

# Policy Discussion



April 13, 2007

# **Restructuring Performance Measures**

- **Institutional Performance Standards**
- **Management Agreement Performance Measures**

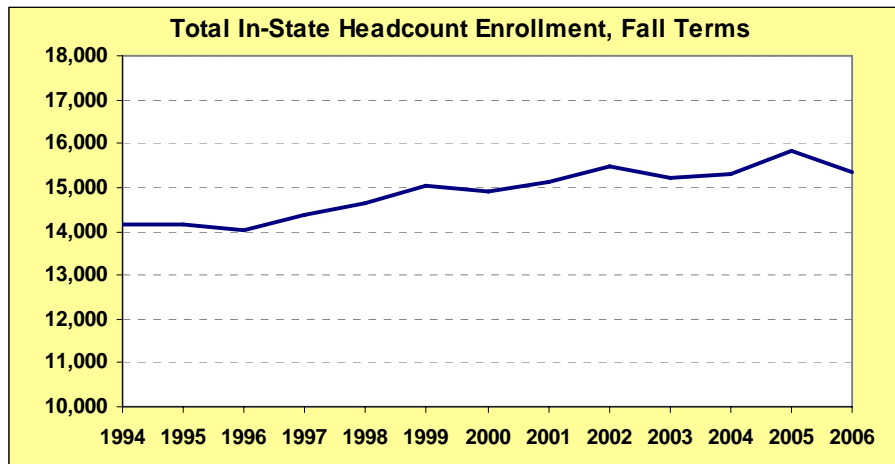
# **Restructured Higher Education Act**

## **Twelve Goals**

- **Student access**
- **Affordability**
- **Broad range of academic programs**
- **High academic standards**
- **Appropriate student progress towards a degree**
- **Transfer agreements with community college system**
- **Economic development**
- **Assistance to underperforming elementary and secondary schools**
- **Increase in externally funded research**
- **Preparation of financial plan**
- **Maximize operational efficiencies and economies in business practices**
- **Student safety and security**

# **Institutional Performance Standards**

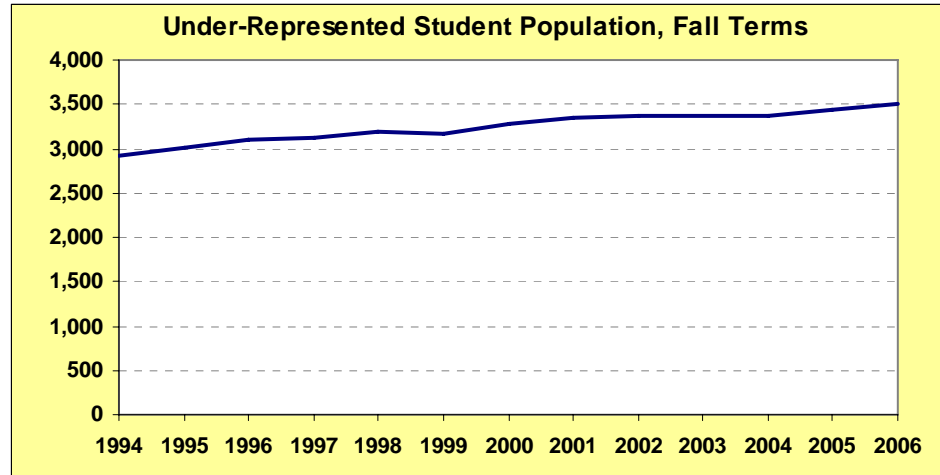
**ACCESS: 1. Institution meets its State Council-approved biennial projection of total in-state student enrollment within the prescribed range of permitted variance.**



Measure 1								
Total In-State Headcount Enrollment								
	Base	Intervening Year Goals						Target
	Benchmark Year	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Year	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
Target	15,492	15,411	15,499	15,587	15,675	15,807	15,936	16,075
Actual	15,287	15,826	15,360					
Threshold	14,717	14,640	14,724	14,808	14,891	15,017	15,139	15,271
Threshold: Permitted range of variance for this measure is 5%								

