08, FY09, & FY10; i.e. FY07 column uses FY06 data, FY08 uses FY07, etc.											

No.	Measures	FY07	FY08	FY09	FY10	FY11	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	VSA/IFC (5)	Data Definition/Notes
<b>Teaching and Learning</b>												
<b>TL-A: Accessibility, Retention, and Completion</b>												
TL-1	Headcount enrollment by student level										VSA	
	Undergraduate	9,383	9,094	9,261	9,381	9,850	●	10,500	n/a	17,577		
	Graduate	3,321	3,800	3,651	3,795	3,771	●	4,029	n/a	5,476		
	Professional	1,509	1,548	1,569	1,623	1,638	●	1,686	n/a	1,159		UMKC professional programs: Law-JD, Dentistry-DDS, Medicine-MD, and Pharmacy-ParMD
TL-2	FTE enrollment by student level											Annual credit hours divided by 30/24 credit hours.
	Undergraduate	6,836	6,864	6,980	7,527	7,933	●	7,621	n/a	15,732		30 credit hours=1.0 FTE
	Graduate	2,055	2,142	2,202	2,274	2,291	●	2,342	n/a	4,243		24 credit hours=1.0 FTE
	Professional	1,495	1,532	1,555	1,608	1,625	●	1,670	n/a	1,111		UMKC professional programs: Law-JD, Dentistry-DDS, Medicine-MD, and Pharmacy-ParMD Full-time=1.0 FTE, Part-time=0.5 FTE
TL-3	Freshman applicant acceptance rate	71%	60%	73%	62%	68%	●	n/a	n/a	66%	VSA	First-time, degree seeking
TL-4	Freshman yield rate of those accepted	42%	46%	42%	38%	38%	●	40%	n/a	42%	VSA	First-time, degree seeking
TL-5	Entering freshman GPA on high school core courses	3.32	3.35	3.44	3.41	3.40	●	3.30	n/a	n/a		Full-time, degree-seeking, first-time-college (Fall or preceding Summer Semester). Audit-only are NOT included.
TL-6	Average ACT score entering freshman	23.7	24.1	24.0	24.1	23.9	●	24.0	n/a	n/a		First-time degree-seeking. Educational quality
TL-7	Percent of entering students who come from the top 10% of their high school graduating class	34%	34%	31%	31%	27%	●	n/a	n/a	n/a		First-time degree-seeking freshmen. Educational quality
TL-8	Student diversity by gender											All students
	Men	42%	42%	43%	43%	43%	●	n/a	n/a	44%		
	Women	58%	58%	57%	57%	57%	●	n/a	n/a	56%		
TL-9	Student diversity by ethnicity											All students
	Under Represented	14.7%	14.2%	15.4%	16.7%	17.0%	●	19.3%	n/a	19.1%		
	Black or African American				11.4%	11.3%	●	n/a	n/a			
	American Indian or Alaska Native				0.5%	0.5%	●	n/a	n/a			
	Hispanic/Latino				3.9%	4.2%	●	n/a	n/a			
	Native Hawaiian or Other Pacific Islander				0.1%	0.1%	●	n/a	n/a			
	Two or more races				0.9%	0.9%	●	n/a	n/a			
	All Others											
	Nonresident alien	5.3%	5.4%	6.4%	6.7%	6.4%	●	n/a	n/a	5.2%		
	Asian				5.8%	5.7%	●	n/a	n/a			
	White				61.0%	61.0%	●	n/a	n/a			
	Race/ethnicity unknown	10.5%	13.6%	12.2%	9.8%	9.9%	●	n/a	n/a	4.5%		
TL-10	Total degrees awarded by level and ethnicity										VSA; IFC (1A:B)	
	Bachelors	1,428	1,289	1,496	1,633	1,523	●	n/a	n/a	2,976		
	Under Represented	201	190	211	270	271	●	n/a	n/a	532		
	All Others	1,227	1,099	1,285	1,363	1,252	●	n/a	n/a	2,444		
	Masters	769	852	917	911	972	●	n/a	n/a	1,348		
	Under Represented	79	80	92	94	103	●	n/a	n/a	165		
	All Others	690	772	825	817	869	●	n/a	n/a	1,183		

No.	Measures	FY07	FY08	FY09	FY10	FY11	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	VSA/IFC (5)	Data Definition/Notes
	Graduate Certificates	19	24	20	18	24	●	n/a	n/a	69		
	Under Represented	2	3	1	1	0	●	n/a	n/a	8		
	All Others	17	21	19	17	24	●	n/a	n/a	62		
	Education Specialist	39	40	49	33	25	●	n/a	n/a	34		
	Under Represented	13	8	17	5	5	●	n/a	n/a	9		
	All Others	26	32	32	28	20	●	n/a	n/a	25		
	Doctorate	71	59	68	83	77	●	n/a	n/a	171		
	Under Represented	6	5	7	5	3	●	n/a	n/a	15		
	All Others	65	54	61	78	74	●	n/a	n/a	156		
	Professional	438	408	412	455	468	●	n/a	n/a	306		UMKC professional programs: Law-JD, Dentistry-DDS, Medicine-MD, and Pharmacy-ParMD
	Under Represented	25	23	20	26	47	●	n/a	n/a	29		
	All Others	413	385	392	429	421	●	n/a	n/a	277		
TL-11	Six-year graduation rate by ethnicity (6)										IFC (3A:1)	FY07(FY06)=Fall 00 freshman cohort, FY08(FY07)=Fall 01 freshman cohort, etc.
	All Students	45%	43%	44%	44%	46%	●	44%	75%	47%		
	Under Represented	33%	23%	27%	30%	32%	●	30%	62%	37%		
	All Others	48%	46%	48%	48%	50%	●	48%	77%	49%		
TL-12	Four-year graduation rate by ethnicity (6)											FY07(FY06)=Fall 00 freshman cohort, FY08(FY07)=Fall 01 freshman cohort, etc.
	All Students	17%	14%	26%	20%	20%	●	19%	55%	21%		
	Under Represented	15%	7%	10%	12%	11%	●	9%	38%	14%		
	All Others	18%	16%	30%	22%	23%	●	22%	57%	23%		
TL-13	First-year retention rate by ethnicity											First-time full-time degree-seeking high school graduates.
	All Students	71%	71%	76%	75%	76%	●	78%	n/a	n/a		
	Under Represented	69%	69%	75%	69%	72%	●	73%	n/a	n/a		
	All Others	72%	72%	77%	77%	77%	●	79%	n/a	n/a		
TL-14	First-time, full-time, degree-seeking undergraduate transfer enrollment	896	877	928	1,084	1,178	●	1,121	n/a	1,159		Tied to VSA definition.
TL-15	First-time, full-time undergraduate transfer graduation rate (6)	55%	59%	56%	58%	59%	●	56%	n/a	n/a	VSA	FY07(FY06)=Fall 00 freshman cohort, FY08(FY07)=Fall 01 freshman cohort, etc.
<b>TL-B: Affordability</b>												
TL-16	Net cost of attendance as a percent of average family income (6)	41%	41%	35%	34%	35%	●	n/a	n/a	n/a	IFC (1B:1)	Missouri, Resident, Undergraduate FAFSA filers only. Net COA= Budget-Total Gift Aid. Family income average is for students/families in the population; not the state family income.
TL-17	Average undergraduate debt burden at graduation, those with debt (6)	\$19,137	\$19,137	\$24,151	\$20,512	\$22,374	●	n/a	n/a	n/a		Student debt burden, not parent.
TL-18	Percentage of graduating undergraduate class who borrowed at any time through any loan programs (6)	97%	88%	65%	65%	70%	●	n/a	n/a	n/a		
TL-19	Percentage of grant/scholarship financial aid that meets need (6)	23%	25%	24%	24%	24%	●	n/a	n/a	n/a		Based on total gift aid awarded to FAFSA filers with need > 0.
TL-20	Pell Grant recipients as a percent of total undergraduate enrollment	19%	20%	19%	23%	26%	●	n/a	n/a	n/a		
<b>TL-C: Quality Learning Experience/Environment</b>												
TL-21	Student participation in study abroad (6)	264	302	349	280	321	●	n/a	n/a	397	IFC (2E:1)	Undergraduate and Graduate students.
TL-22	Student participation in internships for credit (6)	243	243	269	253	155	●	n/a	n/a	n/a	IFC (2E:1)	Undergraduate students
TL-23	Student participation in academic service learning for credit (6)	NAN	NAN	NAN	NAN	NAN	n/a	n/a	n/a	n/a	IFC (2E:1)	Undergraduate students



