ID	Metric	Metric	Metric2
1	Increase grants and contracts by X each year. Concern is incentives and/or resources for faculty to engage. Example is start-up packages.	Enrollment metrics - All socio-economic... comparable to institutional average. Consider how to include "comparable to socio-economic and demographic groups in the Omaha area.	Enrollment - enroll 3750 credit bearing graduate students. Funding for these students, such as graduate research assistantships, is critical. Also related to Research = Increase number of students engaged in RCA.
2	Map graduates and their majors to to their job placement (Pillar 4).	Microcredentials - track the number of credentials offered, students and non-student enrolled, institutions using the program, etc. (Pillar 4)	Conduct comprehensive surveying of students, recent graduates, and graduates further out of school to ensure that they received innovative, agile, and relevant curriculum. (Pillar 1)
3	Increase number of internship partners and track outcomes (how many become full-time employees).	UNO will grow enrollment enrollment by 5% for Fall 2028.	Military Times- Military Friendly Top 5 by 2027.
4	Enrollment: Increase online enrollment to bring in revenue while conserving physical space on campus.	Reputation/Value: (affordability) Make online tuition/fees comparable or even more affordable than in-person tuition/fees.	Reputation/Value: (affordability) Increase number of courses using OER books instead of costly books.

5	Can measure visibility by looking into generated coverage from press hits and stories not created by UNO.	Look into attendance numbers for ALL activities - theater, sports, music, etc. Look at staff vs general audience purchasing tickets.	Track number of students in ALL undergraduate and graduate levels who are engaged in research activities outside of coursework.
6	Better metrics/tracking of why UNO students leave before earning a degree.	increase collaborative partnership with NU system schools and Nebraska community colleges	
7	PILLAR 2 - Research, Discovery, and Creative Activity: This is challenging, since we don't know where we currently stand. We may be interested in Increase number of students engaged in research, discovery, and creative activity; however, if the campus is already at 90%, this would not make sense as a metric / goal.		
8	be more specific on enrollment metrics - full time equivalent, part time, etc. what do we want full time if total is 16,500	we need to get into QS rankings and Times Higher Ed world rankings	USNWR - we need to go for rankings for programs that matter

9	number of students working with community partners	percentage of students getting the types of positions they are aiming for	number of UNO workforce partnership partners
10	Enrollment 16,500 by 2028	4 year Completion 60% by Fall 2029	6 year completion 75% by 2031
11	Count both the number of partnerships as well as dollar amounts.	Count the number of course-based undergraduate research and creative activity opportunities offered. Perhaps make one of these a Gen Ed requirement.	Count number of students supported on research grants.
12	Under work force: Adding a metric about experiential education and internships.	Under curriculum: All students complete experiential learning opportunities under curriculum. (Go even stronger than how it is listed). (do a capstone, service based, internship, etc.) Under curriculum: Career Development needs to be part of their curriculum in some capacity	

13	Pillar #3: Objective - UNO will be recognized as a national leader for its community engagement to develop strategic partnerships. - Metric: UNO will partner extensively and create opportunities for students to engage and learn with the community, including providing community-based experiential learning within the curriculum. - Goal: Increase number of community partners increases by certain percentage each year till hit final goal to continue on in perpetuity.	Pillar #3: Objective - UNO will build an alliance with local school districts to be the priority choice for higher education. - Metric: Connect and align with the local school districts/OUR counties for community service that the students can use for high school graduation and then continue on with throughout their higher education experience. - Goal: Number of community service hours & internship hours increases by certain percentage each year till hit final goal to continue on in perpetuity.
14	Increase UNO's slice of the NU system funding dollars that is more inline with UNO's contribution.	Increase resources for professional development - funding for conferences, travel, etc. Increase international undergraduate and graduate enrollments Increase diverse hires
15	For increase number of students engaged - incentives include faculty time to supervise	

16	How to capitalize on growth to enrollment retention? Capitalize on this momentum. Seen good strides in recent years.	How to learn from partners like MCC for trade programs that may be right for students for transitional students.	Cost of living continues to be problem locally. UNO needs to be cognizant of the lack of affordable housing for our learners and how to adapt this for our completers.
17	Syllabi are posted at least one week before classes begin in the fall, spring, and summer terms. Regular course materials are also posted a week in advance so that students may review materials to ensure accessibility and can address those needs as soon as possible.	All syllabi include improved statements informing students of Accessibility Services Center that promotes encouragement and supportive environments for all student learners.	The University will critically evaluate general education requirements and develop 3 alternative methods to prove that students are workforce ready.

