

Oregon State University
Strategic Plan for the 21st Century
Performance Metrics

Goal 1: Provide outstanding academic programs that further strengthen our performance and pre-eminence in the five thematic areas.

Metric #	Metric	Peer Mean				OSU				Target 2007-08 (As Set in 2004)
		AY/FY 2002-03	AY/FY 2003-04	AY/FY 2004-05	AY/FY 2005-06	AY/FY 2002-03	AY/FY 2003-04	AY/FY 2004-05	AY/FY 2005-06	
<i>Academic and Research Ranking</i>										
1.1	U.S. News and World Report Rankings (by Tier)	1-2	1-2	1-2	1-2	3	3	3	3	2
1.2a	NSF Research and Development Ranking ^o	20	20	19	19	76	81	84	86	70
1.2b	Total R&D Expenditure ^o	\$401.5 M	\$437.0 M	\$482.4 M	\$510.2 M	\$153.9 M	\$161.7 M	\$167.6 M	\$170.3 M	--
1.2.Na	Total R&D Expenditures per T/TT Faculty ^o	\$230,204	\$236,511	\$265,913	\$278,183	\$156,587	\$184,840	\$193,569	\$195,058	--
1.2.Nb	Federal R&D Expenditures per T/TT Faculty ^o	\$106,711	\$112,267	\$131,792	\$144,445	\$86,321	\$104,781	\$116,050	\$119,446	--
<i>Entering Student Profile</i>										
1.3	High School GPA (Undergraduate Only)	3.54	3.58	3.56	3.53	3.44	3.45	3.48	3.48	3.50
1.4	SAT Scores (Composite Math and Verbal; Undergraduate Only)	1086 - 1303	1088 - 1311	1084 - 1309	1092 - 1319	950 - 1190	960 - 1200	960 - 1200	960 - 1200	1000 - 1250
1.3-4.N	Freshman GPA/SAT	3.54 / 1194	3.58 / 1199	3.56 / 1196	3.53 / 1206	3.44 / 1070	3.45 / 1080	3.48 / 1080	3.48 / 1080	3.5 / 1125
1.5	GRE Scores (Graduate Only) ¹	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Sep-06	--
<i>Research and Service</i>										
1.6	Expenditures from Grants and Contracts*	\$311.6 M	\$327.2 M	\$345.7 M	Mar-07	\$138.9 M	\$145.2 M	\$149.7 M	\$194.0 M	\$180.0 M
1.6.Na	Grants & Contracts Expenditures per T/TT Faculty	\$184,635	\$193,792	\$204,732	Mar-07	\$141,252	\$165,986	\$172,846	\$222,222	--
1.6.Nb	Grants & Contracts Expenditures per State Appropriated Dollar*	0.83	0.92	0.97	Mar-07	1.07	1.09	1.15	Mar-07	--
1.7	Invention Disclosures ²	182	209	Jul-07	Jul-08	39	36	46	Jan-07	60
1.7.N	Invention Disclosures per \$1M Research Expenditure ²	0.36	0.38	Jul-07	Jul-08	0.26	0.21	0.26	Jan-07	--
1.8	External Funds Generated per State Dollar Invested in Statewide Public Services	N/A	N/A	N/A	N/A	1.39	1.38	1.61	Nov-07	1.45
1.9	Number of Volunteers per FTE Faculty in Statewide Public Services ³	N/A	N/A	N/A	N/A	89	93.6	98.8	Nov-07	118

Strategic Planning Peers: University of Arizona; University of California - Davis; Cornell University; University of Illinois - Urbana/Champaign; Michigan State University; Ohio State University - Columbus; Pennsylvania State University - University Park; Purdue University - West Lafayette; Texas A & M University - College Station; and University of Wisconsin - Madison

*Expenditures from Grants and Contracts for FY 2005-06 is a preliminary calculation with the official IPEDS amount available March 2007. State Appropriations data for FY 2006 will not be available until the 2007 calendar year.

^o FY 2001 National Science Foundation (NSF) rankings are entered for AY/FY 2002-03; FY 2002 rankings are entered for AY/FY 2003-04; and FY 2003 rankings are entered for AY/FY 2004-05. For Total R&D Expenditures per T/TT Faculty (1.2.Na) and Federal R&D Expenditures per T/TT Faculty (1.2.Nb), Fall 2002 Tenure/Tenure-Track Faculty data is used for AY/FY 2002-03; Fall 2003 Tenure/Tenure-Track Faculty data is used for AY/FY 2003-04; Fall 2004 Tenure/Tenure-Track Faculty data is used for AY/FY 2004-05; and Fall 2005 Tenure/Tenure-Track Faculty data is used for AY/FY 2005-06. See corresponding definitions for other important notes.

¹ Complete OSU GRE records from the SIS Data Warehouse are only available for AY/FY 2005-06.

² Association of University Technology Managers (AUTM) reports "Invention Disclosure" and "Research Expenditure" data based on calendar years. Therefore, 2003 calendar year data is entered for AY/FY 2002-03, 2004 calendar year data is entered for AY/FY 2003-04, and 2005 calendar year data is entered for AY/FY 2004-05. Data not available for University of California - Davis.

