

**Goal 4: Elevating Faculty & Staff Engagement - Key Performance Indicators**

ID	Key Initiative or Measure	2017-2018	2018-2019	2019-2020	2024 Target
A	Staff and Administrator Compensation Initiative	Internal review	Committee created, research and benchmarks completed	<u>Structure implemented; salary increases</u>	Employee compensation at market
B	Faculty Compensation Initiative	Taskforce formed	Salary framework completed; Faculty compensation Policy created	<u>Policy in revision, first round of salary adjustments completed</u>	Employee compensation at market
C	*Average Full Professor Salary	\$139,790	<u>\$137,909</u>	Not yet available	Increase from prior year
D	*Average Associate Professor Salary	\$101,917	<u>\$103,072</u>	Not yet available	Increase from prior year
E	*Average Assistant Professor Salary	\$82,465	<u>\$84,063</u>	Not yet available	Increase from prior year
F	HR Practice of Joining Tradition	Began for all new employees	Continued	<i>Continued</i>	Employee orientation to focus on mission, values, history of USD
G	Employee participation in HR development programs	50 events to 1000 participants	<u>100/2622 employee engagement; 3.8% have completed a program</u>	Not yet available	5% to have completed a program
H	Faculty/Staff Development from the Center for Educational Excellence	100 events to 1000 participants	240/2622 employee engagement; 9.1% have completed a program	<u>259/2638 employee engagement; 9.8% have participated in a program</u>	10% of employees to participate in programming
I	Changemaker Faculty Fellows (percent of TT faculty who have completed program)	-	9%	<u>12.6%</u>	20%
J	Faculty and Staff Engaged Scholarship – new external funds	93 awards totaling \$11.3 million	93 awards totaling \$9.6 million	<i>127 awards totaling \$18.1 million</i>	100+ awards totaling \$11 million awarded
K	Research and Development according to NCSES HERD Survey	\$3,876,000 for FY 2017	<u>\$5,642,000 for FY 2018</u>	Not yet available	Increase from prior year
L	Intellectual Property Policy	Taskforce formed	Under development	<u>Under development</u>	Policy formed and in effect
M	Increase number of externally funded professorships and endowed chairs	-	≈23	<u>≈22</u>	25
N	Increase number of faculty-led USD study abroad courses (UG & GR)	90	104	<u>94</u>	Increase from prior year
O	Increase number of faculty involved in community projects	96	<u>105</u>	Not yet available	Increase from prior year
P	Campus Climate survey responses (strongly agree or agree to knowing how work contributes to mission and values)	Not a survey year	<u>Staff- 87% Admin- 85% Faculty- 79%</u>	Not a survey year	Staff- 80% Admin- 80% Faculty- 80%

\*Data from NCES/IPEDS

*Last edited for AY 2019-20 SP Report*

Legend: *green italics* = already met the 2024 target; yellow underline = progressing as intended toward the 2024 target; **red bold** = requires attention to meet the 2024 target