**Note: Includes undergraduate and graduate, on-Grounds and off-Grounds, credit headcount enrollment.**

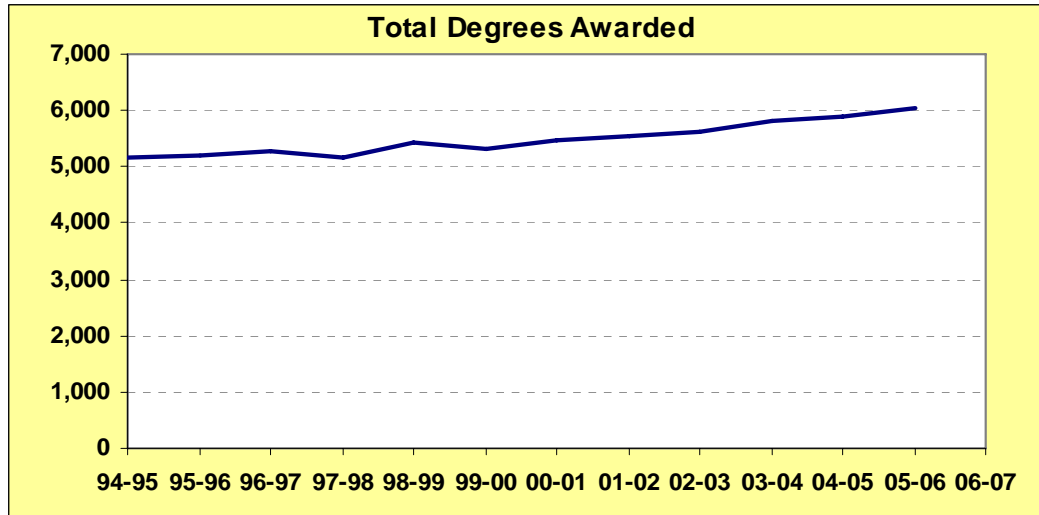
## ACCESS: 2. Institution increases the percentage of in-state undergraduate enrollment from under-represented populations.



Measure 2								
Total Enrollment of students from under- represented populations								
	Base	Intervening Year Goals						Target
	Benchmark Year	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Year	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
Target			3,469	3,509	3,549	3,606	3,651	3,701
Actual	3,377	3,448	3,500					
Threshold			3,318	3,358	3,398	3,455	3,500	3,550
<b>Threshold:</b> The minimum passing value representing an approved range of permitted variance.								

**Note:** Includes African Americans, Asian Americans, Native Americans, Hispanic Americans, students on Pell Grants, and students from selected Virginia cities/counties.

**ACCESS: 3. Institution annually meets at least 95 percent of its State Council-approved estimates of degrees awarded.**

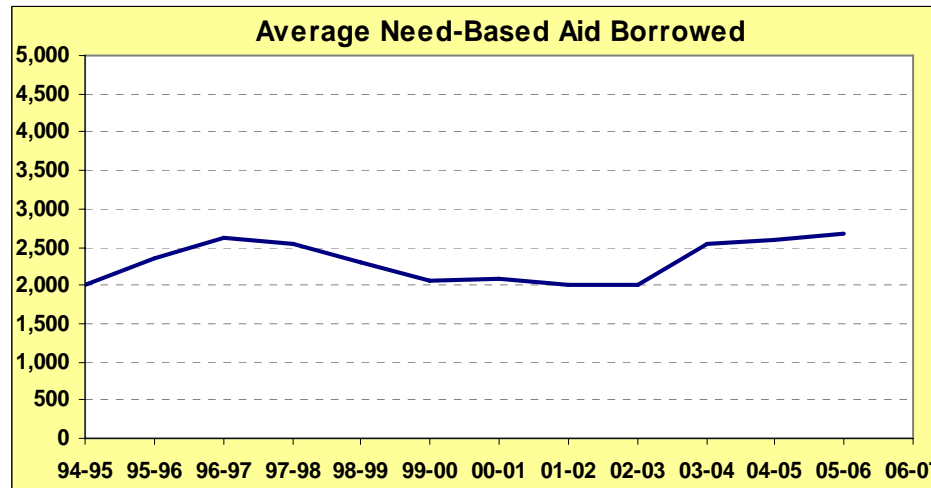


Measure 3								
Total Degrees Awarded								
	Base	Intervening Year Goals						Target
	Benchmark Year	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Year	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
Target	5,877	5,946	6,097	6,144	6,189	6,229	6,323	6,367
Actual	5,877	6,035						
Threshold	5,583	5,649	5,792	5,837	5,880	5,918	6,007	6,049
<b>Threshold:</b> Permitted range of variance for this measure is 5%								