No.	Measures	FY07	FY08	FY09	FY10	FY11	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	VSA/IFC (5)	Data Definition/Notes
TL-24	Student participation in undergraduate research (6)	34	26	30	25	21	●	n/a	n/a	n/a	IFC (2E:1)	Based on number of students participating in SEARCH. UMKC is currently exploring ways to identify all students participating in undergraduate research.
TL-25	Fall semester credit hours per full-time ranked tenured-tenure track faculty	143	147	150	150	157	●	152	n/a	n/a		Ranked includes full, Associate, and Assistant Professors. Instructional productivity. FTE based on contract. Data from Teaching load files; based on faculty who WERE assigned instructional activities.
TL-26	Fall section credits per full-time ranked tenured-tenure track faculty	10.0	9.8	9.7	9.9	10.1	●	10.0	n/a	n/a		Ranked includes full, Associate, and Assistant Professors. Instructional productivity. FTE based on contract. Data from Teaching load files; based on faculty who WERE assigned instructional activities. Includes cross-listed sections and all data are weighted by the instructor's percent of responsibility.
TL-27	Percent of Tenured and Tenure Track faculty with Terminal Degrees	83%	83%	86%	87%	99%	●	85%	n/a	n/a		Terminal degree is the highest degree in a field of study. US News definition.
<b>TL-D: Education Foundation (rewarding/successful careers, engaged citizens, social/economic contribution to State)</b>												
TL-28	Student engagement and satisfaction with learning experience	74%	Not Admin	79%	Not Admin	80%	●	n/a	n/a	n/a	VSA; IFC (1C:a)	Seniors rating their entire educational experience as good or excellent
TL-29	Pass rate on licensing exams											Baccalaureate recipients. Educational quality
	Teacher education	77%	92%	100%	100%	100%	●	92%	n/a	n/a		Teacher Licensure and Cert. Exam (PRAXIS)
	Nursing	93%	95%	92%	94%	94%	●	95%	n/a	86%	IFC (1C:3)	National Council Licensure Exam (NCLEX)
	Engineering	n/a	n/a	n/a	n/a	n/a					IFC (1C:3)	
	Accounting	n/a	n/a	n/a	n/a	n/a					IFC (1C:3)	
	Health professions	n/a	n/a	n/a	n/a	n/a					IFC (1C:3)	
TL-30	Student Awards - competitive and externally recognized awards	0	2	1	0	1	●	n/a	n/a	2		Forbes definition: Truman, Marshall, Rhodes, Goldwater, & Fulbright, adjusted for enrollment. Not weighted.
TL-31	Student learning outcomes (scoring at or above 50th percentile on nationally normed test e.g., CAAP, CLA)	72%	56%	65%	67%	49%	●	56%	n/a	n/a	IFC (1C:1)	VSA within three years
<b>Research and Discovery</b>												
<b>RD-A: Externally Funded Research Activity</b>												
RD-1	Total externally sponsored research expenditures (6)	\$16,750 K	\$17,958 K	\$19,017 K	\$18,972 K	\$19,789 K	●	\$22,000 K	n/a	\$113,431 K	IFC (2D:2)	
RD-2	Total federally funded research expenditures (6)	\$15,965 K	\$16,542 K	\$16,765 K	\$15,786 K	\$16,139 K	●	\$21,000 K	n/a	\$92,124 K		
RD-3	Total research expenditures supported by business and industry (6)	\$110 K	\$365 K	\$515 K	\$675 K	\$560 K	●	\$840 K	n/a	\$5,337 K		
RD-4	Total externally sponsored research expenditures per full-time ranked tenured-tenure track faculty (6)	\$39,044	\$41,378	\$41,613	\$41,154	\$42,833	●	\$42,000	\$317,770	\$135,377		Ranked includes full, Associate, and Assistant Professors.
<b>RD-B: Advancing Frontiers</b>												
RD-5	Number of faculty awards, fellowships and memberships recognized in the Top American Research University published by the Center (6)	0	0	6	1	Not Available	●	2	n/a	8		National Academy Membership and Faculty Awards
RD-6	Number of books per PhD program faculty (6)	Not Available	0.28	0.25	0.27	0.34	●	n/a	n/a	n/a		Contingent on Academic Analytics agreement
RD-7	Number of journal articles per PhD program faculty (6)	Not Available	0.78	2.38	2.63	5.85	●	n/a	n/a	n/a		Contingent on Academic Analytics agreement
RD-8	Number of citations per PhD program faculty (6)	Not Available	4.76	12.44	15.38	56.98	●	n/a	n/a	n/a		Contingent on Academic Analytics agreement

No.	Measures	FY07	FY08	FY09	FY10	FY11	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	VSA/IFC (5)	Data Definition/Notes
RD-9	Percent of Tenured and Tenure Track faculty engaged in externally sponsored research	21%	21%	15%	22%	22%	●	21%	n/a	n/a		
<b>Service and Engagement</b>												
<b>SE-A: Meeting Local, State, and Regional Needs</b>												
SE-1	Number of degrees and certificates awarded in METS related fields (math, engineering, technology, and science fields, including METS-related teacher education)	916	931	1,019	1,159	1,229	●	1,030	n/a	1,662	IFC (2B:1a)	METS includes CIP's 01 (Agriculture), 03 (Natural Resources), 11 (Computer & Info.), 14 (Engineering), 26 (Biological Sc.), 27 (Math & Stats), 40 (Physical Sc.), 42 (Psychology) & 51 (Health Sc.)
SE-2	Number of degrees and certificates awarded in key non-METS fields	775	830	1,013	959	1,035	●	1,025	n/a	1,275	IFC (2A:2)	
SE-3	Number of degrees and certificates awarded in health practitioner fields	468	477	493	572	636	●	500	n/a	670	IFC (2B:2a)	Non-veterinarian CIP 51 (Health Sciences)
<b>SE-B: Outreach Programs</b>												
SE-4	Number of cooperative extension contacts (direct and indirect)	n/a	n/a	n/a	n/a	n/a						
<b>SE-C: Continuing Education</b>												
SE-5	Number of extension continuing education enrollments											
	Credit	n/a	n/a	n/a	n/a	n/a						
	Non-Credit	n/a	n/a	n/a	n/a	n/a						
<b>SE-D: Healthcare</b>												
SE-6	University of Missouri Healthcare Out-patient clinic visits (6)	n/a	n/a	n/a	n/a	n/a						Aggregate visits at all types of clinics at all sites.
SE-7	University of Missouri Healthcare Patient Satisfaction	n/a	n/a	n/a	n/a	n/a						
<b>Economic Development</b>												
<b>ED-A: Advancing Knowledge (Commercialization of Knowledge)</b>												
ED-1	Number of invention disclosures received	16	12	6	16	47	●	16	n/a	22	IFC (2D:3)	
ED-2	Percentage of invention disclosures on which a new patent application was filed	38%	0%	17%	25%	15%	●	10%	n/a	68%		Using the AUTM definition, a "new patent application" is the first filing of the patentable subject matter and it could be either a provisional, non-provisional, or PCT filing claiming the US.
ED-3	Number of US patents issued	3	3	2	0	3	●	4	n/a	5		
<b>ED-B: Tech transfer of intellectual property</b>												
ED-4	Total license/option agreement income	\$50 K	< \$1 K	< \$1 K	\$36 K	\$16 K	●	\$10 K	n/a	\$673 K		
ED-5	Number of license/option agreements that generated income	1	2	2	3	2	●	3	n/a	6		
ED-6	License/option agreement income per dollar of net patent expenses	\$0.88	\$0.01	\$0.00	\$0.41	\$0.34	●	\$0.20	n/a	\$3.70		
ED-7	Number of startups created around university technologies	0	0	0	0	0	●	1	n/a	1	IFC (2D:4)	
ED-8	Number of license/option agreements executed	1	0	1	0	0	●	1	n/a	2		
<b>Developing and Managing Human Financial and Physical Resources</b>												
<b>DM-A: Attract, develop, and retain talented faculty and staff</b>												
DM-1	Average ranked faculty salary	\$72,144	\$75,280	\$78,502	\$77,767	\$79,381	●	\$77,000	\$81,171	\$96,036		Full-, Associate, & Assistant Professors. Full-time instructional, 9- & 12-month contracts.
DM-2	Average benefit per full-time employee	\$10,798	\$11,127	\$11,084	\$10,887	\$11,823	●	n/a	n/a	\$17,291		Part C-Expenses, Employee fringe benefits (less Social Security)
DM-3	Faculty diversity by gender											Full- and part-time. Includes Hospital. Excludes graduate assistants.
	Men	53%	52%	54%	53%	53%	●	n/a	n/a	59%		
	Women	47%	48%	46%	47%	47%	●	n/a	n/a	41%		

