



MPACT 2025 SYSTEMWIDE STRATEGIC PLAN MEASURES

ANNUAL UPDATE – FEBRUARY 2024

Commitment 1: Student Success

Action Items (1.1)	Measure(s)	Campus	Baseline	Current	2025 Goal	Progress Card
Establish comprehensive systemwide strategic enrollment management strategy.	Develop Systemwide enrollment plan.	System	N/A		By Fall 2021	
	Meet undergraduate enrollment goals for each campus.	Crookston	1754	1650	2100	
		Duluth	8351	7475	9100	
		Morris	1243	980	1700	
		Rochester	614	568	1070	
		Twin Cities	30,907	30,469	33,000	X
	Achieve interquartile ACT range.	Twin Cities	25-31	27-31	25-31	X
Increase percentage of MN H.S. graduates who attend U of M campuses as freshmen.	System	10.4%	10.6%	12%	X	
Improve retention and graduation rates while closing gaps.	Increase 4-year graduation rates.	Crookston	48.9%	35.4%	49%	
		Duluth	46.0%	51.4%	48%	
		Morris	50.1%	46.7%	57%	
		Rochester	55.9%	67.5%	60%	
		Twin Cities	72.7%	74.5%	76%	X
	Increase 6-year graduation rates.	Twin Cities	84.5%	85.0%	86%	X
	Reduce gap between 4-year and 6-year grad rates of Pell-eligible and non Pell-eligible students by 50%.	System	13.3%/9.2%	9.7% / 10.2%	6.6%/4.6%	X
	Increase freshman to sophomore retention rate for each campus.	Crookston	65.5%	76.5%	80%	
		Duluth	83.6%	84.0%	86%	
		Morris	79.9%	74.6%	84%	
Rochester		82.8%	84.2%	85%		
Twin Cities		93.5%	91.1%	94%	X	
Expand scholarship opportunities.	Increase institutional gift aid for degree-seeking students by 10%.	System	\$281M	\$307.3M	\$304M	X

Commitment 1: Student Success

Action Items (1.2)	Measure(s)	Campus	Baseline	Current	2025 Goal	Progress Card
Student mental health.	Develop and launch initiative by June 2021 building on the existing Mental Health Learning Collaborative.	System	N/A		By June 2021	X
Strengthen career outcomes and placement.	Career success outcomes of UMN students will exceed national outcomes reported by NACE between 6 and 10%.	System	94%	91.8%	Maintain 6-10% above national average	X
Establish a holistic approach to student wellness.	Improve students' self-reported wellness indicators.	System	18% increase in three years unmanaged stress (2015-18) Mean days of adequate sleep: 3.5 (2015/2016)	Next survey in Spring 2024	0% increase in unmanaged stress Increase mean days of adequate sleep	
Action Items (1.3)	Measure(s)	Campus	Baseline	Current	2025 Goal	Progress Card
Distributed learning models.	Add one new distributed education program leveraging systemwide expertise each year.	System	Current programs	NXT GEN BADGE & NXT GEN TEACH launching Fall 2024	One new program each year	X
Establish academic calendar flexibility to increase student engagement and year-round access.	Increase 3-year graduation rate each year for students who enter with 60+ credits and are enrolled full-time.	Twin Cities	74.9%	75.1%	77%	
Enhance the quality and support for educational offerings.	Program review and accreditation are and remain current each year.	System	Current	On track	Current each year	

Commitment 2: Discovery, Innovation & Impact

Action Items (2.1)	Measure(s)	Campus	Baseline	Current	2025 Goal	Progress Card
Prioritize research opportunities for all students.	Increase research opportunities for all undergraduate students.	Twin Cities	40.9% indicating participating in research opportunity (SERU)	Next update 2024	Above 50%	X
Increase year-over-year funding growth for research and industry-sponsored awards.	Target growth for sponsored awards of 5% per year (stretch 7%) for next 5 years. Maintain Top 10 public University expenditure ranking in HERD.	System/ Twin Cities	\$876M/ 10 th HERD ranking	\$1.13B / 12th in HERD Ranking	\$1.1B/ Top 10	X
Advance career outcomes for graduate students and postdocs.	Increase percentage of graduate students and postdocs employed in positions that use their degree.	Twin Cities	98%	97% postdoc	Maintain 95% or above	X
Action Items (2.2)	Measure(s)	Campus	Baseline	Current	2025 Goal	Progress Card
Enhance opportunities for new businesses and start-ups, corporate partnerships, and technology commercialization.	Grow start-ups per year.	System	19	23	25	X
	Increase industry sponsored awards.	System	\$81.6M	\$131.4M	\$109M	X
Increase multidisciplinary opportunities in research and curriculum.	Increase number of multidisciplinary grants and courses each year.	System	1216 active awards with multiple academic departments 75 active multi-disciplinary courses	1335 active awards with multiple academic departments 102 active multi-disciplinary courses	1250 active awards with multiple academic departments 100 active multi-disciplinary courses	
Advance the arts and humanities through strategic collaborations.	Increase number of collaborations involving the arts and humanities each year.	System	80	Popular Music & Sound Studies Collective	1 major collaboration each year	