**AFFORDABILITY: 4. With the intent of developing a clearly understandable measure of affordability no later than July 1, 2008, SCHEV shall report annually an institution's in-state undergraduate tuition and fees, both gross and net of need-based gift aid, as a percentage of the institution's median student family income. By October 1, 2008, each institution shall identify a "maintenance of effort" target for ensuring that the institution's financial commitment to need-based student aid shall increase commensurately with planned increases in in-state, undergraduate tuition and fees. The financial plan for these goals should be incorporated into the institution's 2009-2014 six-year plan as required under § 23-9.2:3.02., Code of Virginia.**

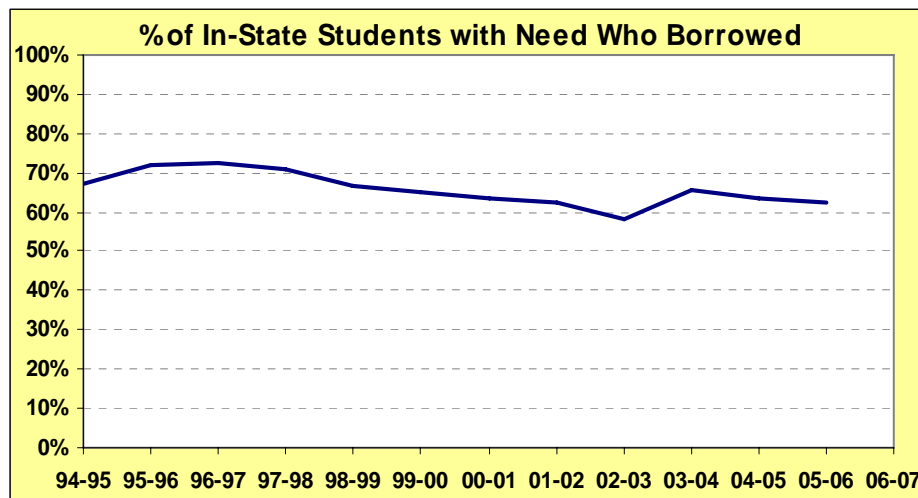
- **SCHEV will establish a working group to develop an appropriate definition and methodology for the measure. Consisting of professional staff from the public institutions, this group will begin meeting in October, 2006 with the goal of reporting out to Council in January, 2008 to allow Council to adopt a final measure no later than May, 2008.**

**AFFORDABILITY: 5.1 Institution establishes mutually acceptable annual targets for need-based borrowing that reflect institutional commitment to limit the average borrowing of in-state students with established financial need, and the percentage of those students who borrow, to a level that maintains or increases access while not compromising affordability.**



Measure 5.1								
Average annual need-focused student borrowing								
	Base	Intervening Year Goals						Target
	Benchmark Year	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Year	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
Target			3,032	3,167	3,038	3,174	3,307	3,395
Actual	2,648	2,678						
Threshold			3,289	3,424	3,295	3,431	3,564	3,652
<b>Threshold:</b> The maximum passing value representing an approved range of permitted variance.								

**AFFORDABILITY: 5.2 Institution maintains acceptable progress towards an agreed upon target that decreases the percent of in-state undergraduate student borrowers.**