No.	Measures	FY07	FY08	FY09	FY10	FY11	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	VSA/IFC (5)	Data Definition/Notes
DM-4	Faculty diversity by ethnicity											Full- and part-time. Includes Hospital. Excludes graduate assistants.
	Nonresident alien	8.3%	7.8%	6.8%	7.0%	7.6%	●	n/a	n/a	4.4%		
	Black or African American				5.1%	5.0%	●	n/a	n/a			
	American Indian or Alaska Native				0.3%	0.3%	●	n/a	n/a			
	Asian				8.7%	8.9%	●	n/a	n/a			
	Native Hawaiian or Other Pacific Islander				0.0%	0.1%	●	n/a	n/a			
	Hispanic/Latino				2.8%	2.8%	●	n/a	n/a			
	White				75.7%	74.1%	●	n/a	n/a			
	Two or more races				0.0%	0.2%	●	n/a	n/a			
	Race/ethnicity unknown	5.6%	0.4%	0.2%	0.5%	1.0%	●	n/a	n/a	1.4%		
DM-5	Staff diversity by gender											Full- and part-time. Includes Hospital. Includes graduate assistants.
	Men	42%	40%	41%	41%	41%	●	n/a	n/a	41%		
	Women	58%	60%	59%	59%	59%	●	n/a	n/a	59%		
DM-6	Staff diversity by ethnicity											Full- and part-time. Includes Hospital. Includes graduate assistants.
	Nonresident alien	7.3%	7.8%	8.1%	8.9%	9.0%	●	n/a	n/a	7.9%		
	Black or African American				15.6%	14.9%	●	n/a	n/a			
	American Indian or Alaska Native				0.5%	0.4%	●	n/a	n/a			
	Asian				2.9%	3.0%	●	n/a	n/a			
	Native Hawaiian or Other Pacific Islander				0.0%	0.1%	●	n/a	n/a			
	Hispanic/Latino				4.0%	5.2%	●	n/a	n/a			
	White				67.6%	65.5%	●	n/a	n/a			
	Two or more races				0.0%	0.8%	●	n/a	n/a			
	Race/ethnicity unknown	2.6%	0.0%	0.0%	0.5%	1.0%	●	n/a	n/a	2.0%		
DM-7	Average tuition benefit per full-time staff employee	\$236	\$233	\$244	\$270	\$287	●	n/a	n/a	n/a		Includes Hospital.
DM-8	Staff turnover rate	17%	18%	13%	9%	14%	●	15%	n/a	n/a		Includes Hospital.
DM-9	Faculty turnover rate	17%	7%	5%	5%	7%	●	7%	n/a	n/a		Includes Hospital.
<b>DM-B: Sustainability and flexibility in resource management</b>												
DM-10	State appropriations for operations per FTE student	\$7,916	\$8,189	\$8,275	\$9,004	\$7,206	●	n/a	n/a	\$9,351		IFC (3B:1iii)
DM-11	State capital appropriations	\$18.1 M	\$2.6 M	\$12.1 M	\$3.0 M	\$0.9 M	●	n/a	n/a	n/a		IFC (3B:2)
DM-12	State capital appropriations per FTE student	\$1,851	\$268	\$1,192	\$287	\$83	●	n/a	n/a	n/a		IFC (3B:2i)
DM-13	Total Federal Funding (non-financial aid)	\$28.8 M	\$24.8 M	\$23.2 M	\$24.9 M	\$27.3 M	●	n/a	n/a	\$96.8 M		IFC (3B:3)
DM-14	Educational expenditures per FTE student	\$22,266	\$20,401	\$23,847	\$23,391	\$23,152	●	n/a	n/a	\$28,891		
DM-15	Capital investment in facilities maintenance and repair (6)	1.29%	1.39%	1.18%	1.06%	1.36%	●	1.00%	n/a	n/a		Percent of the replacement value of education and general buildings.
<b>DM-C: Replenishment of physical and financial assets</b>												
DM-16	Annual Fundraising	\$46.7 M	\$33.6 M	\$34.6 M	\$34.0 M	\$38.4 M	●	\$46.0 M	n/a	n/a		
DM-17	Capital Campaign Progress	\$202.6 M	Not in a campaign	Not in a campaign	\$27.5 M	\$58.0 M	●	n/a	n/a	n/a		
DM-18	Total endowment per FTE student	\$16,192	\$16,200	\$15,483	\$16,023	\$16,422	●	n/a	n/a	\$66,100		
DM-19	Alumni giving percent (6)	5%	6%	7%	7%	7%	●	7%	15%	9%		US News definition.

No.	Measures	FY07	FY08	FY09	FY10	FY11	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	VSA/IFC (5)	Data Definition/Notes
<b>DM-D: Stewardship (protecting and preserving public assets--financial, physical, and informational)</b>												
DM-20	Composite Financial Index	3.69	1.99	1.11	2.72	2.22	●	3.26	n/a	n/a		
DM-21	Primary reserve ratio	0.40	0.36	0.22	0.39	0.40	●	0.50	1.28	0.63		
DM-22	Viability ratio	1.94	1.38	0.93	0.81	0.68	●	1.80	4.30	1.80		
DM-23	Return on net assets	10.0%	-1.3%	-3.2%	6.9%	5.5%	●	7.1%	n/a	9.4%		
DM-24	Annual operating margin	0.1%	0.2%	0.7%	4.4%	0.7%	●	1.9%	11.2%	2.8%		
DM-25	Proportion of operating expenses by function											
	Instruction	51.6%	52.8%	52.6%	53.1%	54.8%	●	n/a	n/a	39.5%		
	Research	6.9%	6.7%	7.8%	7.7%	8.2%	●	n/a	n/a	20.3%		
	Public service	6.7%	6.6%	6.7%	6.4%	5.7%	●	n/a	n/a	6.9%		
	Academic support	10.9%	11.6%	11.6%	10.9%	11.1%	●	n/a	n/a	11.8%		
	Student services	6.9%	6.0%	5.4%	5.8%	4.9%	●	n/a	n/a	5.1%		
	Institutional support	10.9%	11.5%	11.1%	10.8%	11.2%	●	11.0%	n/a	9.4%		
	Operation & maintenance of plant	6.1%	4.8%	4.7%	5.4%	4.1%	●	n/a	n/a	6.9%		
	Endnotes:											
	(1) Indicator:											
	● Green = met/exceeded target or desirable trend where there is no target, compared to FY07.											
	● Yellow = work in progress or undesirable trend where there is no target, compared to FY07.											
	(2) Target Indicator for most measures is for 3 full years out, FY12.											
	(3) Benchmark based on top performing peer institution in FY07.											
	(4) Peer Average based on FY07 peer institution data.											
	( ) PM = Productivity Measure											
	(5) VSA = Voluntary System of Accountability Measure											
	IFC = CBHE Imperatives for Change (Objective:Indicator)											
	(6) FY11 data not available in January for measures TL-11, -12, -15, -16, -17, -18, -19, -21, -22, -23, -24, RD-1, -2, -3, -4, -5, -6, -7, -8, SE-6, DM-15, and -19. Most recent data being reported are for FY06, FY07, FY08, FY09, & FY10; i.e. FY07 column uses FY06 data, FY08 uses FY07, etc.											

No.	Measures	FY07	FY08	FY09	FY10	FY11	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	VSA/IFC (5)	Data Definition/Notes
<b>Teaching and Learning</b>												
<b>TL-A: Accessibility, Retention, and Completion</b>												
TL-1	Headcount enrollment by student level										VSA	
	Undergraduate	4,515	4,752	4,911	5,206	5,503	●	4,800	n/a	3,845		
	Graduate	1,343	1,414	1,456	1,608	1,702	●	1,750	n/a	2,106		Will exceeded goal in FY12 with 1,850.
	Professional	n/a	n/a	n/a	n/a	n/a						
TL-2	FTE enrollment by student level											Annual credit hours divided by 30/24 credit hours.
	Undergraduate	4,178	4,400	4,548	4,811	5,034	●	4,550	n/a	3,764		30 credit hours=1.0 FTE
	Graduate	873	923	951	1,097	1,171	●	1,150	n/a	2,035		24 credit hours=1.0 FTE
	Professional	n/a	n/a	n/a	n/a	n/a						Full-time=1 0 FTE, Part-time=0 5 FTE
TL-3	Freshman applicant acceptance rate	90%	90%	92%	93%	91%	●	n/a	n/a	56%	VSA	First-time, degree seeking
TL-4	Freshman yield rate of those accepted	47%	47%	48%	46%	46%	●	47%	n/a	35%	VSA	First-time, degree seeking
TL-5	Entering freshman GPA on high school core courses	3.49	3.49	3.52	3.52	3.49	●	3.49	n/a	n/a		Full-time, degree-seeking, first-time-college (Fall or preceding Summer Semester). Audit-only are NOT included.
TL-6	Average ACT score entering freshman	27.1	27.3	27.3	27.7	27.7	●	27.0	n/a	n/a		First-time degree-seeking. Educational quality
TL-7	Percent of entering students who come from the top 10% of their high school graduating class	39%	38%	39%	43%	38%	●	n/a	n/a	n/a		First-time degree-seeking freshmen. Educational quality
TL-8	Student diversity by gender											All students
	Men	77%	77%	78%	78%	78%	●	75%	n/a	70%		
	Women	23%	23%	22%	22%	22%	●	25%	n/a	30%		
TL-9	Student diversity by ethnicity											All students
	Under Represented	6.9%	7.2%	7.3%	8.0%	7.8%	●	8.4%	n/a	10.9%		
	Black or African American				5.2%	4.4%	●	n/a	n/a			
	American Indian or Alaska Native				0.6%	0.5%	●	n/a	n/a			
	Hispanic/Latino				2.2%	2.3%	●	n/a	n/a			
	Native Hawaiian or Other Pacific Islander				0.0%	0.2%	●	n/a	n/a			
	Two or more races				0.0%	0.5%	●	n/a	n/a			
	All Others											
	Nonresident alien	10.0%	10.0%	10.6%	12.0%	13.3%	●	15.0%	n/a	15.6%		
	Asian				2.6%	2.2%	●	n/a	n/a			
	White				73.1%	72.5%	●	n/a	n/a			
	Race/ethnicity unknown	4.3%	3.9%	3.9%	4.3%	4.3%	●	n/a	n/a	6.5%		
TL-10	Total degrees awarded by level and ethnicity										VSA; IFC (1A:B)	
	Bachelors	834	910	920	997	997	●	n/a	n/a	748		
	Under Represented	65	52	60	73	64	●	n/a	n/a	77		
	All Others	769	858	860	924	933	●	n/a	n/a	671		
	Masters	356	430	426	411	517	●	n/a	n/a	535		
	Under Represented	20	27	32	49	36	●	n/a	n/a	45		
	All Others	336	403	394	362	481	●	n/a	n/a	490		