Commitment 2: Discovery, Innovation & Impact

Action Items (2.3)	Measure(s)	Campus	Baseline	Current	2025 Goal	Progress Card
Elevate national and international profile and standing while addressing societal needs.	Elevate USNWR National Public rankings and Shanghai rankings.	Twin Cities	#26 USNWR/ #40 Shanghai	#23 USNWR Public/ #44 in Shanghai	Top 25 public in USNWR/ Top 35 in Shanghai	X
Enhance Carnegie Community Engagement designation across system, and measure and expand outreach and engagement.	Achieve Carnegie Community Engagement designation.	System	Morris & Twin Cities	✓	All campuses	X
	Develop unified service, outreach, & engagement database and map.		Establish baseline Spring 2021	✓	By December 2021	X
Increase state partnership funding.	Increase state funding.	System	\$1.86B (20-21 Biennium)	\$1.91B (2022-23 Biennium)	Expand state partnership	X
	Increase state-sponsored research.		\$412M (over last five years)	\$495.6M	Increase 2021-2025 total	X


Commitment 3: MNtersections

Action Items (3.1)	Measure(s)	Campus	Baseline	Current	2025 Goal	Progress Card
Increase collaborations to serve as a model in health education, clinical training, and new models of care.	Elevate NIH Blue Ridge ranking each year.	System	27	21	Top 25	X
Deepen impact in core areas of strength, including solutions, cures, and technology.	Increase the number of med-tech / health science disclosures each year.	System	239	210	Increase year over year	X
Serve as a destination practice of leading delivery models.	Improved patient experience scores year over year.	System	82.6%	89.4%	85% of patients recommend UMN	X
Action Items (3.2)	Measure(s)	Campus	Baseline	Current	2025 Goal	Progress Card
Demonstrate state and worldwide leadership in sustainability and environmental teaching, research, and convening power.	Increase Times Higher Ed Sustainability Development Goal Ranking, including but not limited to climate action, clean water, and land ecosystems.	System	Submit baseline data by Fall 2021	Overall 101-200 range	N/A	X
	Achieve Gold STAR rating.	System	Duluth and Morris	Morris & Twin Cities achieved. Crookston expected 2024	All campuses	X
Develop system leadership and governance coordination for sustainability initiatives.	Launch annual systemwide and campus sustainability convenings by June 2021.	System	N/A		By June 2021	
Establish next generation systemwide Climate Action Plan for 2030.	Establish next generation climate action plans for 2030.	System	N/A	Twin Cities & Duluth complete. Rochester to be completed June 2024.	By 2025	X
Action Items (3.3)	Proposed Measure(s)	Campus	Baseline	Current	2025 Goal	Progress Card
Develop and deploy new techniques and partnerships for smart farming and sustainable food supplies, and natural resources.	Increase number of food, ag-tech, and natural resource-related disclosures.	System	33	56	Increase year over year	X
	Actively participate in industry and government food, ag, and natural resource-related initiatives and partnerships.	System	Actively participating	Actively participating	Continue participating	X
Expand, develop and retain agricultural and food system talent in rural communities and agribusiness.	Develop unified service, outreach, and engagement database and map.	System	N/A		By December 2021	
Enhance Extension's impact and reach.	Increase number of community partners served by 20% by 2025.	System	1414	1724	20% increase over baseline	

Commitment 4: Community & Belonging

Action Items (4.1)	Measure(s)	Campus	Baseline	Current	2025 Goal	Progress Card
Retain diverse students, faculty, and staff.	Increase percentage of BIPOC / underrepresented (ethnicity) undergraduate students in the freshmen class.	System	26.1% BIPOC 15.5% under-represented	32.3% BIPOC 20.5% under-represented	Increase year over year	X
	Increase percentage of BIPOC / underrepresented (ethnicity) incoming professional and graduate students.		21.9% BIPOC 14.6% under-represented	22.0% BIPOC 14.9% under-represented	Increase year over year	X
	Increase percentage of BIPOC / underrepresented (ethnicity) faculty hired.		18.9% BIPOC 11.8% under-represented	19.7% BIPOC 11.9% under-represented	Increase year over year	X
	Increase percentage of BIPOC / underrepresented (ethnicity) staff hired.		26.9% BIPOC 18.3% under-represented	26.5% BIPOC 18.9% under-represented	Increase year over year	X
	Increase retention of all BIPOC/ underrepresented (ethnicity) students year over year.		90.1% BIPOC 87.1% under-represented	87.1% BIPOC 85.5% under-represented	Increase year over year	
	Increase retention of all BIPOC/ underrepresented (ethnicity) faculty and staff year over year.		92.4% BIPOC faculty 91.4% under-represented faculty 87.7% BIPOC staff 87.1% under-represented staff	90.3% BIPOC faculty 88.0% under-represented faculty 84.6% BIPOC staff 83.7% under-represented staff	Increase each year	
Reduce disparities among underrepresented groups.	Decrease 4-year and 6-year graduation gaps between white and BIPOC students.	Crookston	19.3%/32.9%	19.8%/46.3%	11%/16.5%	
		Duluth	12.1%/10.5%	13.7%/6.6%	6%/5.3%	
		Morris	11.7%/16.8%	14.8%/10.7%	5.9%/8.4%	
		Rochester	4.3%/6.5%	-11.9%/-22.3%	2.2%/4.6%	
		Twin Cities	7.9%/3.3%	4.7%/3.2%	4%/1.7%	X
	Reduce disparities in faculty promotion rates.	System	Overall promotion rate 59.1%; BIPOC 62.3%	Overall promotion rate 53.5%; BIPOC 57.6%	Eliminate disparities	