³ FY 2003 and FY 2004 data were adjusted by a common factor to allow comparison to the FY 2005 measurement protocol. (Note: FY 2005 reflects implementation of new data collection procedure.)

"N/A" - Not Applicable

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Goal 1 (Continued)

Metric #	Metric	Peer Mean				OSU				Target 2007-08 (As Set in 2004)
		AY/FY 2002-03	AY/FY 2003-04	AY/FY 2004-05	AY/FY 2005-06	AY/FY 2002-03	AY/FY 2003-04	AY/FY 2004-05	AY/FY 2005-06	
	<i>Campus Climate</i>									
1.10	Percentage of Women Professorial Faculty ¹	N/A	27.9%	N/A	29.0%	32.4%	34.2%	35.3%	35.7%	36.0%
1.11	Percentage of Minority Professorial Faculty ¹	N/A	15.1%	N/A	16.2%	9.2%	9.7%	10.1%	11.1%	12.0%
1.11b	Minority New Hires T/TT Faculty as a Percent of Total T/TT Faculty New Hires by Institution	N/A	22.2%	N/A	19.3%	N/A	5.6%	N/A	12.8%	--
1.12	Percentage of U.S. Minority Students (All Students)	18.3%	18.7%	19.2%	19.7%	13.0%	13.5%	13.6%	14.1%	15.0%
1.12.Na	Percentage of U.S. Minority Students (All Students) / Minority Percentage by State	18.3% / 27.6%	18.7% / 29.9%	19.2% / 29.9%	19.7% / 29.9%	13.0% / 15.6%	13.5% / 16.4%	13.6% / 16.4%	14.1% / 16.4%	--
1.12.Nb	Percentage of U.S. Minority Students (All Students) / Minority Percentage by State (Yield)	66.2%	62.6%	64.3%	65.9%	83.8%	82.8%	83.0%	85.9%	--
1.12.Nc	Diversity Index	N/A	N/A	0.35	0.36	N/A	N/A	0.25	0.27	--
1.13	Percentage of International Students (All Students)	8.58%	8.60%	8.41%	8.13%	6.62%	5.98%	5.25%	4.87%	8.0%
1.14	Percentage of Faculty, Staff, and Students Comfortable with Climate for Diversity	N/A	N/A	N/A	N/A	N/A	73.7%	N/A	N/A	--

Strategic Planning Peers: University of Arizona; University of California - Davis; Cornell University; University of Illinois - Urbana/Champaign; Michigan State University; Ohio State University - Columbus; Pennsylvania State University - University Park; Purdue University - West Lafayette; Texas A & M University - College Station; and University of Wisconsin - Madison

¹ Two sources of data are used for 1.10 and 1.11. The IPEDS Fall Staff Survey is the source of the 2003-2004 data. Because the IPEDS Fall Staff Survey is required only every other year, the source of the 2002-2003 data is the Oregon University System (OUS). In the future, the IPEDS Staff Survey will be used to provide data for even academic years (e.g., AY 04) and OUS will be used during odd years (e.g., AY 03). Peer means are available for even academic years only.

"N/A" - Not Applicable

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Goal 2: Improve the teaching and learning environment and achieve student persistence and success through graduation and beyond that matches the best land grant universities in the country.

Metric #	Metric	Peer Mean				OSU				Target 2007-08 (As Set in 2004)
		AY/FY 2002-03	AY/FY 2003-04	AY/FY 2004-05	AY/FY 2005-06	AY/FY 2002-03	AY/FY 2003-04	AY/FY 2004-05	AY/FY 2005-06	
2.1	First-Year Retention Rate ^o	88.1%	88.9%	89.1%	89.6%	79.5%	80.7%	80.7%	80.3%	85.0%
2.2	Six-Year Graduation Rate ¹	71.6%	72.5%	73.1%	74.6%	58.6%	60.5%	60.4%	61.5%	65.0%
2.3	First-Year Retention Rate for U.S. Minority Students ^o	84.7%	86.6%	86.3%	86.4%	76.0%	81.1%	80.1%	79.8%	85.0%
2.4	Six-Year Graduation Rate for U.S. Minority Students ¹	62.3%	64.6%	63.1%	63.0%	56.6%	60.1%	56.6%	55.0%	65.0%
2.5	Percentage of Students Employed One Year Following Graduation (Undergraduate only)	N/A	N/A	N/A	N/A	66.7%	N/A	Oct-06	N/A	80.0%
2.6	Percentage of Students Satisfied with Educational Experience (Undergraduate only)	N/A	N/A	N/A	N/A	83.0%	N/A	Oct-06	N/A	85.0%
2.7	Student/Faculty FTE Ratio ²	16.2	16.3	16	15.9	21	24.5	19	19	--
2.8	Percentage of Class Size Less than 20 (Undergraduate Only) ³	32.4%	32.6%	33.3%	34.1%	34.7%	30.1%	38.4%	42.0%	35.0%
2.9	Percentage of Class Size Greater than 49 (Undergraduate Only) ³	22.1%	21.4%	20.9%	19.8%	24.6%	27.9%	17.9%	17.9%	25.0%
2.10	Percentage of Seniors Participating in Student Engagement Activities	N/A	N/A	N/A	N/A	N/A	74.7%	80.5%	N/A	--