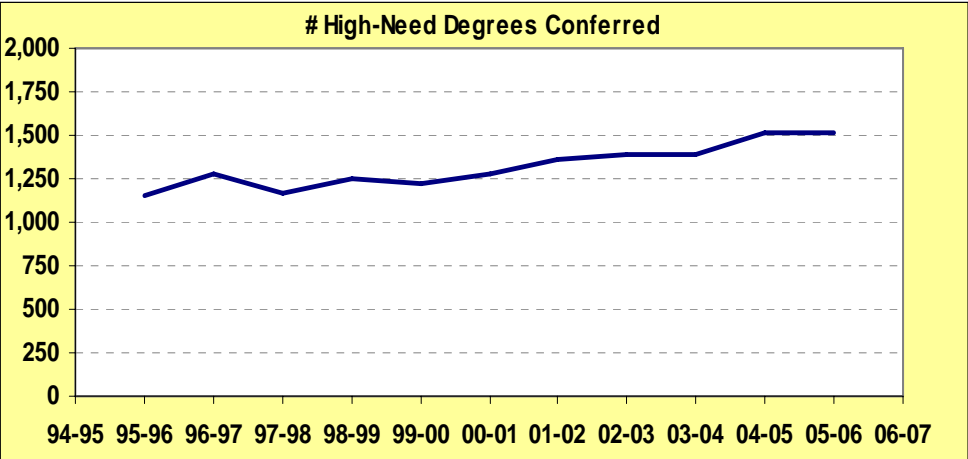


Measure 5.2								
Percentage of Students with need who borrowed annually (need-focused loans)								
	Base	Intervening Year Goals						Target
	Benchmark Year	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Year	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
Target			63.5%	63.4%	63.3%	63.2%	63.1%	63.0%
Actual	63.7%	62.3%						
Threshold			67.5%	67.4%	67.3%	67.2%	67.1%	67.0%
<b>Threshold:</b> The maximum passing value representing an approved range of permitted variance.								

**AFFORDABILITY: 6. Institution conducts a biennial assessment of the impact of tuition and fee levels net of financial aid on applications, enrollment, and student indebtedness incurred for the payment of tuition and fees and provides the State Council with a copy of this study upon its completion and makes appropriate reference to its use within the required six-year plans. The institution shall also make a parent- and student-friendly version of this assessment widely available on the institution's website.**

- **SCHEV staff will develop and issue guidelines as to what the Council will need to receive in order to certify compliance. Methodology and approach will be left to the institution to determine.**

**BREADTH OF ACADEMICS: 7. Institution maintains acceptable progress towards an agreed upon target for the total number and percentage of graduates in high-need areas, as identified by the State Council of Higher Education.**



Measure 7								
Total number of awards granted in high need areas								
	Base	Intervening Year Goals						Target
	Benchmark Year	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Year	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
Target			1,567	1,579	1,591	1,601	1,625	1,636
Actual	1,508	1,518						
Threshold			1,458	1,470	1,482	1,492	1,516	1,527
<b>Threshold:</b> The minimum passing value representing an approved range of permitted variance.								

**Note: Includes all degrees awarded in Education, Engineering, Medicine, and Nursing.**

**ACADEMIC STANDARDS: 8. Institution reports on total programs reviewed under Southern Association of Colleges and Schools assessment of student learning outcomes criteria within the institution's established assessment cycle in which continuous improvement plans addressing recommended policy and program changes were implemented.**

- **The University of Virginia recently underwent a compliance review by SACS and was unofficially informed on March 21, 2007 that it is in compliance with all SACS assessment requirements, notably comprehensive standard 3.3.1, which sets out requirements for assessing and evaluating program and learning outcomes, as well as implementing appropriate improvement plans.**

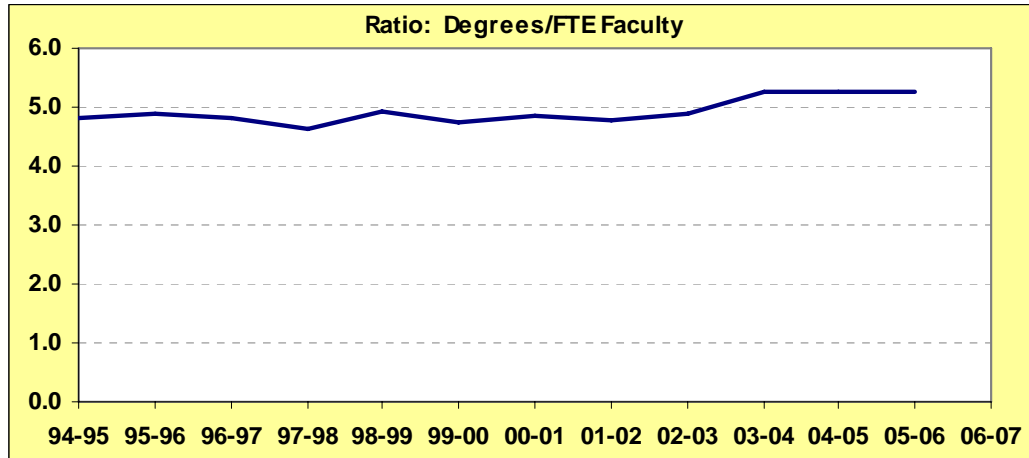
## **STUDENT RETENTION AND TIMELY GRADUATION:**