ENROLLMENT

- Looking at the credit-earning students, clarity on the delivery site (UNOadmin site vs UNLadmin site vs UNOdelivery site vs UNLdelivery site). Further education and clarity on impacted/included states of the Omaha Urban Rate Tuition (OUR Tuition). In addition, explanation on why changes were considered and anticipated impact.

- Need to add a timeframe to retention rates (ideally increased) for first-generation and Pell-Eligible students to equal the institutional retention rate.

COMPLETION

- The value for FTFT cohort 4 year ("Fall 2024 cohort") should be Spring 2028 and/or Summer 2028, not "Fall 2029".
- The value for FTFT cohort 6 year ("Fall 2024 cohort") should be Spring 2030 and/or Summer 2030, not "Fall 2031".

REPUTATION/VALUE

- Engage with local/state/regional employers who hire/employ graduates from UNO to help inform/signal UNO's reputation/value, instead of self-reporting mechanisms.
- Ranking systems appear to be arbitrary in nature with so much variability between submission years, institutions who submit, and/or shifting institutional-level priorities.

18

19	GET POST GRADUATION CAREER AND INTERNSHIP PLACEMENT OUTCOME DATA!!!! We need to know what happens to student after they graduate from UNO... what is the job placement rate, what is the internship placement rate, how many student come back for a masters, how long are they in their career before they come back... the fact that we don't track this information is insane.	We need a perception study done to get baseline information of what the Omaha community thinks of UNO: the quality of our academic programs, research opportunities, community engagement impact, workforce development support of the community, and so much more.	
20	Undergraduate research participation, currently measured using the Graduate Survey.	Increase federal expenditures to $50 million by 2028.	Proportion of research and creative activity identified as community engaged.
21	Increase enrollment, retention, and graduation rates for American Indian and first-nation students.	Increase enrollment non-traditional students.	Track where graduates are going.

			Reputation and Value section is missing really important pieces! Yes, the things that are listed are important but it is missing the heart of the campus - student support systems!
			multiple community partners have stated "I can't believe there is an office like DASH on UNO's campus" - they are impressed but it should not be a new phenomenon that we are great.
		make it clear for the first 2 bullet points in Completion section do not meet everyone's needs it can be a goal but it doesn't mean you cannot graduate if you need 6+ years	Visibility of underrepresented and nontraditional students - this helps with admissions, enrollment, and retention -> how can
22	we love the second bullet point in Enrollment		
23	How satisfied are you with your UNO education as preparation for your career and life? (would like to be able to do surveys with alumni 5 and 10 years out)		

Metric3	Metric4
Workforce - missing a metric on longer-term job placement/retention - maybe 5 years out from graduation	Research - missing a metric on number of journal publications (as an example) during a period or total by a certain year
Survey businesses to ensure that employees that are UNO graduates have the necessary skillsets their organization both wants and needs. (Pillar 4)	Research expenditures and become the research tool and arm of every governmental and nonprofit entity in the Omaha are including Offutt AFB (Pillar 2).
Incorporate experiential learning into all academic programs by 2027.	Increase grants and contracts by 30% every two years.
Completion: Full-time Transfer cohort 2 yr graduation rate (or high school graduates with Dual Enrollment credit) will increase by 50% by Fall 2029.	Enrollment: Identify barriers to transfer students; Implement improvements to increase transfer student enrollment.

Establish a baseline for how many attendees are going to UNO events. Can set a goal to increase afterwards.