Strategic Planning Peers: University of Arizona; University of California - Davis; Cornell University; University of Illinois - Urbana/Champaign; Michigan State University; Ohio State University - Columbus; Pennsylvania State University - University Park; Purdue University - West Lafayette; Texas A & M University - College Station; and University of Wisconsin - Madison

^o Fall 2001 cohorts for AY2002-03, Fall 2002 cohorts for AY2003-04, Fall 2003 cohorts for AY2004-05, Fall 2004 cohorts for AY2005-06 - First Time, Full Time, Degree Seeking Undergraduates.

¹ Fall 1996 cohorts for AY2002-03, Fall 1997 cohorts for AY2003-04, Fall 1998 cohorts for AY2004-05, Fall 1999 cohorts for AY2005-06 - First Time, Full Time, Degree Seeking Undergraduates.

² Differences in the Student/Faculty FTE Ratio from year-to-year can be attributed to CDS making definitional changes and clarifications, resulting in the inclusion of more educators being considered as instructional faculty.

³ For AY 2002-03 and 2003-04, only lecture and seminar classes (where Schedule_Type_Code is equal to A and E) are counted. For AY 2004-05 and beyond, lecture, seminar, special studies, research, activity, experimental, studio, workshop, and modular classes are included where Schedule_Type_Code is equal to A, E, F, G, H, I, R, W, and Z, respectively.

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Goal 3: Substantially increase revenues from private fundraising, partnerships, research grants, and technology transfers, while strengthening our ability to more effectively invest and allocate resources.

Metric #	Metric	Peer Mean				OSU				Target 2007-08 (As Set in 2004)
		AY/FY 2002-03	AY/FY 2003-04	AY/FY 2004-05	AY/FY 2005-06	AY/FY 2002-03	AY/FY 2003-04	AY/FY 2004-05	AY/FY 2005-06	
3.1	Expenditures from Grants and Contracts*	\$311.6 M	\$327.2 M	\$345.7 M	Mar-07	\$138.9 M	\$145.2 M	\$149.7 M	\$194.0 M	\$180.0 M
3.2	Annual Giving and Pledges	\$168.9 M	\$153.8 M	Dec-06	Dec-07	\$38.1 M	\$53.1 M	\$51.2 M	\$53.3 M	\$50.0 M
3.2.Na	Annual Givings and Pledges per State Appropriated Dollar ¹	0.40	0.41	Dec-06	Dec-07	0.29	0.40	0.39	Mar-07	--
3.2.Nb	Annual Giving and Pledges per Student FTE	\$3,963	\$3,730	Dec-06	Dec-07	\$2,223	\$3,071	\$2,971	\$3,102	--
3.3	Alumni Giving Rate	17.0%	16.8%	17.1%	Aug-07	15.2%	15.3%	16.0%	Aug-07	16.0%
3.4	Endowment Assets	\$1,295.5 M	\$1,453.3 M	Dec-06	Dec-07	\$235.9 M	\$277.7 M	\$308.0 M	\$381.0 M	\$300.0 M
3.4.Na	Endowment Assets per State Appropriated Dollar ¹	3.19	3.97	Dec-06	Dec-07	1.81	2.09	2.36	Mar-07	--
3.4.Nb	Endowment Assets per Student FTE	\$28,473	\$33,375	Dec-06	Dec-07	\$13,745	\$16,063	\$17,852	\$22,150	--
3.5	Revenue from Licensing ²	\$10.1 M	\$13.1 M	Jul-07	Jul-08	\$1.3 M	\$1.5 M	\$2.1 M	Jan-07	\$2.0 M
3.5.N	Revenue from Licensing per \$1M Research Expenditure ²	\$19,638	\$23,985	Jul-07	Jul-08	\$8,550	\$8,622	\$11,882	Jan-07	--
3.6	Administrative Costs as Percentage of Total Expenditures	N/A	N/A	N/A	N/A	26.8%	25.5%	24.5%	26.1%	25.0%

Strategic Planning Peers: University of Arizona; University of California - Davis; Cornell University; University of Illinois - Urbana/Champaign; Michigan State University; Ohio State University - Columbus; Pennsylvania State University - University Park; Purdue University - West Lafayette; Texas A & M University - College Station; and University of Wisconsin - Madison

*Expenditures from Grants and Contracts for FY 2005-06 is a preliminary calculation with the official IPEDS amount available March 2007.

¹ State Appropriations data for FY 2006 will not be available until the 2007 calendar year.