No.	Measures	FY07	FY08	FY09	FY10	FY11	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	VSA/IFC (5)	Data Definition/Notes
	Graduate Certificates	127	164	250	278	282	●	n/a	n/a	70		
	Under Represented	21	20	32	45	27	●	n/a	n/a	8		
	All Others	106	144	218	233	255	●	n/a	n/a	62		
	Education Specialist	n/a	n/a	n/a	n/a	n/a		n/a	n/a			
	Under Represented	n/a	n/a	n/a	n/a	n/a		n/a	n/a			
	All Others	n/a	n/a	n/a	n/a	n/a		n/a	n/a			
	Doctorate	63	63	50	51	65	●	n/a	n/a	124		
	Under Represented	0	1	0	0	2	●	n/a	n/a	5		
	All Others	63	62	50	51	63	●	n/a	n/a	119		
	Professional	n/a	n/a	n/a	n/a	n/a		n/a	n/a			
	Under Represented	n/a	n/a	n/a	n/a	n/a		n/a	n/a			
	All Others	n/a	n/a	n/a	n/a	n/a		n/a	n/a			
TL-11	Six-year graduation rate by ethnicity (6)										IFC (3A:1)	FY07(FY06)=Fall 00 freshman cohort, FY08(FY07)=Fall 01 freshman cohort, etc.
	All Students	63%	61%	62%	63%	66%	●	65%	93%	70%		
	Under Represented	67%	57%	65%	61%	50%	●	65%	77%	63%		
	All Others	63%	61%	61%	63%	67%	●	65%	94%	71%		
TL-12	Four-year graduation rate by ethnicity (6)											FY07(FY06)=Fall 00 freshman cohort, FY08(FY07)=Fall 01 freshman cohort, etc.
	All Students	21%	21%	22%	25%	25%	●	25%	85%	42%		
	Under Represented	21%	6%	7%	17%	14%	●	8%	72%	34%		
	All Others	21%	22%	23%	25%	26%	●	23%	86%	43%		
TL-13	First-year retention rate by ethnicity											First-time full-time degree-seeking high school graduates.
	All Students	87%	86%	86%	87%	85%	●	90%	n/a	n/a		
	Under Represented	83%	94%	87%	93%	73%	●	87%	n/a	n/a		
	All Others	87%	85%	85%	87%	86%	●	89%	n/a	n/a		
TL-14	First-time, full-time, degree-seeking undergraduate transfer enrollment	232	249	261	274	321	●	275	n/a	123		Tied to VSA definition.
TL-15	First-time, full-time undergraduate transfer graduation rate (6)	73%	73%	73%	73%	73%	●	73%	n/a	n/a	VSA	FY07(FY06)=Fall 00 freshman cohort, FY08(FY07)=Fall 01 freshman cohort, etc.
<b>TL-B: Affordability</b>												
TL-16	Net cost of attendance as a percent of average family income (6)	20%	18%	17%	19%	21%	●	n/a	n/a	n/a	IFC (1B:1)	Missouri, Resident, Undergraduate FAFSA filers only. Net COA= Budget-Total Gift Aid. Family income average is for students/families in the population; not the state family income.
TL-17	Average undergraduate debt burden at graduation, those with debt (6)	\$22,500	\$22,500	\$23,625	\$23,760	\$24,235	●	n/a	n/a	n/a		Student debt burden, not parent.
TL-18	Percentage of graduating undergraduate class who borrowed at any time through any loan programs (6)	65%	65%	78%	81%	83%	●	n/a	n/a	n/a		
TL-19	Percentage of grant/scholarship financial aid that meets need (6)	44%	49%	48%	43%	39%	●	n/a	n/a	n/a		Based on total gift aid awarded to FAFSA filers with need > 0.
TL-20	Pell Grant recipients as a percent of total undergraduate enrollment	21%	22%	21%	24%	28%	●	n/a	n/a	n/a		
<b>TL-C: Quality Learning Experience/Environment</b>												
TL-21	Student participation in study abroad (6)	< 10	< 10	< 10	< 10	145	●	n/a	n/a	131	IFC (2E:1)	Undergraduate and Graduate students.
TL-22	Student participation in internships for credit (6)	275	293	286	254	393	●	n/a	n/a		IFC (2E:1)	Undergraduate students
TL-23	Student participation in academic service learning for credit (6)	158	158	158	454	454	●	n/a	n/a	n/a	IFC (2E:1)	Undergraduate students

No.	Measures	FY07	FY08	FY09	FY10	FY11	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	VSA/IFC (5)	Data Definition/Notes
TL-24	Student participation in undergraduate research (6)	207	207	197	207	207	●	n/a	n/a	n/a	IFC (2E:1)	Credit and non-credit. Affiliated with a course.
TL-25	Fall semester credit hours per full-time ranked tenured-tenure track faculty	155	153	148	164	172	●	153	n/a	n/a		Ranked includes full, Associate, and Assistant Professors. Instructional productivity. FTE based on contract. Data from Teaching load files; based on faculty who WERE assigned instructional activities.
TL-26	Fall section credits per full-time ranked tenured-tenure track faculty	10.7	11.1	10.9	11.7	11.7	●	10 0	n/a	n/a		Ranked includes full, Associate, and Assistant Professors. Instructional productivity. FTE based on contract. Data from Teaching load files; based on faculty who WERE assigned instructional activities. Includes cross-listed sections and all data are weighted by the instructor's percent of responsibility.
TL-27	Percent of Tenured and Tenure Track faculty with Terminal Degrees	98%	97%	99%	99%	99%	●	98%	n/a	n/a		Terminal degree is the highest degree in a field of study. US News definition.
<b>TL-D: Education Foundation (rewarding/successful careers, engaged citizens, social/economic contribution to State)</b>												
TL-28	Student engagement and satisfaction with learning experience	Not Admin	84%	Not Admin	85%	Not Admin	●	n/a	n/a	n/a	VSA; IFC (1C:a)	Seniors rating their entire educational experience as good or excellent
TL-29	Pass rate on licensing exams											Baccalaureate recipients. Educational quality
	Teacher education	n/a	n/a	n/a	n/a	n/a						Teacher Licensure and Cert. Exam (PRAXIS)
	Nursing	n/a	n/a	n/a	n/a	n/a					IFC (1C:3)	
	Engineering	75%	75%	n/a	n/a	n/a		n/a	n/a	75%	IFC (1C:3)	Fundamentals of Engineering Exam
	Accounting	n/a	n/a	n/a	n/a	n/a					IFC (1C:3)	
	Health professions	n/a	n/a	n/a	n/a	n/a					IFC (1C:3)	
TL-30	Student Awards - competitive and externally recognized awards	0	1	0	0	0	●	n/a	n/a	1		Forbes definition: Truman, Marshall, Rhodes, Goldwater, & Fulbright, adjusted for enrollment. Not weighted.
TL-31	Student learning outcomes (scoring at or above 50th percentile on nationally normed test e.g., CAAP, CLA)	83%	83%	83%	91%	89%	●	84%	n/a	n/a	IFC (1C:1)	VSA within three years
<b>Research and Discovery</b>												
<b>RD-A: Externally Funded Research Activity</b>												
RD-1	Total externally sponsored research expenditures (6)	\$26,302 K	\$21,450 K	\$27,063 K	\$28,093 K	\$32,764 K	●	\$33,333	n/a	\$107,744 K	IFC (2D:2)	
RD-2	Total federally funded research expenditures (6)	\$22,351 K	\$18,256 K	\$22,353 K	\$23,368 K	\$28,239 K	●	\$28,333	n/a	\$88,056 K		
RD-3	Total research expenditures supported by business and industry (6)	\$3,148 K	\$1,349 K	\$2,850 K	\$3,739 K	\$3,549 K	●	\$3,333	n/a	\$11,708 K		
RD-4	Total externally sponsored research expenditures per full-time ranked tenured-tenure track faculty (6)	\$94,612	\$77,437	\$98,770	\$96,209	\$114,160	●	\$104,000	\$629,968	\$374,879		Ranked includes full, Associate, and Assistant Professors.
<b>RD-B: Advancing Frontiers</b>												
RD-5	Number of faculty awards, fellowships and memberships recognized in the Top American Research University published by the Center (6)	3	3	1	2	Not Available	●	4	n/a	32		National Academy Membership and Faculty Awards
RD-6	Number of books per PhD program faculty (6)	Not Available	Not Available	Not Available	Not Available	Not Available	n/a	n/a	n/a	n/a		Contingent on Academic Analytics agreement
RD-7	Number of journal articles per PhD program faculty (6)	Not Available	Not Available	5.20	5.70	8.44	●	n/a	n/a	n/a		Contingent on Academic Analytics agreement
RD-8	Number of citations per PhD program faculty (6)	Not Available	Not Available	14.90	15.40	39.90	●	n/a	n/a	n/a		Contingent on Academic Analytics agreement