Develop a mechanism to establish and measure the outside entities research opportunities being utilized.
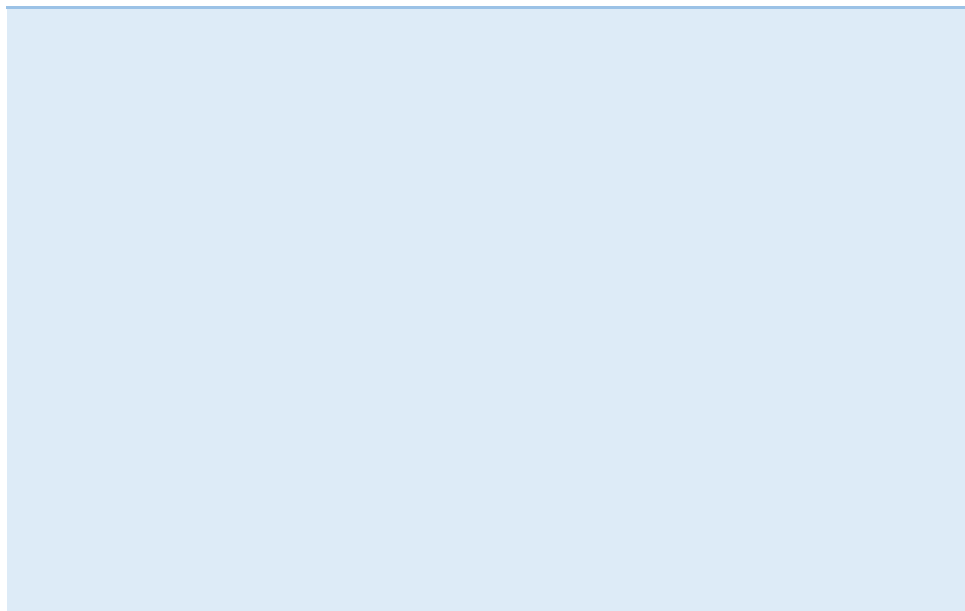
Track the number of transfer students coming to UNO as a result of different initiatives	Increase the number of Workforce partnership partners from OUR states
Experiential learning by 2026 for X students	Carnegie Classification renewal 2026
Count number of students on research publications.	Count number of citations for UNO derived works.
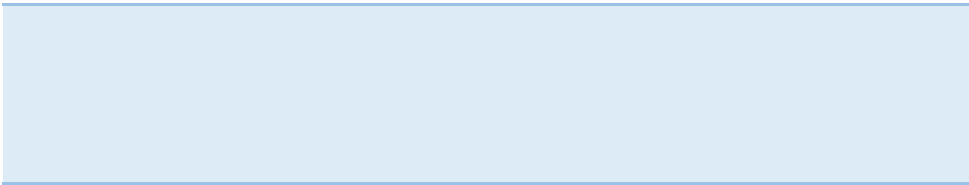
Is the Military Time and US World News report the best metrics for evaluating Reputation/Value? how to portray our Community engaged scholarship.

Capturing those alumni population post completion with better reporting metrics.
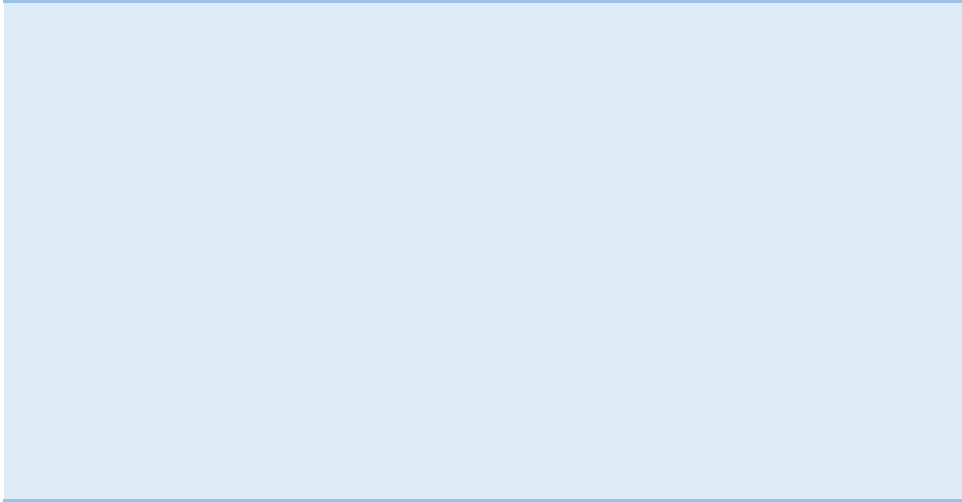
CURRICULUM/PEDAGOGY