² Association of University Technology Managers (AUTM) reports "Revenue from Licensing" and "Research Expenditure" data based on calendar years. Therefore, 2003 calendar year data is entered for AY/FY 2002-03, 2004 calendar year data is entered for AY/FY 2003-04, and 2005 calendar year data is entered for AY/FY 2004-05. Data not available for University of California - Davis.

"N/A" - Not Applicable

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Performance Metrics Sources and Definitions

Metric #	Metric	Source	Definition
	<i>Academic and Research Ranking</i>		
1.1	U.S. News and World Report Rankings (by Tier)	U.S. News & World Report, America's Best Colleges	Only Tier 3 and Tier 4 are designated by U.S. News and World Report. Tiers 1 and 2 are implied and therefore defined for use in the OSU metrics: rankings 1 to 50 are defined as Tier 1, rankings 51 to the beginning of the Tier 3 category are defined as Tier 2.
1.2a	NSF Research and Development Ranking	National Science Foundation Academic Research and Development Expenditures report (FY 2001-2004 data source)	NSF ranking is based on the total research and development expenditures at universities and colleges for a specific fiscal year. There is an inverse relationship between the NSF rank and the R&D expenditures. The institutions who have a lower NSF ranking have greater R&D expenditures. The institutions who have a higher NSF ranking have less R&D expenditures. The NSF data refer to science and engineering expenditures for separately budgeted Research & Development. Note: NSF Research and Development Ranking (1.2a) and Total R&D Expenditure (1.2b) reported by the National Science Foundation includes data for all campuses affiliated with Cornell University, Pennsylvania State University, Ohio State University, Texas A & M University (except the Corpus Cristi, Commerce, and Kingsville campus), and Purdue University.
1.2b	Total R&D Expenditure	National Science Foundation Academic Research and Development Expenditures report (FY 2001-2004 data source)	Total research and development expenditures at universities and colleges for a specific fiscal year. The NSF data refer to science and engineering expenditures for separately budgeted Research & Development. All NSF related metrics include data for all campuses affiliated with Cornell University, Pennsylvania State University, Ohio State University, Texas A & M University (except the Corpus Cristi, Commerce, and Kingsville campus), and Purdue University.
1.2.Na	Total R&D Expenditures per T/TT Faculty	National Science Foundation Academic Research and Development Expenditures report (FY 2001-2004 data source); IPEDS: Fall Employees by Assigned Position Survey, Employees by Faculty Status, Primary Function/Occupational Activity Table (the "Full-time Tenure and Tenure Track Faculty Headcount" data source)	Total research and development expenditures at universities and colleges for a specific fiscal year divided by full-time Tenure and Tenure Track Faculty headcount. The NSF data refer to science and engineering expenditures for separately budgeted Research & Development. All NSF related metrics include data for all campuses affiliated with Cornell University, Pennsylvania State University, Ohio State University, Texas A & M University (except the Corpus Cristi, Commerce, and Kingsville campus), and Purdue University. The Tenure/Tenure-Track Faculty data includes all tenure/tenure-track faculty at the various campuses of the peer institutions. Since the exact campuses included in the NSF data are not available, the campuses selected from the IPEDS Tenure/Tenure-Track Faculty data may not be the same as those included in the NSF data.
1.2.Nb	Federal R&D Expenditures per T/TT Faculty	National Science Foundation Academic Research and Development Expenditures report (FY 2001-2004 data source); IPEDS: Fall Employees by Assigned Position Survey, Employees by Faculty Status, Primary Function/Occupational Activity Table (the "Full-time Tenure and Tenure Track Faculty Headcount" data source)	Federally financed R&D expenditures at universities and colleges divided by full-time Tenure and Tenure Track Faculty headcount. The NSF data refer to science and engineering expenditures for separately budgeted Research & Development. All NSF related metrics include data for all campuses affiliated with Cornell University, Pennsylvania State University, Ohio State University, Texas A & M University (except the Corpus Cristi, Commerce, and Kingsville campus), and Purdue University. The Tenure/Tenure-Track Faculty data includes all tenure/tenure-track faculty at the various campuses of the peer institutions. Since the exact campuses included in the NSF data are not available, the campuses selected from the IPEDS Tenure/Tenure-Track Faculty data may not be the same as those included in the NSF data.

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Performance Metrics Sources and Definitions