**9. Institution demonstrates a commitment to ensuring that lower division undergraduates have access to required courses at the 100- and 200-level sufficient to ensure timely graduation by reporting annually to the State Council of Higher Education on the number of students denied enrollment in such courses for each fall and spring semesters.**

- SCHEV will establish a working group to develop an appropriate definition and methodology for the measure. Consisting of professional staff from the public institutions, this group will begin meeting in October, 2006 with the goal of reporting out to Council in January, 2008 to allow Council to adopt a final definition no later than May, 2008.**

# STUDENT RETENTION AND TIMELY GRADUATION:

**10. Institution maintains or increases the ratio of degrees conferred per full-time equivalent instructional faculty member, within the prescribed range of permitted variance.**

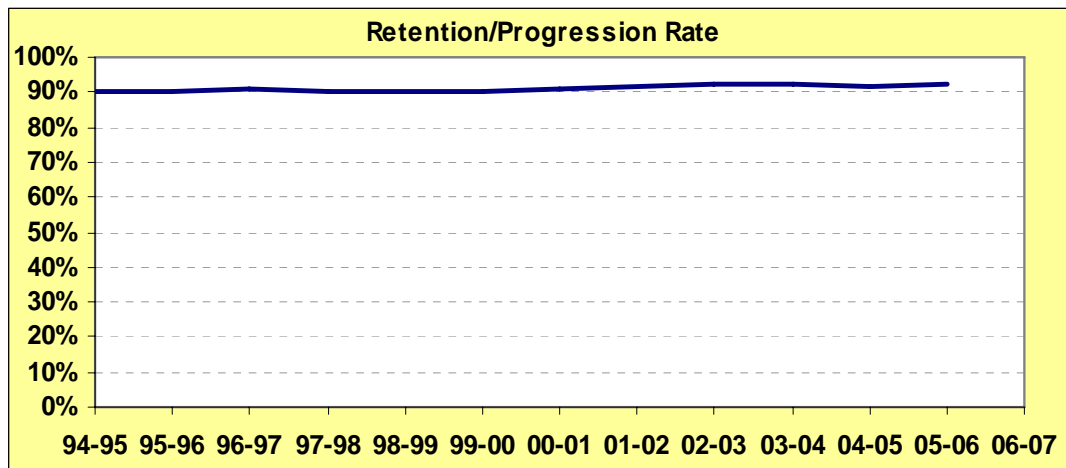


Measure 10								
Ratio of Degrees per FTE Faculty								
	Base	Intervening Year Goals						Target
	Benchmark Year	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Year	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
Target			5.20	5.16	5.12	5.08	5.04	5.00
Actual	5.25	5.28						
Threshold			4.99	4.95	4.91	4.87	4.83	4.70
<b>Threshold:</b> The minimum passing value representing an approved range of permitted variance.								

**Note: Research, administrative, and professional faculty are excluded. Medical degrees and faculty are excluded.**

# STUDENT RETENTION AND TIMELY GRADUATION:

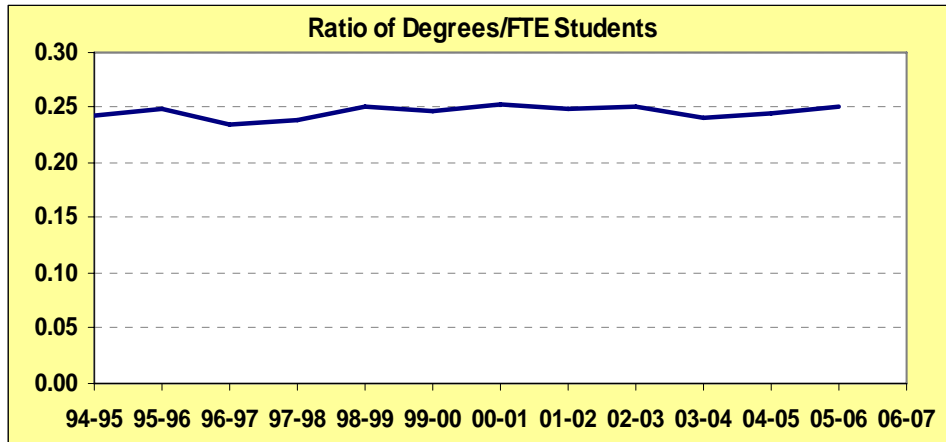
## 11. Institution maintains or improves the average annual retention and progression rates of degree-seeking undergraduate students.