- UNO needs an established General Education
program/curriculum.
- The University should review/inventory the history/previous
experience-based learning initiatives, then engage faculty and
staff on what is gathered, then discuss the possible routes
forward.
- How does UNO plan to measure the knowledge, skills, and
abilities of our learners by Fall 2025.
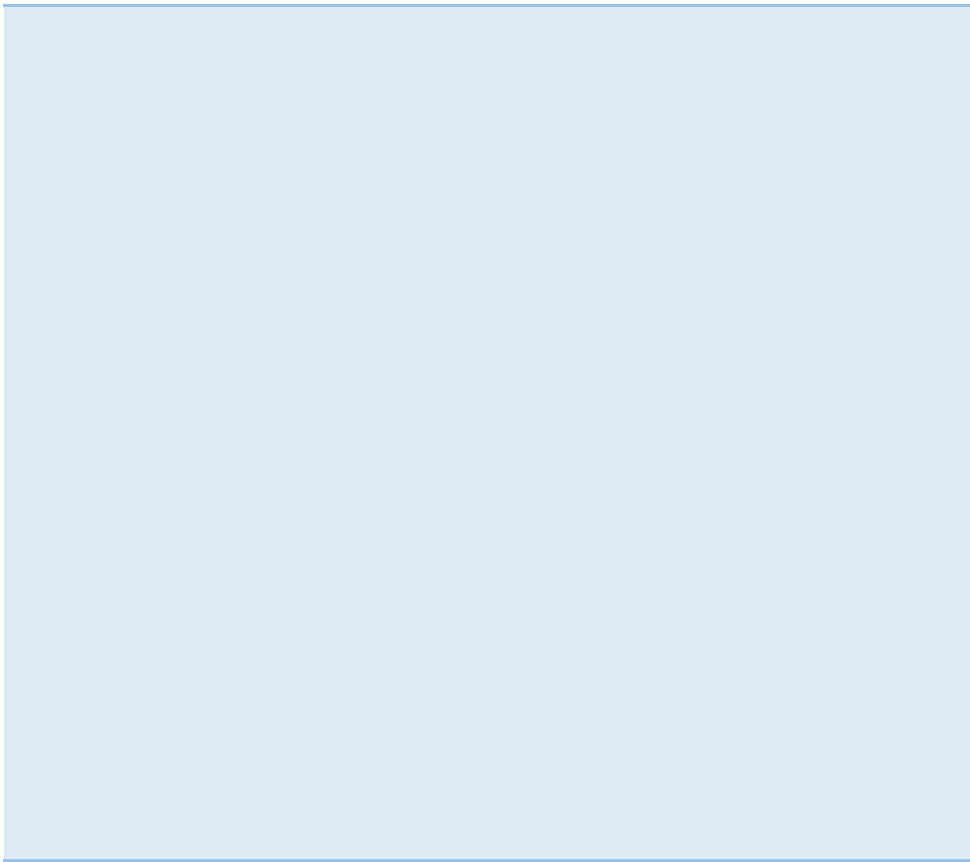
Bringing community member on to campus through athletics, academic competitions, career and program fairs, creative expression, and other opportunities. Some way to centrally track this across programming.

