

**Form A: Component Objectives**

Objectives refer to the desired outcomes resulting from the component’s activities and are stated in measurable terms. Avoid using phrases such as “to provide,” “to develop,” or “to establish” because these phrases tend to result in objectives that are not measurable. Subcommittees should develop three to five major objectives.

University of Northern Colorado Academic Plan: Component \_\_\_\_\_ Faculty \_\_\_\_\_  
(Enrollment, Faculty, Academic Programs, etc.)

Component Objectives (State 3-5 objectives)

Example: *The university will increase non-resident enrollment by 5% by 2010.*

1. Beginning in academic year 2006-2007 salary increases for university employees will take priority during the annual budget process.
2. The stipend for faculty promotion increases will increase by \$250 for each promotion.
3. By fall 2007 the university will develop and implement a streamlined professional development program that focuses on leadership, evaluation, budgeting and other issues deemed critical for successful administration. By fall 2008 70% of administrators (directors and higher) will have completed this program.
4. In order to enhance advising, faculty scholarship and grant writing, and service, the university will come into compliance with the 80/20 tenure-track to term faculty ratio by 2010.
5. The university will increase the proportion of minority by 5% by 2010.
6. By fall 2007 the university will implement campus wide standards for the design, delivery, and evaluation of on-line courses and programs.

**Form B: Implementation Strategies**

Primary implementation strategies should be developed to support the attainment of each component objective. These strategies should address the following: 1) Description of the strategy; 2) Responsible administrative unit(s) and/or individual(s); 3) Methods for accomplishing strategy; 4) Tangible results for each strategy; and 5) Timeline for each strategy based on fiscal year (July 1 to June 30).

University of Northern Colorado Academic Plan: Component \_\_\_\_\_ (Enrollment, Faculty, Academic Programs, etc.)

**Implementation Strategies**

Objective # \_\_\_\_ (list objective) (Ex. *The university will increase non-resident enrollment by 5% by 2010.*)

Strategy	Responsible Unit(S)	Methods	Results	Timeline	
				Start	End
<i>Ex. Strategy 1: Expand recruitment efforts in neighboring states.</i>	<i>Admissions</i>	<ol style="list-style-type: none"> <li><i>1. Identify target high schools, including those with large populations of underrepresented students (diversity).</i></li> <li><i>2. Establish recruitment schedule for college fairs.</i></li> <li><i>3. Develop tracking mechanism to measure yield from recruitment efforts (technology, assessment).</i></li> </ol>	<i>Non-resident enrollment will increase by a minimum of 1% each year over a five-year period.</i>	7/06	6/10

**Form C: Resources**

A description of the existing and additional resources required for successfully implementing strategies should be provided to include human resources, capital requirements (including facilities), and OCE costs.

University of Northern Colorado Academic Plan: Component _____ (Enrollment, Faculty, Academic Programs, etc.)				
<b>Resources</b>				
Objective # ____ (list objective) (Ex. <i>The university will increase non-resident enrollment by 5% by 2010.</i> )				
Strategy	Human Resources	Capital (if applicable)	OCE	Total Costs
<i>Ex. Strategy 1: Expand recruitment efforts in neighboring states.</i>	<i>2 recruiters (2 @ \$35,000)</i>	<i>Shared office space for 2 additional staff (use existing space) Laptop computers (2 @ \$2500 each)</i>	<i>Travel (10 recruitment trips at \$1500 per trip) Recruitment materials (\$5000), etc.</i>	<i>\$95,000</i>

TOTAL
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**Form D: Performance Measures**

Performance measures should be both quantitative and qualitative and provide for summative and formative evaluation. The plan should identify the following: 1) Data collection tools, collection processes, and timelines; 2) How data will be analyzed; 3) Responsibility for developing data collection tools (where necessary), data collection, and data analysis; and 4) Process for using summative and formative evaluation to support progress toward attaining objectives.

University of Northern Colorado Academic Plan: Component _____ (Enrollment, Faculty, Academic Programs, etc.)							
Performance Measures							
Objective # ____ (list objective) (Ex. <i>The university will increase non-resident enrollment by 5% by 2010.</i> )							
Strategy	Data Collection Tools	Collection Processes	Data Analysis	Responsibility	Timeline		Feedback Loop
					Start	End	
<i>Ex. Strategy 1: Expand recruitment efforts in neighboring states.</i>	<i>BANNER recruitment tracking database</i>	<i>Applications include high school. Data from applications will be used to track applicant and enrollment patterns from targeted recruitment activities.</i>	<i>Statistical Tests</i>	<i>Institutional Research, Admissions</i>	<i>7/06</i>	<i>6/10</i>	<i>Data will inform recruitment schedule and activities for subsequent years.</i>