

Office of the President
The Challenge for Excellence: A Plan for Team-Based Accountability 2003-04 (Final Report)

Goal No.	Description of Goal Proposal	FY03 Data	Base	Scorecard Goal	High Performance	Final Results	Achievement
	UNIVERSITY-WIDE TEAM GOALS: PRESIDENT, EVP, SVP						
1	Enhance the educational experience, i.e., student success through increasing first-time Freshmen, year-to-year, retention rate		73.9%	75%	77.8%	77.7%	Scorecard level achieved [.1% short of High Performance]
2	Increase number of doctoral degrees		90	92	95	106	Exceeded High Performance
3	Advance the research agenda by increasing total research Grants and Contracts Funding		8%	10%	12%	49%	Significantly exceeded High Performance
4	Promote diversity by meeting goals in the Kentucky Plan		6 of 8	7 of 8	8 of 8	7 of 8	Scorecard level achieved [highest performance in the state]
5	Show institutional effectiveness by increasing total philanthropic support in outright gifts and pledges		\$38 M	\$40 M	\$42 M	\$42.7M	Exceeded High Performance

PRESIDENT ONLY							
6	Implement initiative to promote collaboration with merged government and Kentucky League of Cities		Create Business Plan	Recruit a Director who is supported by the University and Mayor	Fund, Implement, and Accept 1 st contract	Accepted 3 contracts; Business Plan approved; and Co-directors are Deborah Wilson and Dan Hall	Exceeded High Performance
7	Complete Master Plan for Shelby Campus		Evaluate responses to RFP and select a developer	Work with Advisory Board to develop master plan	Obtain Trustees approval of Master Plan	Trustees approved on 6/24/04	Exceeded High Performance
8	Launch and Secure Leadership Gifts for Capital Campaign in Cancer		Secure \$8 M	Secure \$12 M	Secure \$15 M	\$8.8 M raised	Base Performance Achieved
UNIT GOALS: EVP / PROVOST							
9	Implement "Vision, Focus, Action" Plan		5 Recommendations: Center for Teaching & Learning; Undergraduate Council & University-wide General Education Curriculum Committee; Revise Warning & Probation Policies across university; Implement Cardinal Care Program	7 Recommendations: Two additional: Implement Departmental Teaching Awards Program; Restructure Advising according to plan recommendations	9 Recommendations: Two additional: Develop Plan for improving NSSE scores; Reorganize Career Planning Office	8 recommendations were completed; Revision of Warning & Probation Policies will be finished this fall 98% of high performance goal completed	Scorecard level achieved
10	Streamline Assessment Processes to Ensure Meaningful Date for Decision-Making Processes		Document and assess current processes	Complete and report Needs Analysis	Implement new policies and processes	The needs analysis was reported and policies went to Deans in September for fall implementation	Scorecard level Performance Achieved

11	Analyze Base Budget and Explore Alternative Budgeting Models		Identify and assess current process	Evaluate alternative models and feasibility for UofL	Define UofL budget allocation methodology and report to university community	The focus was only on current budget model. There was insufficient time to go beyond the current process.	Base Performance Achieved
UNIT GOALS: EVP / CHANCELLOR FOR HEALTH SERVICES							
12	Implement the Cardiovascular Innovation Institute (CII)		Complete & Sign the Final UofL/JHHS Agreement	Select the Scientific Director	Accept the 1 st contract	The Final Agreement with JHHS was signed, Dr. Rob Keynton has accepted the Interim Scientific Director post, effective 7/15/04; Abiocr, LionHeart, and Debakey contracts accepted.	High Performance level achieved
13	Implement the Cancer Center Growth Plan for NCI Designation		Finalize design & timetable for Plan	Replace research space in JCBCC with Baxter II space	Obtain approval & funding of renovation for JGBCC	P30 application to be submitted in fall 2004; site visit for NCI-P30 grant in mid-2005; Replaced JGBCC space for Baxter space; UofL Foundation approved JGBCC renovation funding; project underway	High Performance Level achieved
14	Implement the Bucks for Brains Program Recruitments		Recruit & hire two chairs	Recruit & hire three chairs	Recruit & hire four chairs	Hired 8 endowed chairs: Litvan, Miles, Tyagi, Cassanova, Kwaik, Foulks, Kittt, Chaires	Exceeded High Performance
UNIT GOALS: SENIOR VP FOR RESEARCH							
15	Redesign the Strategic Plan for Research to reflect target of \$200 M in science and engineering		Conduct feasibility review and determine strategic focus areas in science	Develop resource strategies to grow science and engineering research to meet plan	Obtain appropriate approvals, e.g., Research Advisory Council, Senates, Trustees	Established aspirational goals; created model for resources (business plan); budgeted new	High Performance Level achieved

	expenditures by 2010		and engineering research			faculty according to plan; and received endorsement by RAC; ULRF	
16	Implement PeopleSoft afforded business process changes to improve grants and contracts administration		Promulgate and implement five business process changes	Promulgate and implement ten business process changes	Promulgate and implement 15 business process changes	10 processes implemented	Scorecard Level achieved
17	Improve the University Research Integrity Program		Implement a new Conflict of Interest policy and processes	Achieve DHHS approval of new research misconduct policy and processes	Achieve accreditation for the IRB	Implemented a conflict of interest policy on January 20; approved by RAC; federal office of research integrity has approved; Executive Oversight reviewed in May; IRB in March; Site visit in June; Go to Trustees in September	Scorecard Level achieved
INDIVIDUAL GOALS: PRESIDENT							
18	Board discretion						

Summary:

17 goals completed as follows:

University-wide Team Goals:	3 High Performance; 2 Scorecard	= 5 goals completed
President Only:	2 High Performance; 1 Base	= 3 goals completed
EVP/Provost	2 Scorecard Performance; 1 Base	= 3 goals completed
EVP/Chancellor	3 High Performance	= 3 goals completed
SVP/Research	2 Scorecard Performance; 1 High	= 3 goals completed