Increase percentage of students who have participated in at least one service-learning course by graduation (goal 100%)	Increase percentage of students who have participated in at least one international experience by graduation (goal 100%)

"Implement a sense of belonging (certain percentage)" in Curriculum/Pedagogy
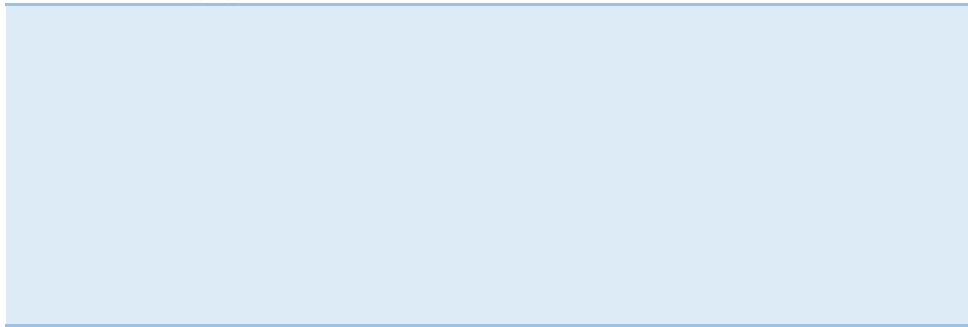
| Metric5	Metric6	Metric7	Metric8
Community - 2nd bullet should be in Workforce area.	Workforce - expend efforts to actively link students with the internship opportunities posted in Handshake.	Workforce - need incentives to students reporting paid internships that aren't internships they got through Handshake. Consider making internship credit for paid internships "free" (no tuition and fees).	
Compare ourselves to peer institutions, especially urban universities, on research and grants. (Pillar 2)			
Increase number of students engaged in RCAF by 10% YOY.			
Research/Discovery: Increase overall expenditures, not just Federal expenditures.	Community: (Increase number of internships) Present opportunities for internships to 100% of students.	Add an Engagement metric (we have Community, but not engagement): How many students are attending athletic events? How many students feel engaged on campus?	

Track the number of times UNO is in the news about our workforce development expertise or how many times UNO is involved in developing bills at the unicameral related to workforce development	Track our engagement (writ large) in different areas of Omaha	Develop pathways of workforce development for each major, starting with small activities and working up to internships and jobs. Track persistence of student involvement in those pathways	Median earning of our students -- report it to colleges