Measure 11								
Retention/Progression rates of degree-seeking students								
	Base	Intervening Year Goals						Target
	Benchmark Year	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Year	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
Target			92.0%	92.0%	92.0%	92.0%	92.0%	92.0%
Actual	92.4%	92.2%						
Threshold			90.0%	90.0%	90.0%	90.0%	90.0%	90.0%
<b>Threshold:</b> The minimum passing value representing an approved range of permitted variance.								

## STUDENT RETENTION AND TIMELY GRADUATION:

**12. Within the prescribed range of permitted variance, the institution increases the ratio of total undergraduate degree awards to the number of annual full-time equivalent, degree-seeking undergraduate students except in those years when the institution is pursuing planned enrollment growth as demonstrated by their SCHEV-approved enrollment projections (graduation rate).**



Measure 12								
Ratio of Undergraduate Degrees/FTE Undergraduate Students								
	Base	Intervening Year Goals						Target
	Benchmark Year	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Year	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
Target			0.2450	0.2450	0.2450	0.2450	0.2450	0.2450
Actual	0.2450	0.2510						
Threshold			0.2385	0.2385	0.2385	0.2385	0.2385	0.2385
<b>Threshold:</b> The minimum passing value representing an approved range of permitted variance.								

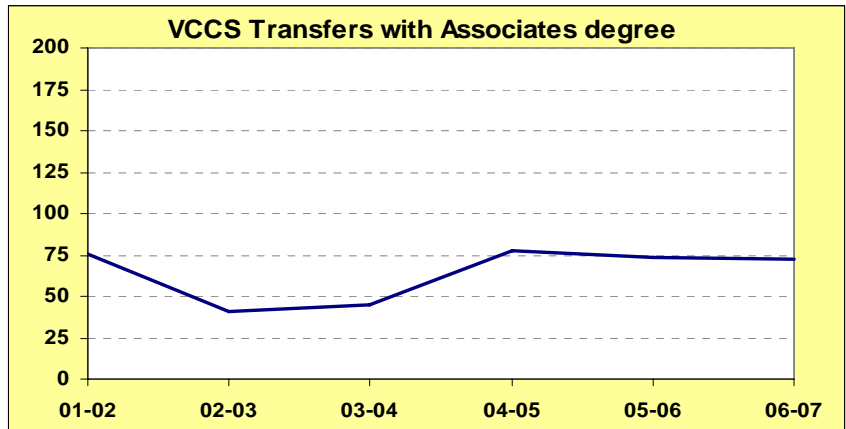
## ARTICULATION AGREEMENTS AND DUAL ENROLLMENT:

**13. Institution increases the number of undergraduate programs or schools for which it has established a uniform articulation agreement by program or school for associate degree graduates transferring from all colleges of the Virginia Community College System and Richard Bland College consistent with a target agreed to by the institution, the Virginia Community College System, and the State Council of Higher Education for Virginia.**

Measure 13								
Number of VCCS Institutions for which articulation agreement exists								
	Base	Intervening Year Goals						Target
	Benchmark Year	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Year	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
Target			11 Insts. for A&S	12 Insts. for A&S		8 Insts. for Engr		Nursing, Architect, Comm,Ed
Actual	0		23 Insts. A&S					
Threshold								
<b>Threshold:</b> The minimum passing value representing an approved range of permitted variance.								

# ARTICULATION AGREEMENTS AND DUAL ENROLLMENT:

**14. Institution increases the total number of associate degree graduates enrolled as transfer students from Virginia’s public two-year colleges with the expectation that the general education credits from those institutions apply toward general education baccalaureate degree requirements, as a percent of all undergraduate students enrolled, within the prescribed range of permitted variance.**