No.	Measures	FY07	FY08	FY09	FY10	FY11	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	VSA/IFC (5)	Data Definition/Notes
RD-9	Percent of Tenured and Tenure Track faculty engaged in externally sponsored research	48%	46%	42%	48%	46%	●	50%	n/a	n/a		
<b>Service and Engagement</b>												
<b>SE-A: Meeting Local, State, and Regional Needs</b>												
SE-1	Number of degrees and certificates awarded in METS related fields (math, engineering, technology, and science fields, including METS-related teacher education)	1,315	1,480	1,564	1,631	1,776	●	1,540	n/a	1,026	IFC (2B:1a)	METS includes CIP's 01 (Agriculture), 03 (Natural Resources), 11 (Computer & Info.), 14 (Engineering), 26 (Biological Sc.), 27 (Math & Stats), 40 (Physical Sc.), 42 (Psychology) & 51 (Health Sc.)
SE-2	Number of degrees and certificates awarded in key non-METS fields	24	47	40	42	56	●	65	n/a	181	IFC (2A:2)	
SE-3	Number of degrees and certificates awarded in health practitioner fields	n/a	n/a	n/a	n/a	n/a					IFC (2B:2a)	Non-veterinarian CIP 51 (Health Sciences)
<b>SE-B: Outreach Programs</b>												
SE-4	Number of cooperative extension contacts (direct and indirect)	n/a	n/a	n/a	n/a	n/a						
<b>SE-C: Continuing Education</b>												
SE-5	Number of extension continuing education enrollments											
	Credit	n/a	n/a	n/a	n/a	n/a						
	Non-Credit	n/a	n/a	n/a	n/a	n/a						
<b>SE-D: Healthcare</b>												
SE-6	University of Missouri Healthcare Out-patient clinic visits (6)	n/a	n/a	n/a	n/a	n/a						Aggregate visits at all types of clinics at all sites.
SE-7	University of Missouri Healthcare Patient Satisfaction	n/a	n/a	n/a	n/a	n/a						
<b>Economic Development</b>												
<b>ED-A: Advancing Knowledge (Commercialization of Knowledge)</b>												
ED-1	Number of invention disclosures received	21	35	40	34	32	●	45	n/a	116	IFC (2D:3)	
ED-2	Percentage of invention disclosures on which a new patent application was filed	105%	46%	30%	44%	28%	●	50%	n/a	84%		Using the AUTM definition, a "new patent application" is the first filing of the patentable subject matter and it could be either a provisional, non-provisional, or PCT filing claiming the US.
ED-3	Number of US patents issued	8	7	4	12	7	●	10	n/a	21		
<b>ED-B: Tech transfer of intellectual property</b>												
ED-4	Total license/option agreement income	\$380 K	\$348 K	\$195 K	\$428 K	\$228 K	●	\$1,500	n/a	\$774 K		
ED-5	Number of license/option agreements that generated income	8.5	8	11	10.5	19	●	15	n/a	29		
ED-6	License/option agreement income per dollar of net patent expenses	\$1.82	\$1.97	\$1.63	\$2.16	\$2.18	●	\$3.50	n/a	\$1.50		
ED-7	Number of startups created around university technologies	0	1	1	1	15	●	4	n/a	3	IFC (2D:4)	
ED-8	Number of license/option agreements executed	4	27	42	8	145	●	25	n/a	17		
<b>Developing and Managing Human Financial and Physical Resources</b>												
<b>DM-A: Attract, develop, and retain talented faculty and staff</b>												
DM-1	Average ranked faculty salary	\$81,588	\$84,627	\$89,917	\$90,247	\$88,521	●	\$105,000	\$143,871	\$101,052		Full-, Associate, & Assistant Professors. Full-time instructional, 9- & 12-month contracts.
DM-2	Average benefit per full-time employee	\$10,950	\$11,232	\$11,274	\$10,919	\$11,505	n/a	n/a	n/a	\$13,428		Part C-Expenses, Employee fringe benefits (less Social Security)
DM-3	Faculty diversity by gender											Full- and part-time. Excludes graduate assistants.
	Men	80%	80%	79%	78%	77%	●	75%	n/a	76%		
	Women	20%	20%	21%	22%	23%	●	25%	n/a	24%		



No.	Measures	FY07	FY08	FY09	FY10	FY11	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	VSA/IFC (5)	Data Definition/Notes
DM-4	Faculty diversity by ethnicity											Full- and part-time. Excludes graduate assistants.
	Nonresident alien	15.2%	15.9%	16.7%	16.5%	16.4%	●	n/a	n/a	12.3%		
	Black or African American				1.0%	1.1%	●	n/a	n/a			
	American Indian or Alaska Native				0.0%	0.0%	●	n/a	n/a			
	Asian				13.8%	14.3%	●	n/a	n/a			
	Native Hawaiian or Other Pacific Islander				0.0%	0.0%	●	n/a	n/a			
	Hispanic/Latino				1.5%	1.9%	●	n/a	n/a			
	White				67.2%	65.7%	●	n/a	n/a			
	Two or more races				0.0%	0.6%	●	n/a	n/a			
	Race/ethnicity unknown	0.2%	0.0%	0.0%	0.0%	0.0%	●	n/a	n/a	6.2%		
DM-5	Staff diversity by gender											Full- and part-time. Includes graduate assistants.
	Men	55%	55%	54%	56%	57%	●	n/a	n/a	58%		
	Women	45%	45%	46%	44%	43%	●	n/a	n/a	42%		
DM-6	Staff diversity by ethnicity											Full- and part-time. Includes graduate assistants.
	Nonresident alien	25.2%	22.2%	23.9%	27.4%	26.2%	●	n/a	n/a	16.9%		
	Black or African American				2.7%	2.7%	●	n/a	n/a			
	American Indian or Alaska Native				0.7%	0.7%	●	n/a	n/a			
	Asian				1.6%	1.8%	●	n/a	n/a			
	Native Hawaiian or Other Pacific Islander				0.0%	0.1%	●	n/a	n/a			
	Hispanic/Latino				0.6%	1.0%	●	n/a	n/a			
	White				67.0%	67.0%	●	n/a	n/a			
	Two or more races				0.0%	0.3%	●	n/a	n/a			
	Race/ethnicity unknown	0.1%	0.0%	0.0%	0.1%	0.3%	●	n/a	n/a	3.7%		
DM-7	Average tuition benefit per full-time staff employee	\$149	\$138	\$113	\$104	\$126	●	n/a	n/a	n/a		
DM-8	Staff turnover rate	11%	10%	9%	10%	12%	●	12%	n/a	n/a		
DM-9	Faculty turnover rate	10%	11%	5%	7%	9%	●	12%	n/a	n/a		
<b>DM-B: Sustainability and flexibility in resource management</b>												
DM-10	State appropriations for operations per FTE student	\$9,232	\$9,078	\$9,234	\$8,671	\$7,739	●	n/a	n/a	\$9,351	IFC (3B:1iii)	
DM-11	State capital appropriations	\$0	\$11.9 M	\$3.6 M	\$0	\$0	●	n/a	n/a	n/a	IFC (3B:2)	
DM-12	State capital appropriations per FTE student	\$0	\$2,234	\$661	\$0	\$0	●	n/a	n/a	n/a	IFC (3B:2i)	
DM-13	Total Federal Funding (non-financial aid)	\$20.1 M	\$20.3 M	\$17.5 M	\$22.5 M	\$25.2 M	●	n/a	n/a	\$70.1 M	IFC (3B:3)	
DM-14	Educational expenditures per FTE student	\$18,809	\$18,537	\$19,673	\$17,928	\$17,742	●	n/a	n/a	\$28,891		
DM-15	Capital investment in facilities maintenance and repair (6)	1.29%	1.45%	1.53%	1.60%	1.27%	●	1.00%	n/a	n/a		Percent of the replacement value of education and general buildings.
<b>DM-C: Replenishment of physical and financial assets</b>												
DM-16	Annual Fundraising	\$34.3 M	\$33.7 M	\$30.8 M	\$32.5 M	\$16.6 M	●	\$12.5 M	n/a	n/a		
DM-17	Capital Campaign Progress	\$115.5 M	\$149.2 M	\$179.6 M	\$211.8 M	Not in a campaign	●	n/a	n/a	n/a		Last capital campaign 6/2010.
DM-18	Total endowment per FTE student	\$24,729	\$23,299	\$18,206	\$19,605	\$22,698	●	n/a	n/a	\$479,995		
DM-19	Alumni giving percent (6)	20%	20%	20%	19%	18%	●	20%	37%	21%		US News definition.