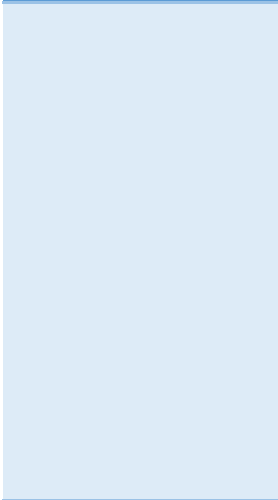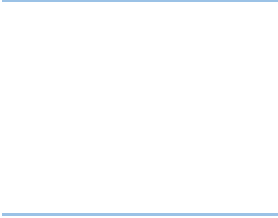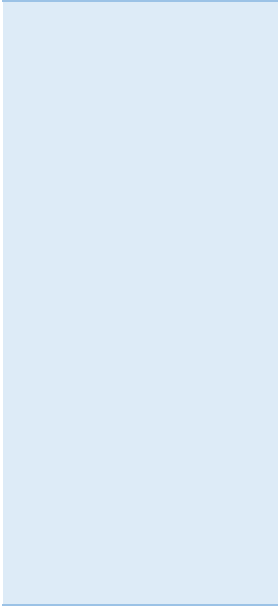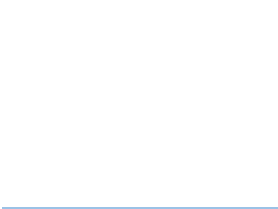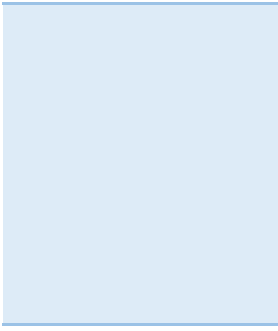|			
Count number of faculty with H-index above a set number.	Count number of faculty with Editor or associate editor positions.	Measure the F&A support returning to units.	