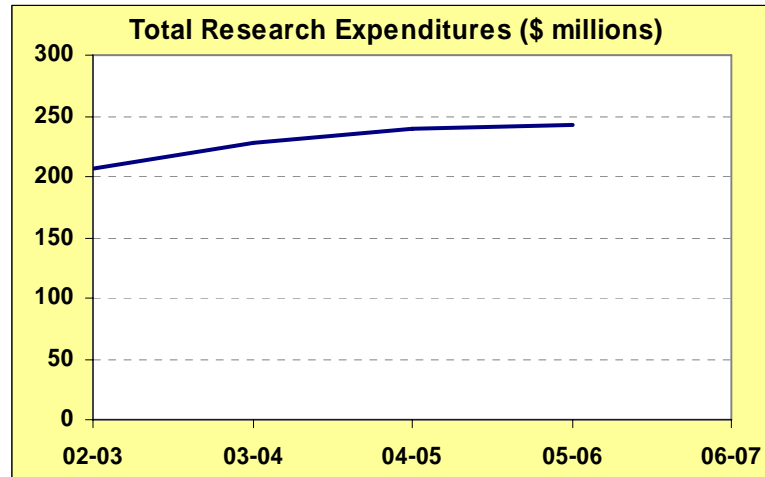


Measure 14								
VCCS Transfers with Associates degree								
	Base	Intervening Year Goals						Target
	Benchmark Year	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Year	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
Target			98	117	139	161	161	161
Actual	78	73	72					
Threshold			78	97	119	141	141	141
<b>Threshold:</b> The minimum passing value representing an approved range of permitted variance.								

**ECONOMIC DEVELOPMENT: 16. In cooperation with the State Council, institution develops a specific set of actions to help address local and/or regional economic development needs consisting of specific partners, activities, fiscal support, and desired outcomes. Institution will receive positive feedback on an annual standardized survey developed by the State Council, in consultation with the institutions, of local and regional leaders, and the economic development partners identified in its plans, regarding the success of its local and regional economic development plans.**

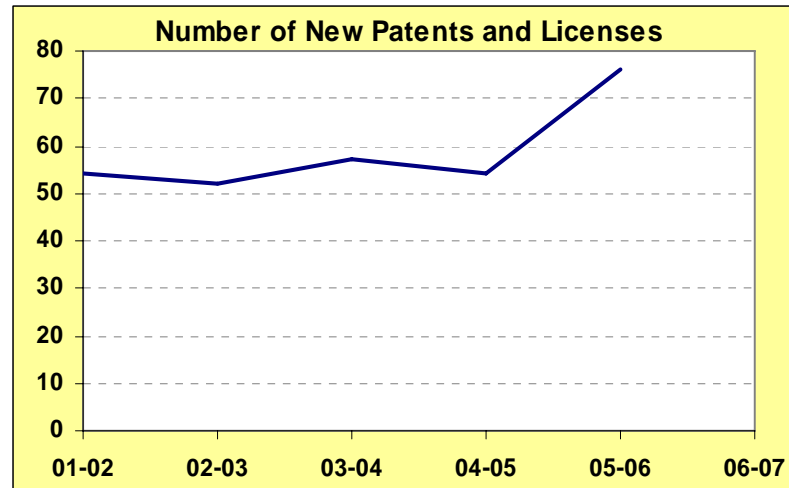
- **The University submitted its specific set of actions in 2005 in the Six Year Plan, and it was accepted by SCHEV and the Legislature.**
- **SCHEV will work with the institutions to develop the standardized survey.**

**RESEARCH, PATENTS, AND LICENSES: 17. Institution maintains or increases the total expenditures in grants and contracts for research, within the prescribed range of permitted variance, according to targets mutually agreed upon with SCHEV and/or consistent with the institution's management agreement.**



Measure 17								
Total Research Expenditures (millions)								
	Base	Intervening Year Goals						Target
	Benchmark Year	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Year	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
Target			\$264.1	\$278.7	\$293.8	\$311.6	\$324.0	\$337.0
Actual	\$238.6	\$243.4						
3-Yr Rolling Avg.	\$224.4	\$236.8						
Threshold			\$201.90	\$215.27	\$230.17	\$246.00	\$261.10	\$275.50
<b>Threshold:</b> The minimum passing value representing an approved range of permitted variance.								

**RESEARCH, PATENTS, AND LICENSES: 18. Institution maintains or increases the annual number of new patent awards and licenses, within the prescribed range of permitted variance, according to targets mutually agreed upon with SCHEV and/or consistent with the institution's management agreement.**



Measure 18								
Number of New Patents and Licenses								
	Base	Intervening Year Goals						Target
	Benchmark Year	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Year	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
Target			55	55	56	56	57	57
Actual	54	76						
Threshold			53	53	54	54	55	55
<b>Threshold:</b> The minimum passing value representing an approved range of permitted variance.								