Metric #	Metric	Source	Definition
	<i>Entering Student Profile</i>		
1.3	High School GPA (Undergraduate Only)	Common Data Set	Average high school GPA of all degree-seeking, first-time, first-year (freshman) students who submitted GPAs.
1.4	SAT Scores (Composite Math and Verbal; Undergraduate Only)	Common Data Set	SAT scores for degree-seeking, first-time, first-year (freshman) students who submitted SAT test scores. The numbers, presented in the OSU metric table, range from the composite math and verbal score at the 25th percentile to the composite score at the 75th percentile. The 25th percentile is the score that 25 percent scored at or below, and the 75th percentile is the score that 25 percent scored at or above.
1.3-4.N	Freshman GPA/SAT	Office of Institutional Research	High School GPA (Undergraduate Only) compared to the mean of the composite math and verbal scores for the 25th and 75th percentile.
1.5	GRE Scores (Graduate Only)	GRE (Graduate Record Exam) by the Educational Testing Service	To Be Determined
	<i>Research and Service</i>		
1.6	Expenditures from Grants and Contracts*	IPEDS Finance Survey, Part C, Column 1, Line 2	The sum of all operating expenses associated with activities specifically organized to produce research outcomes, and commissioned by an agency either external to the institution or separately budgeted by an organizational unit within the institution. The category includes institutes and research centers, and individual and project research. This function does not include non-research sponsored programs (e.g., training programs). The sum is based on a fiscal year.
1.6.Na	Grants & Contracts Expenditures per T/TT Faculty	IPEDS Finance Survey, Part C, Column 1, Line 2; IPEDS: Fall Employees by Assigned Position Survey, Employees by Faculty Status, Primary Function/Occupational Activity Table ("Full-time Tenure and Tenure Track Faculty Headcount" data source)	Expenditures from Grants and Contracts divided by full-time Tenure and Tenure Track Faculty headcount. Institution employees (excluding medical school) are counted in the full-time tenure/tenure track number. Institution staff (not in medical schools) includes all staff employed by or employees working in a postsecondary institution, except those employed by or working in the medical school component of the institution. Includes staff employed by or employees working in the postsecondary component of a hospital or medical center that offers postsecondary education as one of its primary missions; also includes those working in first-professional schools (e.g., law schools, dental schools, optometry schools) except medical schools.
1.6.Nb	Grants & Contracts Expenditures per State Appropriated Dollar*	IPEDS Finance Survey, Part C, Column 1, Line 2; IPEDS: Fiscal Year Finance Survey, Public Institutions - GASB 34/35 Table, Revenues and Other Additions Section (State Appropriations source)	Expenditures from Grants and Contracts divided by state appropriations. IPEDS defines state appropriations as the amounts received by the institution through acts of a state legislative body, except grants and contracts and capital appropriations. Funds reported in this category are for meeting current operating expenses, not for specific projects or programs.
1.7	Invention Disclosures	Association of University Technology Managers (AUTM) Licensing Survey	The number of disclosures, no matter how comprehensive, that are made in the year requested and counted by the institution, based on calendar year. Numbers are reported for Purdue Research Foundation instead of Purdue University-West Lafayette; Cornell Research Foundation instead of Cornell University-Ithaca. These reported numbers are used in place of the corresponding OSU peer institution to calculate the peer mean. University of Arizona may include numbers for its medical school. The number for U. of Illinois includes numbers for both the Chicago and Urbana-Champaign location. The numbers for Texas A&M University System and the University of California System were not included in the peer mean.
1.7.N	Invention Disclosures per \$1M Research Expenditure	Association of University Technology Managers (AUTM) Licensing Survey	Invention disclosures divided by the "total sponsored research expenditures" as referred to in the AUTM Licensing Survey: Final Report or the "total research spending" as referred to in the "Licensing Revenues and Patent Activity" table on the <i>Chronicle of Higher Education</i> Website. The sponsored research expenditures number provided to AUTM for OSU in 2003 was the total less the unreimbursed indirect costs and related sponsored research (item d.2.). Unreimbursed indirect costs is the difference between our negotiated rate and what the sponsors actually reimbursed OSU. Other related sponsored research is cost share. The 2004 and 2005 sponsored research numbers were the bottom line off the NSF survey that includes everything listed on that survey. Thus, for 2004 and 2005, the numbers are the same as the numbers submitted to the National Science Foundation for the "Total Academic R&D Expenditures". The fiscal year is an annual calendar year for AUTM data.
1.8	External Funds Generated per State Dollar Invested in Statewide Public Services	OUS Statewide Public Services Performance Measures	The aggregate ratio of external funds to statewide funds in all Oregon State University statewide units, based on a fiscal year.
1.9	Number of Volunteers per FTE Faculty in Statewide Public Services	OUS Statewide Public Services Performance Measures	This metric represents the ratio between the number of Extension Service faculty members and the number of volunteers recruited, trained, and supervised. For example, in FY2002, there were 258.2 FTE Extension Service faculty employed, with 32,588 volunteers assisting with the delivery of educational programming: the ratio was 126.2 to one. The Extension Service faculty provides learner services and educational programs to the residents of Oregon on a variety of subject matters, including food security and safety, safe pesticide usage, watershed management, nutrition and health, natural resource sustainability, and youth development. Community-based volunteers are recruited, trained, and supervised by Extension Service faculty to assist in delivering high quality, research-based education to Oregon residents in these important subject areas.