Measure research productivity at each level of the tenure process.
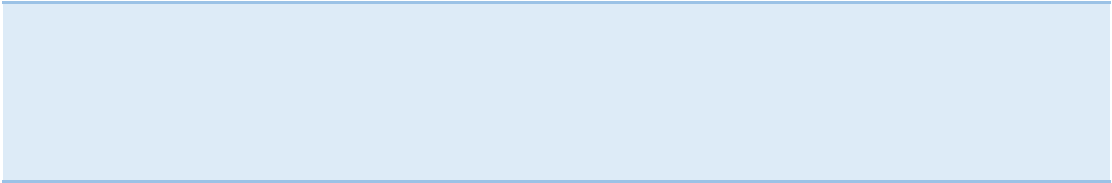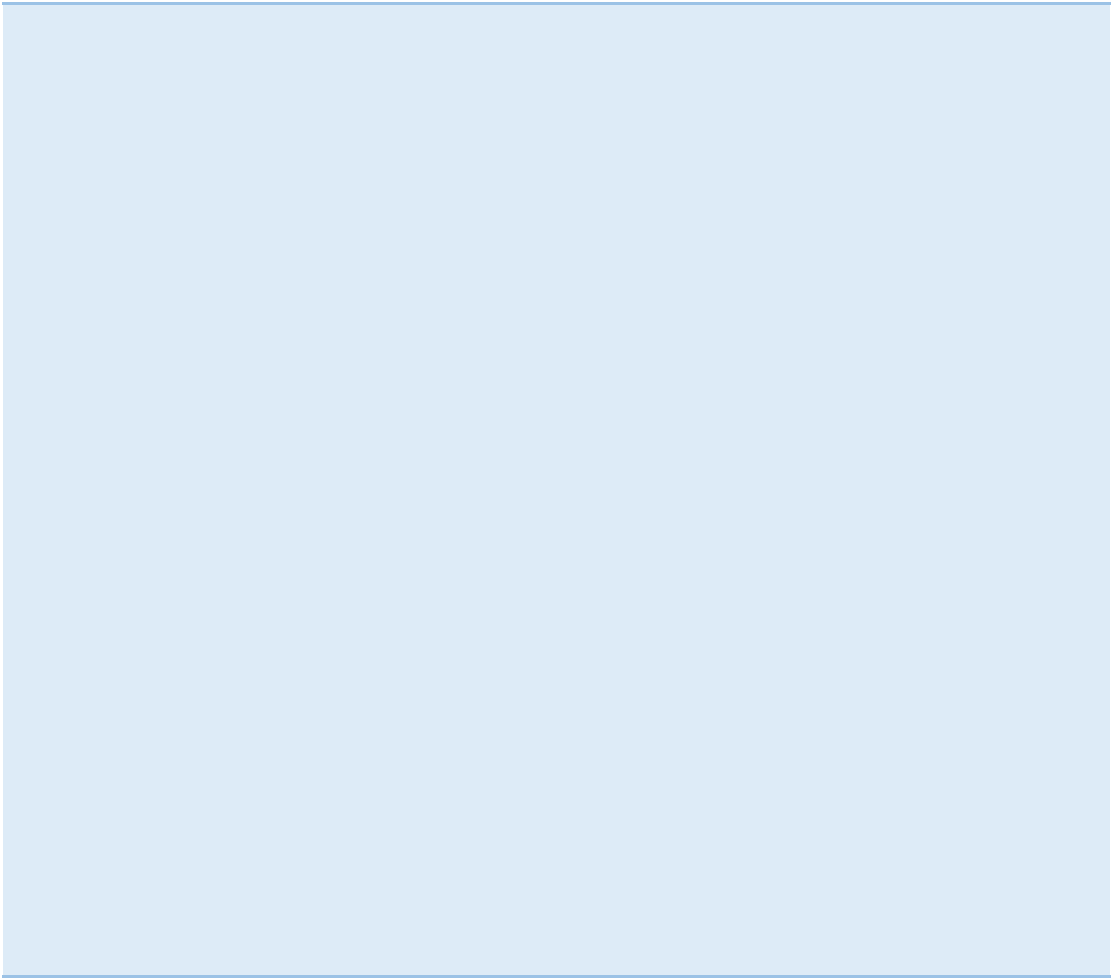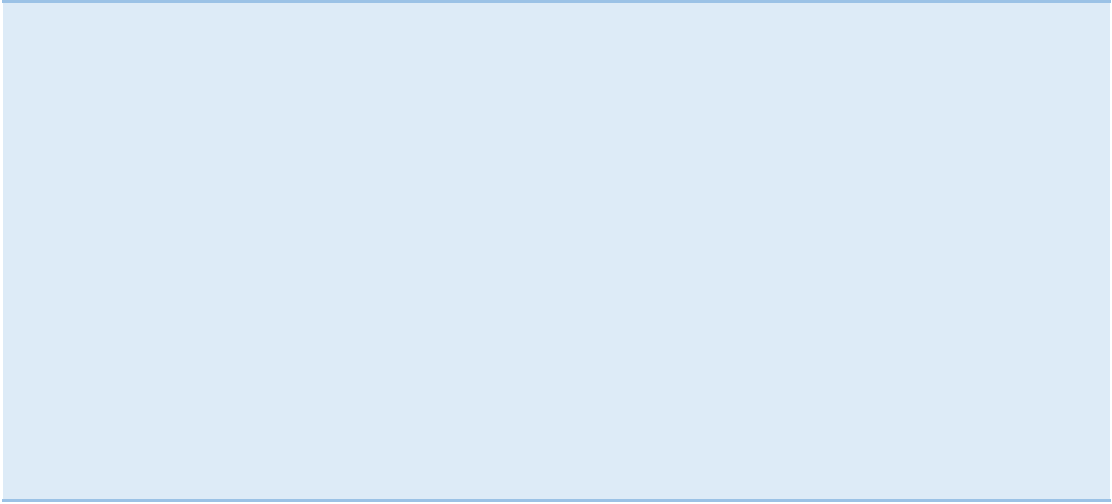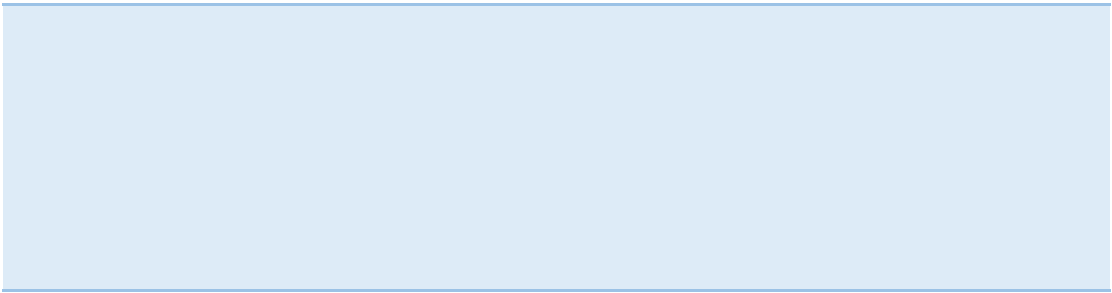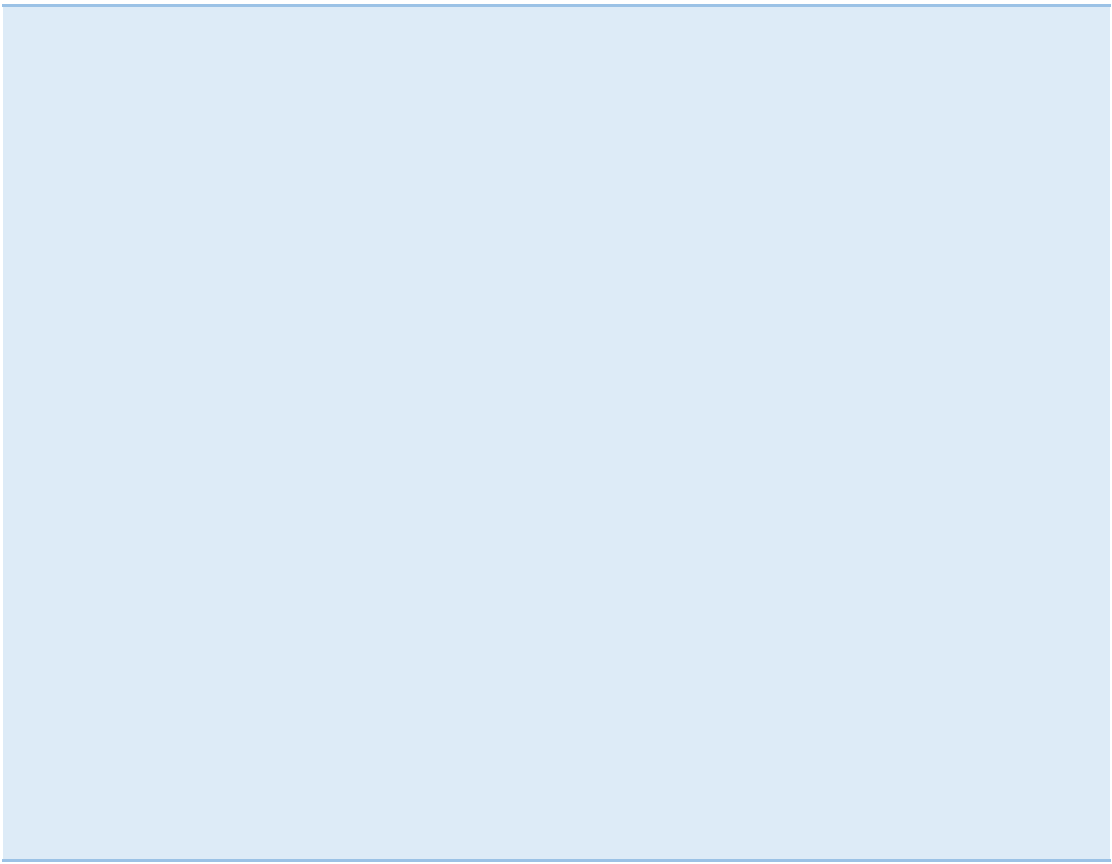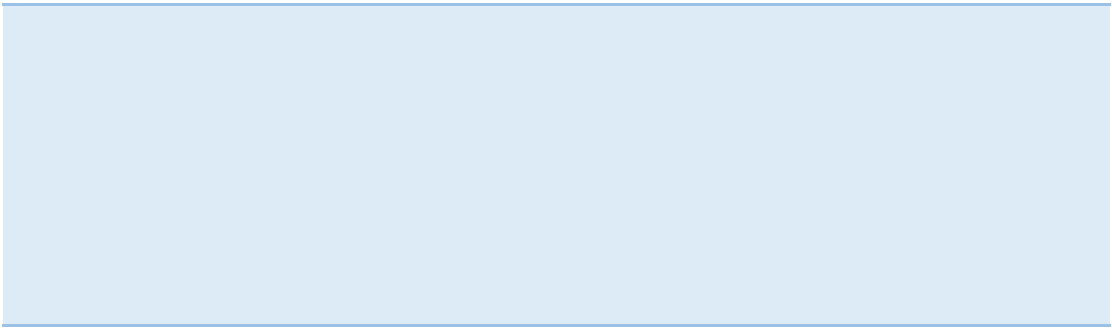
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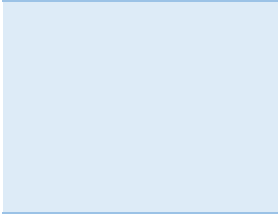
Expand on campus employment and volunteering for students -- especially with our CEC partners (using pathways that start with volunteering and work the way up to deeper engagement) -- this will increase sense of belonging for students because they develop stronger relationships

Measure the total dollars available for student research grants.