No.	Measures	FY07	FY08	FY09	FY10	FY11	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	VSA/IFC (5)	Data Definition/Notes
<b>DM-D: Stewardship (protecting and preserving public assets--financial, physical, and informational)</b>												
DM-20	Composite Financial Index	3.60	4.01	3.25	4.28	4.33	●	3.50	n/a	n/a		
DM-21	Primary reserve ratio	0.41	0.57	0.58	0.64	0.72	●	0.50	1.28	0.63		
DM-22	Viability ratio	1.72	1.46	1.58	1.34	1.03	●	1.50	4.30	1.80		
DM-23	Return on net assets	8.0%	7.5%	-1.6%	8.4%	10.2%	●	5.0%	n/a	9.4%		
DM-24	Annual operating margin	3.6%	6.9%	7.3%	8.1%	7.0%	●	5.0%	11.2%	2.8%		
DM-25	Proportion of operating expenses by function											
	Instruction	47.2%	46.3%	49.2%	48.4%	49.2%	●	n/a	n/a	26.4%		
	Research	20.1%	22.2%	19.0%	21.1%	20.3%	●	n/a	n/a	39.3%		
	Public service	3.2%	2.6%	2.5%	2.1%	1.9%	●	n/a	n/a	1.2%		
	Academic support	6.7%	5.4%	5.3%	4.5%	5.0%	●	n/a	n/a	8.8%		
	Student services	9.4%	10.2%	10.0%	10.9%	10.7%	●	5.0%	n/a	3.7%		
	Institutional support	8.3%	7.1%	6.8%	6.6%	6.8%	●	7.0%	n/a	11.0%		
	Operation & maintenance of plant	5.0%	6.2%	7.2%	6.3%	6.2%	●	n/a	n/a	9.6%		
	Endnotes:											
	(1) Indicator:											
	● Green = met/exceeded target or desirable trend where there is no target, compared to FY07.											
	● Yellow = work in progress or undesirable trend where there is no target, compared to FY07.											
	(2) Target Indicator for most measures is for 3 full years out, FY12.											
	(3) Benchmark based on top performing peer institution in FY07.											
	(4) Peer Average based on FY07 peer institution data.											
	(5) VSA = Voluntary System of Accountability Measure											
	IFC = CBHE Imperatives for Change (Objective:Indicator)											
	(6) FY11 data not available in January for measures TL-11, -12, -15, -16, -17, -18, -19, -21, -22, -23, -24, RD-1, -2, -3, -4, -5, -6, -7, -8, SE-6, DM-15, and -19. Most recent data being reported are for FY06, FY07, FY08, FY09, & FY10; i.e. FY07 column uses FY06 data, FY08 uses FY07, etc.											

No.	Measures	FY07	FY08	FY09	FY10	FY11	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	VSA/IFC (5)	Data Definition/Notes
<b>Teaching and Learning</b>												
<b>TL-A: Accessibility, Retention, and Completion</b>												
TL-1	Headcount enrollment by student level										VSA	
	Undergraduate	12,459	12,432	12,358	12,966	13,171	●	12,681	n/a	17,622		
	Graduate	2,896	2,924	3,205	3,389	3,449	●	3,070	n/a	5,024		
	Professional	173	171	178	179	171	●	170	n/a	883		UMSL professional programs: Optometry-OD
TL-2	FTE enrollment by student level											Annual credit hours divided by 30/24 credit hours.
	Undergraduate	7,938	8,095	7,889	8,248	8,358	●	8,500	n/a	15,375		30 credit hours=1.0 FTE
	Graduate	1,828	1,555	1,943	2,053	2,100	●	1,600	n/a	3,565		24 credit hours=1.0 FTE
	Professional	173	171	178	179	171	●	170	n/a	823		UMSL professional programs: Optometry-OD Full-time=1.0 FTE, Part-time=0.5 FTE
TL-3	Freshman applicant acceptance rate	52%	48%	60%	79%	73%	●	n/a	n/a	66%	VSA	First-time, degree seeking
TL-4	Freshman yield rate of those accepted	46%	46%	45%	41%	38%	●	44%	n/a	42%	VSA	First-time, degree seeking
TL-5	Entering freshman GPA on high school core courses	3.18	3.15	3.28	3.26	3.35	●	3.16	n/a	n/a		Full-time, degree-seeking, first-time-college (Fall or preceding Summer Semester). Audit-only are NOT included.
TL-6	Average ACT score entering freshman	22.9	22.8	23.3	22.7	23.5	●	23.0	n/a	n/a		First-time degree-seeking. Educational quality
TL-7	Percent of entering students who come from the top 10% of their high school graduating class	20%	18%	22%	22%	24%	●	n/a	n/a	n/a		First-time degree-seeking freshmen. Educational quality
TL-8	Student diversity by gender											All students
	Men	39%	40%	35%	38%	39%	●	n/a	n/a	43%		
	Women	61%	60%	65%	62%	61%	●	n/a	n/a	57%		
TL-9	Student diversity by ethnicity											All students
	Under Represented	15.0%	15.9%	15.9%	17.3%	17.8%	●	16.0%	n/a	22.3%		
	Black or African American				15.1%	15.0%	●	n/a	n/a			
	American Indian or Alaska Native				0.3%	0.3%	●	n/a	n/a			
	Hispanic/Latino				1.7%	2.0%	●	n/a	n/a			
	Native Hawaiian or Other Pacific Islander				0.0%	0.0%	●	n/a	n/a			
	Two or more races				0.2%	0.5%	●	n/a	n/a			
	All Others											
	Nonresident alien	3.2%	3.3%	3.5%	3.3%	3.4%	●	n/a	n/a	4.6%		
	Asian				2.9%	3.0%	●	n/a	n/a			
	White				67.4%	67.5%	●	n/a	n/a			
	Race/ethnicity unknown	9.2%	11.4%	10.2%	9.2%	8.4%	●	n/a	n/a	5.0%		
TL-10	Total degrees awarded by level and ethnicity										VSA; IFC (1A:B)	
	Bachelors	2,039	2,016	2,018	2,011	2,092	●	n/a	n/a	3,099		
	Under Represented	267	289	288	294	352	●	n/a	n/a	644		
	All Others	1,772	1,727	1,730	1,717	1,740	●	n/a	n/a	2,455		
	Masters	718	729	771	771	868	●	n/a	n/a	1,281		
	Under Represented	81	89	101	108	91	●	n/a	n/a	180		
	All Others	637	640	670	663	777	●	n/a	n/a	1,101		