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Performance Metrics Sources and Definitions

Metric #	Metric	Source	Definition
	<i>Campus Climate</i>		
1.10	Percentage of Women Professorial Faculty	OUS for odd academic years; IPEDS Fall Staff Survey for even academic years.	Number of female professors, associate professors, assistant professors, and instructors divided by total full-time faculty, presented as a percentage. Faculty counts include: tenured, non-tenured on tenure track, not on tenure track/no tenure system faculty. Based on Fall term of a given academic year.
1.11	Percentage of Minority Professorial Faculty	OUS for odd academic years; IPEDS Fall Staff Survey for even academic years.	Number of professors, associate professors, assistant professors, and instructors who designate themselves as Black non-Hispanic; Hispanic; Asian or Pacific Islander; or American Indian/Alaska Native divided by total full-time faculty, presented as a percentage. Faculty counts include: tenured, non-tenured on tenure track, not on tenure track/no tenure system faculty. Based on Fall term of a given academic year.
1.11b	Minority New Hires T/TT Faculty as a Percent of Total T/TT Faculty New Hires by Institution	IPEDS Fall Staff Survey for even academic years.	Total number of Black, Hispanic, Asian, American Indian new hires who are tenure/tenure track divided by the grand total for new hires who are tenure/tenure track.
1.12	Percentage of U.S. Minority Students (All Students)	IPEDS Enrollment Survey	Percentage of grand total of men and women enrolled for credit who designate themselves as Black, non-Hispanic; Hispanic; Asian or Pacific Islander; or Native American or Alaska Native. Based on enrollment of fourth week of Fall term of a given academic year.
1.12.Na	Percentage of U.S. Minority Students (All Students) / Minority Percentage by State	IPEDS Enrollment Survey; Table 4 & 3: Annual Estimates of the Population by Race Alone and Hispanic or Latino Origin for the United States and States created by the Population Division of the U.S. Census Bureau on July 1, 2004 and July 1, 2002, respectively.	Percentage of U.S. Minority Students (All Students) is compared to the minority percentage of state. The state data is an estimate of the minority population by state. In the OSU Performance Metrics, the 2002 State Population Estimates by Race Alone and Hispanic or Latino Origin are compared to the Percentage of U.S. Minority Students number for AY/FY 2002-03. 2004 estimates are compared to the Percentage of U.S. Minority Students number for AY/FY 2003-04, 2004-05, and 2005-06.
1.12.Nb	Percentage of U.S. Minority Students (All Students) / Minority Percentage by State (Yield)	IPEDS Enrollment Survey; Table 4 & 3: Annual Estimates of the Population by Race Alone and Hispanic or Latino Origin for the United States and States created by the Population Division of the U.S. Census Bureau on July 1, 2004 and July 1, 2002, respectively.	Percentage of U.S. Minority Students (All Students) divided by the minority percentage of a state.
1.12.Nc	Diversity Index	US news & World Report, America's Best Colleges	Collegebound students who believe that studying with people of different racial and ethnic backgrounds is important will want to consider student-body diversity when choosing a school. To identify colleges where students are most likely to encounter undergraduates from racial or ethnic groups different from their own, U.S. News factors in the total proportion of minority students-leaving out international students-and the overall mix of groups. The categories we use in our calculations are American Indians and Native Alaskans, Asian-Americans and Pacific Islanders, African-Americans who are non-Hispanic, whites who are non-Hispanic, and Hispanics. Students who did not identify themselves as members of any demographic group were classified as whites who are non-Hispanic. The formula produces a diversity index that ranges from 0.0 to 1.0. The closer a school's number is to 1.0, the more diverse is the student population. This methodology was created by Philip Meyer and Shawn McIntosh and published in 1992 in the International Journal of Public Opinion Research.
1.13	Percentage of International Students (All Students)	IPEDS Enrollment Survey	Percentage of grand total of men and women enrolled for credit who are not citizens or nationals of the United States and who are in the country on a visa or temporary basis and do not have the right to remain indefinitely. Based on enrollment of fourth week of Fall term of a given academic year.
1.14	Percentage of Faculty, Staff, and Students Comfortable with Climate for Diversity	OSU Campus Climate Survey	Percentage of OSU faculty, staff, and students who indicated that they were 'Very Comfortable' or 'Comfortable' with the overall climate for diversity at OSU.