Commitment 4: Community & Belonging

Action Items (4.2)	Measure(s)	Campus	Baseline	Current	2025 Goal	Progress Card
Measure and address annual climate survey data.	Increase percentage of students with a favorable sense of belonging (Climate survey; SERU; "Agree I feel I have a sense of belonging to my campus").	Twin Cities	86.4%	Next update 2024	Increase year over year	X
Increase job satisfaction.	Increase commitment and dedication measure in Engagement Survey.	System	75%	74%	77%	X
Develop education and training to increase intercultural competency and interactional diversity.	Increase number of people who participate in intercultural competency and interactional diversity trainings each year.	System	2,000	15,152	4,000	
Action Items (4.3)	Measure(s)	Campus	Baseline	Current	2025 Goal	Progress Card
Advance deeper understanding of institutional history.	Complete Board of Regents April 2019 charge.	System	N/A		By June 2021	X
Strengthen collaborative relations with Tribal Nations.	Meet with leadership from the eleven sovereign Tribal Nations at least three times each year.	System	N/A	Established and ongoing	3 times each year	
Drive mutually beneficial relationships with underserved local communities and strategic partners to enhance society, access to higher education and safe campus environments.	Increase number of partnerships with underserved local communities each year.	System	FY 20 suppliers 279	FY 23 suppliers 294	Increase each year	

Commitment 5: Fiscal Stewardship

Action Items (5.1)	Measure(s)	Campus	Baseline	Current	2025 Goal	Progress card
Reduce student debt.	Ensure average student debt for those who borrow is under the national average by at least \$2,500.	System	\$27,864 \$2,155 below national average	\$27,913 (\$1,545 below national average)	\$2,500 below national average	X
Enhance on-campus employment opportunities for all students.	Increase on-campus employment opportunities for all students each year.	System	13,349 undergraduate student workers and graduate assistants	15,380	Increase year over year	X
Increase aid targeted to students with demonstrated need.	Create tuition free program for undergraduate students.	System	N/A		By 2021	X
Action Items (5.2)	Measure(s)	Campus	Baseline	Current	2025 Goal	Progress card
Develop leading-edge tuition and pricing model.	Define tuition and pricing model.	System	N/A	Ongoing	By 2023	
Define and establish an administrative cost benchmark.	Promote operational efficiencies by maintaining spending on administration at 10 to 11.6% of total expenditures.	System	11.6%	11.4%	N/A	X
Identify and maximize non-state support, including new revenue opportunities aligned to institutional goals.	Increase alternative revenue each year.	System	\$275.4M	\$318.7M	Increase each year	
Action Items (5.3)	Measure(s)	Campus	Baseline	Current	2025 Goal	Progress Card
Establish new long-term physical master plan for each campus that serves our community and is updated regularly.	Update long-term physical master plan for each campus.	System	N/A	Twin Cities & Duluth approved. Rochester to be completed June 2024. Crookston & Morris to begin 2024.	All campuses	
Advance innovative financing to support long-term strategic objectives.	Establish plan to advance innovative financing to support long-term strategic objectives.	System	N/A		By December 2021	
Establish land retention, acquisition, and use strategy.	Establish land retention, acquisition, and use strategy plan.	System	N/A		By December 2021	

Action Items (5.4)	Measure(s)	Campus	Baseline	Current	2025 Goal	Progress Card
Enhance risk management through innovative technology and processes.	Develop enterprise risk management plan.	System	N/A	✓	By December 2021	
Assess and improve campus safety protocols and organizational structure.	Create plan to assess and improve campus safety.	System	N/A	✓	By December 2021	
Engage in continuous improvement practices to promote efficiency in all aspects of operations.	Institute annual reporting effort of continuous improvement practices systemwide.	System	N/A	PEAK Phase 2 begins January 2024	By June 2022	X