No.	Measures	FY07	FY08	FY09	FY10	FY11	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	VSA/IFC (5)	Data Definition/Notes
	Graduate Certificates	79	64	80	82	71	●	n/a	n/a	70		
	Under Represented	5	3	14	9	7	●	n/a	n/a	9		
	All Others	74	61	66	73	64	●	n/a	n/a	61		
	Education Specialist	31	28	42	31	22	●	n/a	n/a	25		
	Under Represented	8	11	11	14	6	●	n/a	n/a	6		
	All Others	23	17	31	17	16	●	n/a	n/a	19		
	Doctorate	52	62	63	63	50	●	n/a	n/a	103		
	Under Represented	4	3	4	8	7	●	n/a	n/a	11		
	All Others	48	59	59	55	43	●	n/a	n/a	92		
	Professional	44	38	44	41	44	●	n/a	n/a	240		UMSL professional programs: Optometry-OD
	Under Represented	5	1	4	2	5	●	n/a	n/a	25		
	All Others	39	37	40	39	39	●	n/a	n/a	215		
TL-11	Six-year graduation rate by ethnicity (6)										IFC (3A:1)	FY07(FY06)=Fall 00 freshman cohort, FY08(FY07)=Fall 01 freshman cohort, etc.
	All Students	42%	43%	46%	41%	43%	●	47%	65%	45%		
	Under Represented	37%	33%	36%	31%	29%	●	37%	62%	37%		
	All Others	43%	45%	47%	43%	46%	●	48%	67%	48%		
TL-12	Four-year graduation rate by ethnicity (6)											FY07(FY06)=Fall 00 freshman cohort, FY08(FY07)=Fall 01 freshman cohort, etc.
	All Students	20%	19%	23%	21%	21%	●	23%	40%	19%		
	Under Represented	11%	6%	9%	12%	14%	●	9%	32%	13%		
	All Others	21%	20%	24%	22%	22%	●	24%	41%	21%		
TL-13	First-year retention rate by ethnicity											First-time full-time degree-seeking high school graduates.
	All Students	71%	71%	73%	71%	74%	●	71%	n/a	n/a		
	Under Represented	64%	67%	73%	64%	66%	●	67%	n/a	n/a		
	All Others	72%	73%	73%	72%	78%	●	73%	n/a	n/a		
TL-14	First-time, full-time, degree-seeking undergraduate transfer enrollment	1,243	1,181	1,160	1,203	1,176	●	1,241	n/a	1,188		Tied to VSA definition.
TL-15	First-time, full-time undergraduate transfer graduation rate (6)	53%	57%	55%	60%	61%	●	60%	n/a	n/a	VSA	FY07(FY06)=Fall 00 freshman cohort, FY08(FY07)=Fall 01 freshman cohort, etc.
<b>TL-B: Affordability</b>												
TL-16	Net cost of attendance as a percent of average family income (6)	39%	40%	39%	46%	47%	●	n/a	n/a	n/a	IFC (1B:1)	Missouri, Resident, Undergraduate FAFSA filers only. Net COA= Budget-Total Gift Aid. Family income average is for students/families in the population; not the state family income.
TL-17	Average undergraduate debt burden at graduation, those with debt (6)	\$18,143	\$21,956	\$24,016	\$25,776	\$27,334	●	n/a	n/a	n/a		Student debt burden, not parent.
TL-18	Percentage of graduating undergraduate class who borrowed at any time through any loan programs (6)	65%	70%	78%	65%	69%	●	n/a	n/a	n/a		
TL-19	Percentage of grant/scholarship financial aid that meets need (6)	17%	18%	20%	15%	17%	●	n/a	n/a	n/a		Based on total gift aid awarded to FAFSA filers with need > 0.
TL-20	Pell Grant recipients as a percent of total undergraduate enrollment	20%	20%	20%	25%	27%	●	n/a	n/a	n/a		
<b>TL-C: Quality Learning Experience/Environment</b>												
TL-21	Student participation in study abroad (6)	120	89	137	112	40	●	n/a	n/a	345	IFC (2E:1)	Undergraduate and Graduate students.
TL-22	Student participation in internships for credit (6)	1,754	1,604	1,490	1,406	605	●	n/a	n/a	n/a	IFC (2E:1)	Undergraduate students. Data definition changed
TL-23	Student participation in academic service learning for credit (6)	NAN	NAN	NAN	628	1,474	●	n/a	n/a	n/a	IFC (2E:1)	Undergraduate students. Data definition changed

No.	Measures	FY07	FY08	FY09	FY10	FY11	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	VSA/IFC (5)	Data Definition/Notes
TL-24	Student participation in undergraduate research (6)	886	968	960	1,502	573	●	n/a	n/a	n/a	IFC (2E:1)	Credit and non-credit. Affiliated with a course.
TL-25	Fall semester credit hours per full-time ranked tenured-tenure track faculty	141	133	128	149	151	●	135	n/a	n/a		Ranked includes full, Associate, and Assistant Professors. Instructional productivity. FTE based on contract. Data from Teaching load files; based on faculty who WERE assigned instructional activities.
TL-26	Fall section credits per full-time ranked tenured-tenure track faculty	9.3	9.5	9.5	9.7	10.1	●	9.3	n/a	n/a		Ranked includes full, Associate, and Assistant Professors. Instructional productivity. FTE based on contract. Data from Teaching load files; based on faculty who WERE assigned instructional activities. Includes cross-listed sections and all data are weighted by the instructor's percent of responsibility.
TL-27	Percent of Tenured and Tenure Track faculty with Terminal Degrees	92%	92%	94%	93%	96%	●	94%	n/a	n/a		Terminal degree is the highest degree in a field of study. US News definition.
<b>TL-D: Education Foundation (rewarding/successful careers, engaged citizens, social/economic contribution to State)</b>												
TL-28	Student engagement and satisfaction with learning experience	78%	Not Admin	81%	Not Admin	81%	●	n/a	n/a	n/a	VSA; IFC (1C:a)	Seniors rating their entire educational experience as good or excellent
TL-29	Pass rate on licensing exams											Baccalaureate recipients. Educational quality
	Teacher education	69%	82%	100%	100%	100%	●	84%	n/a	n/a		Teacher Licensure and Cert. Exam (PRAXIS)
	Nursing	98%	99%	97%	89%	94%	●	95%	n/a	86%	IFC (1C:3)	National Council Licensure Exam (NCLEX)
	Engineering	n/a	n/a	n/a	n/a	n/a					IFC (1C:3)	
	Accounting	n/a	n/a	n/a	n/a	n/a					IFC (1C:3)	
	Health professions	n/a	n/a	n/a	n/a	n/a					IFC (1C:3)	
TL-30	Student Awards - competitive and externally recognized awards	1	2	0	1	1	●	n/a	n/a	1		Forbes definition: Truman, Marshall, Rhodes, Goldwater, & Fulbright, adjusted for enrollment. Not weighted.
TL-31	Student learning outcomes (scoring at or above 50th percentile on nationally normed test e.g., CAAP, CLA)	48%	51%	66%	57%	67%	●	51%	n/a	n/a	IFC (1C:1)	VSA within three years
<b>Research and Discovery</b>												
<b>RD-A: Externally Funded Research Activity</b>												
RD-1	Total externally sponsored research expenditures (6)	\$5,529 K	\$4,714 K	\$6,127 K	\$6,889 K	\$6,793 K	●	\$7,093K	n/a	\$53,917 K	IFC (2D:2)	
RD-2	Total federally funded research expenditures (6)	\$5,046 K	\$4,240 K	\$5,424 K	\$6,214 K	\$5,886 K	●	\$6,279K	n/a	\$43,125 K		
RD-3	Total research expenditures supported by business and industry (6)	\$85 K	\$151 K	\$113 K	\$65 K	\$36 K	●	\$120K	n/a	\$3,000 K		
RD-4	Total externally sponsored research expenditures per full-time ranked tenured-tenure track faculty (6)	\$18,430	\$14,594	\$18,852	\$21,394	\$21,497	●	\$19,000	\$236,928	\$80,202		Ranked includes full, Associate, and Assistant Professors.
<b>RD-B: Advancing Frontiers</b>												
RD-5	Number of faculty awards, fellowships and memberships recognized in the Top American Research University published by the Center (6)	4	0	2	6	Not Available	●	1	n/a	4		National Academy Membership and Faculty Awards
RD-6	Number of books per PhD program faculty (6)	0.56	0.18	0.22	0.33	0.39	●	n/a	n/a	n/a		Contingent on Academic Analytics agreement
RD-7	Number of journal articles per PhD program faculty (6)	2.71	2.75	2.98	3.01	4.38	●	n/a	n/a	n/a		Contingent on Academic Analytics agreement
RD-8	Number of citations per PhD program faculty (6)	17.53	16.47	14.76	20.35	45.41	●	n/a	n/a	n/a		Contingent on Academic Analytics agreement

No.	Measures	FY07	FY08	FY09	FY10	FY11	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	VSA/IFC (5)	Data Definition/Notes
RD-9	Percent of Tenured and Tenure Track faculty engaged in externally sponsored research	17%	18%	13%	18%	21%	●	20%	n/a	n/a		
<b>Service and Engagement</b>												
<b>SE-A: Meeting Local, State, and Regional Needs</b>												
SE-1	Number of degrees and certificates awarded in METS related fields (math, engineering, technology, and science fields, including METS-related teacher education)	747	715	737	752	758	●	720	n/a	1,354	IFC (2B:1a)	METS includes CIP's 01 (Agriculture), 03 (Natural Resources), 11 (Computer & Info.), 14 (Engineering), 26 (Biological Sc.), 27 (Math & Stats), 40 (Physical Sc.), 42 (Psychology) & 51 (Health Sc.)
SE-2	Number of degrees and certificates awarded in key non-METS fields	1,143	1,137	1,399	1,248	1,364	●	1,150	n/a	1,341	IFC (2A:2)	
SE-3	Number of degrees and certificates awarded in health practitioner fields	258	290	272	285	325	●	300	n/a	468	IFC (2B:2a)	Non-veterinarian CIP 51 (Health Sciences)
<b>SE-B: Outreach Programs</b>												
SE-4	Number of cooperative extension contacts (direct and indirect)	n/a	n/a	n/a	n/a	n/a						
<b>SE-C: Continuing Education</b>												
SE-5	Number of extension continuing education enrollments											
	Credit	n/a	n/a	n/a	n/a	n/a						
	Non-Credit	n/a	n/a	n/a	n/a	n/a						
<b>SE-D: Healthcare</b>												
SE-6	University of Missouri Healthcare Out-patient clinic visits (6)	n/a	n/a	n/a	n/a	n/a						Aggregate visits at all types of clinics at all sites.
SE-7	University of Missouri Healthcare Patient Satisfaction	n/a	n/a	n/a	n/a	n/a						
<b>Economic Development</b>												
<b>ED-A: Advancing Knowledge (Commercialization of Knowledge)</b>												
ED-1	Number of invention disclosures received	5	14	9	8	9	●	11	n/a	19	IFC (2D:3)	
ED-2	Percentage of invention disclosures on which a new patent application was filed	60%	71%	56%	50%	44%	●	75%	n/a	84%		Using the AUTM definition, a "new patent application" is the first filing of the patentable subject matter and it could be either a provisional, non-provisional, or PCT filing claiming the US.
ED-3	Number of US patents issued	1	3	1	2	6	●	3	n/a	0		
<b>ED-B: Tech transfer of intellectual property</b>												
ED-4	Total license/option agreement income	\$96 K	\$171 K	\$130 K	\$123 K	\$141 K	●	\$200 K	n/a	\$46 K		
ED-5	Number of license/option agreements that generated income	2	6	3	3	11	●	8	n/a	1		
ED-6	License/option agreement income per dollar of net patent expenses	\$2.37	\$1.47	\$1.29	\$1 00	\$56.67 *	●	\$3.00	n/a	\$0.58		*FY11: 2 new license agreements executed in FY11, received large amounts of patent expense reimbursements for old patent costs, which resulted in their recovering a larger amount of old costs than current costs expended in FY11.
ED-7	Number of startups created around university technologies	1	0	1	1	1	●	2	n/a	1	IFC (2D:4)	
ED-8	Number of license/option agreements executed	7	2	1	7	18	●	5	n/a	2		
<b>Developing and Managing Human, Financial, and Physical Resources</b>												
<b>DM-A: Attract, develop, and retain talented faculty and staff</b>												
DM-1	Average ranked faculty salary	\$70,816	\$68,770	\$73,513	\$72,459	\$72,920	●	\$70,000	\$88,050	\$75,638		Full-, Associate, & Assistant Professors. Full-time instructional, 9- & 12-month contracts.
DM-2	Average benefit per full-time employee	\$11,699	\$11,994	\$11,769	\$11,667	\$12,264	●	n/a	n/a	\$15,083		Part C-Expenses, Employee fringe benefits (less Social Security)
DM-3	Faculty diversity by gender											Full- and part-time. Excludes graduate assistants.
	Men	46%	47%	48%	45%	45%	●	n/a	n/a	55%		
	Women	54%	53%	52%	55%	55%	●	n/a	n/a	45%		