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Metric #	Metric	Source	Definition
2.1	First-Year Retention Rate	CSRDE (Oklahoma State University)	Percentage of all first-time, degree-seeking, full-time undergraduates continuing their education at the same institution one year following their initial enrollment.
2.2	Six-Year Graduation Rate	CSRDE (Oklahoma State University)	Percentage of all first-time, degree-seeking, full-time undergraduates in a cohort graduating from the same institution within six years of initial enrollment.
2.3	First-Year Retention Rate for U.S. Minority Students	CSRDE (Oklahoma State University)	Percentage of all first-time, degree-seeking, full-time undergraduates who designate themselves as Black, Hispanic, Asian, or American Indian continuing their education at the same institution one year following their initial enrollment.
2.4	Six-Year Graduation Rate for U.S. Minority Students	CSRDE (Oklahoma State University)	Percentage of all first-time, degree-seeking, full-time undergraduates in a cohort who designate themselves as Black, Hispanic, Asian, or American Indian graduating from the same institution within six years of initial enrollment.
2.5	Percentage of Students Employed One Year Following Graduation	OUS Performance data: Recent Graduate Success	Percentage of students employed (full-time, part-time, or self-employed) one year following graduation. AY2002-03 survey uses AY2001-02 cohort.
2.6	Percentage of Students Satisfied with Educational Experience	OUS Performance data: Recent Graduate Satisfaction	Percentage of students who, upon graduating, rate their educational experience as 'Excellent' or 'Very Good.' AY2002-03 survey uses AY2001-02 cohort.
2.7	Student/Faculty FTE Ratio	Common Data Set	Ratio of full-time equivalent students (full-time plus 1/3 part-time) to full-time equivalent instructional faculty (full-time plus 1/3 part-time). Excludes both faculty and students in stand-alone graduate or professional programs such as medicine, law, veterinary, dentistry, social work, business, or public health in which faculty teach virtually only graduate level students. Also excludes undergraduate or graduate student teaching assistants as faculty.
2.8	Percentage of Class Size Less than 20 (Undergraduate Only)	Common Data Set	A class section is an organized course offered for credit, identified by discipline and number, meeting at a stated time or times in a classroom or similar setting, and not a subsection such as a laboratory or discussion session. Undergraduate class sections are defined as any sections in which at least two degree-seeking undergraduate students are enrolled for credit. Excludes distance learning classes and noncredit classes and individual instruction such as dissertation or thesis research, music instruction, or one-to-one readings. Excludes students in independent study, co-operative programs, internships, foreign language taped tutor sessions, practicums, and all students in one-on-one classes. Each class section should be counted only once and should not be duplicated because of course catalog cross-listings. For AY 2002-03 and 2003-04, only lecture and seminar classes (where Schedule_Type_Code is equal to A and E) are counted. For AY 2004-05, lecture, seminar, special studies, research, activity, experimental, studio, workshop, and modular classes are included where Schedule_Type_Code is equal to A, E, F, G, H, I, R, W, and Z, respectively. Includes class sections in Common Data Set with Undergraduate class sizes of 2-9 and 10-19 students.
2.9	Percentage of Class Size Greater than 49 (Undergraduate Only)	Common Data Set	A class section is an organized course offered for credit, identified by discipline and number, meeting at a stated time or times in a classroom or similar setting, and not a subsection such as a laboratory or discussion session. Undergraduate class sections are defined as any sections in which at least two degree-seeking undergraduate students are enrolled for credit. Excludes distance learning classes and noncredit classes and individual instruction such as dissertation or thesis research, music instruction, or one-to-one readings. Excludes students in independent study, co-operative programs, internships, foreign language taped tutor sessions, practicums, and all students in one-on-one classes. Each class section should be counted only once and should not be duplicated because of course catalog cross-listings. For AY 2002-03 and 2003-04, only lecture and seminar classes (where Schedule_Type_Code is equal to A and E) are counted. For AY 2004-05, lecture, seminar, special studies, research, activity, experimental, studio, workshop, and modular classes are included where Schedule_Type_Code is equal to A, E, F, G, H, I, R, W, and Z, respectively. Includes class sections in Common Data Set with Undergraduate class sizes of 50-99 and 100+ students.
2.10	Percentage of Seniors Participating in Student Engagement Activities	National Survey of Student Engagement (NSSE)	Of the seniors who returned a completed survey for a particular college, the percentage of senior respondents who reported that they had done one of the following while at OSU: -Practicum, internship, field experience, co-op experience, or clinical assignment; -Community service or volunteer work; -Work on a research project with a faculty member outside of course or program requirements; or -Study abroad.

