Institutional Effectiveness Planning/Reporting Form
Administrative Unit

Unit: **Division:** **By:** **Year: 2012-13**

Fisk Mission Statement: Fisk University provides a rich academic experience steeped in the liberal arts tradition. Our faculty and students exhibit a passion for learning and personal growth. We are committed to ethical leadership and engagement in our local and global communities.

Unit Purpose Statement: To provide cultural, social, and educative activities that maintain balance with academic life to contribute to a rich educational experience and prepare students to be leaders in a global society driven by charatcer and integrity .

Unit Objectives (including connection to Mission and Strategic Plan Goals)	Expected Assessment Results and Assessment Tools	Collaborators, Timelines and Status	Actual Assessment Results	Outcomes/Use of Results (Changes Implemented)
1). Continue a program series focues on mentoring, leadership, and character building for men and expand to women who reside in on-campus housing.	1A). Achieve overall satisfaction rating of 9.0 on scale of one to ten. 1B). Assess program among a minimum of 35% of residence hall population.	Community Partners, Career Services, Faculty		
2). Provide a safe and conducive environment in residence halls where students can study and learn.	2A). Reduction in overall Incidents for all on campus residence halls by 2%. 2B). Reduction in incidents for first-year students in residence halls by 3%.	Public Safety, Administrative Services		

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3). Increase number and quality of residence life programs including student faculty interactions to compliment classroom experience so as to promote academic excellence.	3A). Increase overall number of development programs by 5% and increase number of programs that include faculty by 15%. 3B). Achieve satisfaction rating for programs including faculty by rate of 85% for 'excellent' or above. 3C). Achieve overall satisfaction rating for Residence Life services of 85% to increase rating of previous year.	Faculty, Counseling Services, Career Services		
4). Refine vendor participation in annual Career and Graduate School Fair so as to broaden student opportunities and and increase placement.	4A). Increase student internship and job placement by 10% over highest placement 11-12 year. 4B). Increase student participation by 5%. 4C). Increase vendor particpation by 5%. 4D). Provide outcomes for Career Fair through analysis of student placement for 2009, 2010 and 2011 and 2012 graduates.	Office of Provost, Department Heads, Residence Life, ITS, Inst. Advancement, Registrar		

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5). Enhance and encourage student participation in community service projects so as to support the University's mission to engage global communities.	5A). A workshop will be required for all advisors and presidents of each organization. A survey will be submitted along with a community service reports to all advisors and presidents of each organization. Achieve satisfaction rating of 85% among advisors with preparation for role 5B). At least 90% of registered organizations will engage in community service projects during the academic year and all projects will relate to Fisk's core values. Achieve average Student Satisfaction rating of 90% excellent or better for service projects.	Faculty and Staff Advisors		
6). Expand student intramural program and establish Soccer and Baseball as varsity NAIA sports.	6A). Utilize student participation from 2011-2012 and student interest to expand intramural program offerings during fall and spring semester. 6B). Achieve student satisfaction with program of 9.0 on a 1 to 10 scale.	Student Development and Programs		

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7). Return onsite student health clinic to campus to provide acute and preventative care to campus population by March 2013.	7A). Increase student satisfaction with services to 9.0 on 1 to 10 rating scale among students. 7B). Renovate Jubilee Hall Space by October 2012.	Facilities and Grounds, Legal Counsel, ITS, Matthew Walker CHC		
8). Enhance services to increase student satisfication with Dining Services.	8A). Increase satisfaction with dining services operation in main cafeteria to 8.3 average on scale of 1 to 10. 8B). Achieve satisfaction rating with special events to average overall score of 8.5 out of 10.	Information Technology, Facilities, Thompson Hospitality Management		
9) Continue action plan to increase student satisfaction with campus life in princeton review. 10) Maintain Fisk Forum News Magazine and Fisk Oval Yearbook as active student run publications on campus.	9A). Increase student satisfaction rating with campus life from 373 out of 373 campuses to range of 200 to 275 schools. 10A) Publish monthly edition of newspaper. 10B). Achieve student satisfaction rating with newspaper of 9 on a scale of 1 to 10.	Marketing and Communication, Admissions and Recruitment, Information Technology Community Partners, Faculty Advisors		

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11) Maintain monthly Community service projects for student athletes as part of NAIA Champions of Character framework.	11A). Maintain satisfaction of student athletes and participants.of 9.0 out out of 10.0 11B). Complete program once each month involving all active sports. 11C). Maintaing satisfaction of hosts at 9.0 out of ten.	Student Development and Programs, Community Partners		
12). Encourage students to utilize the newly grant-funded Living/Learning Centers within the residence halls as a resource for academic support, enhancement of study skills and grade improvement.	12A). Increase student participation in tutoring sessions by 15% and monitor correlation between visits and grade improvement. 12B). Increase GPA of students on freshman cohort above non-cohort freshmen from 9% to 12%. 12C). Monitor grade improvement for students who regularly utilize tutoring services in various academic programs. 12D). Achieve grade improvement among 85% of students who regularly utilize tutoring services.	Academic Excellence and Student Performance, Registrar, Institutional Assessment		

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13). Renovate vacant Faculty Lounge Space to establish Campus Movie Theater for student and community space by December 2012.	13A). Establish theater contract with vendor by September 2012. 13B) Begin Renovation work with Jim Clark Builders by September 2012 and complete by November 2012.	Campus Services, Facilities Grounds, Student Activities Board		
14. Increase Student Enrollment for Fall 2013 to maintain current enrollment growth rate of 17%.	14A). Based on projected 30 student melt from Fall 2012 to Spring 2013 and graduation 519 students eligible to return for Fall. 14B). Maintain current Fall-to-Fall retention rate of 83% so that 431 enrolled students will re-enroll in Fall 2013. 14C). Meet new student enrollment goal and seat 280 new students. 14D). Enrollment 711 students in Fall 2013. 14E). Achieve 17% enrollment growth without increase in tuition discount spending.	AESP, Information Technology, Financial Aid, Faculty, Alumni Partners, Student Ambassadors, Student Government.		

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15. Maintain current levels of financial aid award packaging and maintain Title IV Compliance in Financial Aid Office.	15A). Maintain automated award process to continue packaging by providing award letters within 7 days of admit letter with process beginning in March 2013. 15B). Maintain return To Title IV (R2T4) Compliance through monthly automated Review. 15C). Collaborate with Pell & Direct Loan Monthly Reconciliation Compliance between Financial Aid & Bursar monthly. 15D). Maintain workstudy reconcilliation process to continue compliance with federal regulation monthly. 15E). Maintain early communication beginning December 2012 and upon receipt of FAFSA within 3 days of ISIR record for applicants.	ITS, Banner Management Team, Admission and Recruitment, Registrar, Business Office.		
16. Maintain lowest crimes per 100 student rate in state.	16A). Train and arm all officers by January 2012. 16B). Purchase two campus squad cars by March 2013.	Campus Services, Business Office, Student Government.		