No.	Measures	FY07	FY08	FY09	FY10	FY11	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	VSA/IFC (5)	Data Definition/Notes
DM-4	Faculty diversity by ethnicity											Full- and part-time. Excludes graduate assistants.
	Nonresident alien	5.4%	4.8%	4.7%	4.1%	3.4%	●	n/a	n/a	3.2%		
	Black or African American				10.1%	11.7%	●	n/a	n/a			
	American Indian or Alaska Native				0.3%	0.4%	●	n/a	n/a			
	Asian				5.2%	5.8%	●	n/a	n/a			
	Native Hawaiian or Other Pacific Islander				0.0%	0.3%	●	n/a	n/a			
	Hispanic/Latino				0.9%	1.4%	●	n/a	n/a			
	White				78.9%	75.7%	●	n/a	n/a			
	Two or more races				0.0%	0.0%	●	n/a	n/a			
	Race/ethnicity unknown	1.4%	1.2%	1.3%	0.6%	1.3%	●	n/a	n/a	3.1%		
DM-5	Staff diversity by gender											Full- and part-time. Includes graduate assistants.
	Men	40%	40%	40%	41%	40%	●	n/a	n/a	46%		
	Women	60%	60%	60%	59%	60%	●	n/a	n/a	54%		
DM-6	Staff diversity by ethnicity											Full- and part-time. Includes graduate assistants.
	Nonresident alien	7.5%	8.4%	6.6%	6.2%	5.7%	●	n/a	n/a	5.9%		
	Black or African American				20.6%	18.8%	●	n/a	n/a			
	American Indian or Alaska Native				0.4%	0.6%	●	n/a	n/a			
	Asian				2.0%	2.1%	●	n/a	n/a			
	Native Hawaiian or Other Pacific Islander				0.0%	0.2%	●	n/a	n/a			
	Hispanic/Latino				2.2%	2.0%	●	n/a	n/a			
	White				68.2%	69.4%	●	n/a	n/a			
	Two or more races				0.0%	0.4%	●	n/a	n/a			
	Race/ethnicity unknown	1.6%	0.3%	0.9%	0.5%	0.8%	●	n/a	n/a	2.9%		
DM-7	Average tuition benefit per full-time staff employee	\$210	\$189	\$190	\$172	\$169	●	n/a	n/a	n/a		
DM-8	Staff turnover rate	12%	12%	9%	11%	13%	●	12%	n/a	n/a		
DM-9	Faculty turnover rate	8%	6%	7%	7%	5%	●	7%	n/a	n/a		
<b>DM-B: Sustainability and flexibility in resource management</b>												
DM-10	State appropriations for operations per FTE student	\$5,657	\$5,873	\$6,383	\$6,338	\$5,706	●	n/a	n/a	\$9,351	IFC (3B:1iii)	
DM-11	State capital appropriations	\$0	\$0.2 M	\$0.4 M	\$0.5 M	\$0	●	n/a	n/a	n/a	IFC (3B:2)	
DM-12	State capital appropriations per FTE student	\$0	\$37	\$43	\$48	\$0	●	n/a	n/a	n/a	IFC (3B:2i)	
DM-13	Total Federal Funding (non-financial aid)	\$19.0 M	\$13.3 M	\$12.0 M	\$11.6 M	\$12.6 M	●	n/a	n/a	\$65.0 M	IFC (3B:3)	
DM-14	Educational expenditures per FTE student	\$15,596	\$15,938	\$16,034	\$15,004	\$14,677	●	n/a	n/a	\$28,891		
DM-15	Capital investment in facilities maintenance and repair (6)	1.21%	1.12%	1.33%	1.53%	1.72%	●	1.00%	n/a	n/a		Percent of the replacement value of education and general buildings.
<b>DM-C: Replenishment of physical and financial assets</b>												
DM-16	Annual Fundraising	\$16.7 M	\$17.3 M	\$26.7 M	\$26.2 M	\$24.7 M	●	\$25.0 M	n/a	n/a		
DM-17	Capital Campaign Progress	\$31.4 M	\$48.7 M	\$75.4 M	\$101.9 M	\$126.0 M	●	n/a	n/a	n/a		
DM-18	Total endowment per FTE student	\$4,672	\$4,847	\$3,897	\$4,054	\$4,986	●	n/a	n/a	\$27,932		
DM-19	Alumni giving percent (6)	5%	6%	8%	10%	11%	●	10%	13%	7%		US News definition.

No.	Measures	FY07	FY08	FY09	FY10	FY11	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	VSA/IFC (5)	Data Definition/Notes
<b>DM-D: Stewardship (protecting and preserving public assets--financial, physical, and informational)</b>												
DM-20	Composite Financial Index	1.83	1.52	1.75	3.53	4.06	●	1.40	n/a	n/a		
DM-21	Primary reserve ratio	0.30	0.29	0.30	0.43	0.53	●	0.27	1.28	0.63		
DM-22	Viability ratio	0.66	0.73	0.76	0.99	1.27	●	0.66	4.30	1.80		
DM-23	Return on net assets	4.1%	1.2%	1.2%	7.5%	9.2%	●	1.1%	n/a	9.4%		
DM-24	Annual operating margin	1.0%	0.3%	2.8%	10.6%	8.8%	●	0.1%	11.2%	2.8%		
DM-25	Proportion of operating expenses by function											
	Instruction	49.5%	48.9%	51.6%	53.0%	51.1%	●	n/a	n/a	41.1%		
	Research	5.8%	6.5%	7.0%	6.5%	8.0%	●	n/a	n/a	16.0%		
	Public service	11.5%	11.5%	9.8%	8.5%	10.1%	●	n/a	n/a	5.5%		
	Academic support	10.6%	11.2%	11.2%	11.0%	11.7%	●	n/a	n/a	12.5%		
	Student services	6.5%	6.8%	6.1%	5.7%	5.9%	●	n/a	n/a	6.2%		
	Institutional support	8.7%	9.1%	8.6%	9.6%	9.5%	●	9.0%	n/a	9.9%		
	Operation & maintenance of plant	7.4%	6.0%	5.7%	5.7%	3.7%	●	n/a	n/a	8.7%		
	Endnotes:											
	(1) Indicator:											
	● Green = met/exceeded target or desirable trend where there is no target, compared to FY07.											
	● Yellow = work in progress or undesirable trend where there is no target, compared to FY07.											
	(2) Target Indicator for most measures is for 3 full years out, FY12.											
	(3) Benchmark based on top performing peer institution in FY07.											
	(4) Peer Average based on FY07 peer institution data.											
	( ) PM = Productivity Measure											
	(5) VSA = Voluntary System of Accountability Measure											
	IFC = CBHE Imperatives for Change (Objective:Indicator)											
	(6) FY11 data not available in January for measures TL-11, -12, -15, -16, -17, -18, -19, -21, -22, -23, -24, RD-1, -2, -3, -4, -5, -6, -7, -8, SE-6, DM-15, and -19. Most recent data being reported are for FY06, FY07, FY08, FY09, & FY10; i.e. FY07 column uses FY06 data, FY08 uses FY07, etc.											