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3.1	Expenditures from Grants and Contracts*	IPEDS Finance Survey	The sum of all operating expenses associated with activities specifically organized to produce research outcomes, and commissioned by an agency either external to the institution or separately budgeted by an organizational unit within the institution. The category includes institutes and research centers, and individual and project research. This function does not include non-research sponsored programs (e.g., training programs). The sum is based on a fiscal year.
3.2	Annual Giving and Pledges	The Center: The Top American Research Universities; OSU Foundation	For the OSU Foundation, All contributions actually received during the fiscal year in the form of cash, securities, pledges, company products, and other property from alumni, non-alumni individuals, corporations, foundations, religious organizations, and other groups. Not included are public funds, earnings on investments held by the institution, private research grants made directly to the University, and unfulfilled pledges. Pledge payments on previous years' pledges are not included. The annual giving and pledges number for the OSU Foundation is generated using the Financial Reporting Standards (FASB) guidelines. The rules for the CAE report, which is the source of the peer giving data are different than the Financial Reporting Standards (FASB) that are used to prepare OSU Foundation's financial statements. The two numbers are not comparable. The CAE report includes gifts and pledge PAYMENTS, rather than gifts and pledges.
3.2.Na	Annual Givings and Pledges per State Appropriated Dollar	The Center: The Top American Research Universities and OSU Foundation; IPEDS: Fiscal Year Finance Survey, Public Institutions - GASB 34/35 Table, Revenues and Other Additions Section (State Appropriations source)	Annual Giving and Pledges divided by state appropriations. IPEDS defines state appropriations as the amounts received by the institution through acts of a state legislative body, except grants and contracts and capital appropriations. Funds reported in this category are for meeting current operating expenses, not for specific projects or programs.
3.2.Nb	Annual Giving and Pledges per Student FTE	The Center: The Top American Research Universities and OSU Foundation; IPEDS: Fall Enrollments Survey, Race/ethnicity, gender, attendance status, and level of student Table (Full-time/Part-time student data source)	Annual Giving and Pledges divided by student FTE. Student FTE is an estimate, which is calculated by adding full-time student enrollment and one-third of part-time enrollment. The grand total includes students enrolled for credit, which recognizes attendance or performance in an instructional activity (course or program) that can be applied by a recipient toward the requirements for a degree, diploma, certificate, or other formal award. NOTE: Enrollment reported is of the institution's official fall reporting date or October 15.
3.3	Alumni Giving Rate	U.S. News & World Report, America's Best Colleges	The average percentage of alumni who gave to their school during the two previous years. Note: The 2005 Edition of U.S. News & World Report includes the average percentage for 2001-02; 2002-03. This percentage is reported in the 2002-03 AY/FY metric column of the Performance Metrics. The 2006 Edition of U.S. News & World Report includes the average percentage for 2002-03; 2003-04. This percentage is reported in the 2003-04 AY/FY metric column of the Performance Metrics. The 2007 Edition of U.S. News & World Report includes the average percentage for 2003-04; 2004-05. This percentage is reported in the 2004-05 AY/FY metric column of the Performance Metrics.
3.4	Endowment Assets	The Center: The Top American Research Universities; OSU Foundation	Endowment market values as of June 30th of the reported year.
3.4.Na	Endowment Assets per State Appropriated Dollar	The Center: The Top American Research Universities and OSU Foundation; IPEDS: Fiscal Year Finance Survey, Public Institutions - GASB 34/35 Table, Revenues and Other Additions Section (State Appropriations source)	Endowment Assets divided by state appropriations. IPEDS defines state appropriations as the amounts received by the institution through acts of a state legislative body, except grants and contracts and capital appropriations. Funds reported in this category are for meeting current operating expenses, not for specific projects or programs.
3.4.Nb	Endowment Assets per Student FTE	The Center: The Top American Research Universities and OSU Foundation; IPEDS: Fall Enrollments Survey, Race/ethnicity, gender, attendance status, and level of student Table (Full-time/Part-time student data source)	Endowment Assets divided by student FTE. Student FTE is an estimate, which is calculated by adding full-time student enrollment and one-third of part-time enrollment. The source of the student enrollment data is the IPEDS: Fall Enrollments Survey, Race/ethnicity, gender, attendance status, and level of student Table. The grand total includes students enrolled for credit, which recognizes attendance or performance in an instructional activity (course or program) that can be applied by a recipient toward the requirements for a degree, diploma, certificate, or other formal award. NOTE: Enrollment reported is of the institution's official fall reporting date or October 15.
3.5	Revenue from Licensing	Association of University Technology Managers (AUTM) Licensing Survey: Final Report	Revenue from licensing is the "Adjusted Gross License Income Received" reported by the Association of University Technology Managers (AUTM). This number includes both patent reimbursements and license income. Revenue is based on calendar year. The numbers for OSU's peer institutions, as reported by AUTM, include Purdue Research Foundation instead of Purdue University-West Lafayette; Cornell Research Foundation instead of Cornell University-Ithaca. Therefore, these reported numbers are used in place of the corresponding OSU peer institution to calculate the peer mean. University of Arizona may include numbers for its medical school. The number for U. of Illinois include numbers for both the Chicago and Urbana-Champaign location. The numbers for Texas A&M University System and the University of California System were not included in the peer mean.

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3.5.N	Revenue from Licensing per \$1M Research Expenditure	Association of University Technology Managers (AUTM) Licensing Survey: Final Report	Revenue from Licensing divided by the "total sponsored research expenditures" as referred to in the AUTM Licensing Survey: Final Report or the "total research spending" as referred to in the "Licensing Revenues and Patent Activity" table on the <i>Chronicle of Higher Education</i> Website. The sponsored research expenditures number provided to AUTM for OSU in 2003 was the total less the unreimbursed indirect costs and related sponsored research (item d.2.). Unreimbursed indirect costs is the difference between our negotiated rate and what the sponsors actually reimbursed OSU. Other related sponsored research is cost share. The 2004 and 2005 sponsored research numbers were the bottom line off the NSF survey that includes everything listed on that survey. Thus, for 2004 and 2005, the numbers are the same as the numbers submitted to the National Science Foundation for the "Total Academic R&D Expenditures". The fiscal year is an annual calendar year for AUTM data.
3.6	Administrative Costs as Percentage of Total Expenditures	OSU Office of Budget and Fiscal Planning	Aggregate budget of service, support, and management activities as a percentage of the total education and general budget total, based on a fiscal year.