**ELEMENTARY AND SECONDARY EDUCATION: 19. In cooperation with the State Council, institution develops a specific set of actions with schools or school district administrations with specific goals to improve student achievement, upgrade the knowledge and skills of teachers, or strengthen the leadership skills of school administrators. Institution will receive positive feedback on an annual standardized survey developed by the State Council, in consultation with the institutions, of the superintendents, principals, and appropriate other parties.**

- **The University submitted its specific set of actions in 2005 and it was accepted by SCHEV and the Legislature.**
- **SCHEV will work with the institutions to develop the standardized survey.**

# Financial and Administrative Standards

- An unqualified opinion from the Auditor of Public Accounts – **completed**
- No significant audit deficiencies – **completed**
- Substantial compliance with all financial reporting standards approved by the State Comptroller - **completed**
- Substantial attainment of accounts receivable standards approved by the State Comptroller - **completed**
- Substantial attainment of accounts payable standards approved by the State Comptroller - **completed**

# **Financial and Administrative Standards (continued)**

- **Institution complies with a debt management policy approved by its governing board that defines the maximum percent of institutional resources that can be used to pay debt service in a fiscal year, and the maximum amount of debt that can be prudently issued within a specified period.**

**UVa has its own institutional debt policy, approved by the BOV and we are in compliance with it. This policy was held up as a best practice in a very recent State Auditor report on debt statewide.**

# **Financial and Administrative Standards (continued)**

- **Institution completes no less than 75 percent of all non-exempt purchase transactions through the Commonwealth's enterprise-wide Internet procurement system (eVa) and makes no less than 75 percent of dollar purchases from vendors and suppliers who are registered in eVa.**

**From July 06 to March 07, 26% of non-exempt purchase transactions through eVa.**

**From July 06 to March 07, 82% of dollar purchases through vendors registered with eVA.**

# **Financial and Administrative Standards (continued)**

- **Institution completes no less than 75 percent of dollar purchases from leveraged cooperative contracts, when such a contract is available for a particular commodity, except when the institution can demonstrate that the cost of the purchase was less than the cost under all available leveraged cooperative contracts.**

**The University consistently makes over 80% of dollar purchases from leveraged cooperative contracts.**

# **Management Agreement Performance Measures**

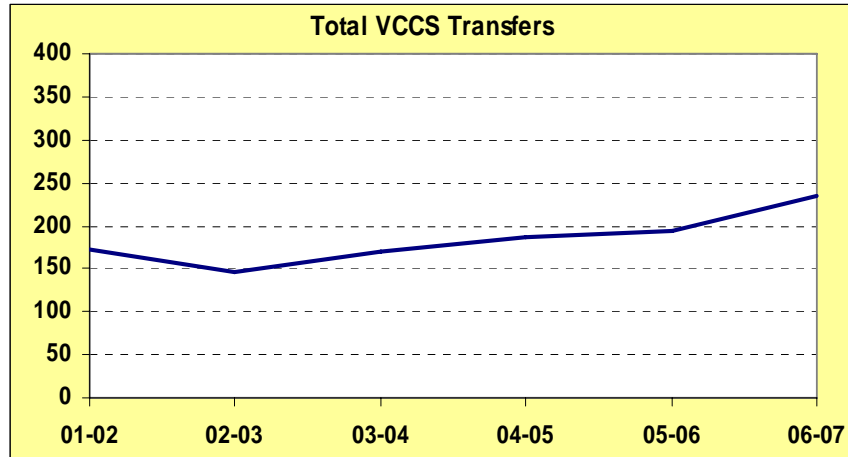
- **VCCS Transfers**
- **Economic Development**
- **Research**
- **Administrative Functions**

## MANAGEMENT AGREEMENT – VCCS TRANSFERS:

2. Specifically, pursuant to this program, the University, Virginia Tech and the College of William and Mary in Virginia collectively commit to enroll as transfer students from VCCS institutions and Richard Bland College (i) by the 2007-08 fiscal year, not less than approximately 300 new such transfer students each year over the number enrolled in 2004-05, for a total of 900 such transfer students each year, and (ii) by the end of the decade, not less than approximately 650 new such transfer students each year over the number enrolled in 2004-05, for a total of 1,250 such transfer students each year.

Management Agreement for VCCS Transfers				
	Current Transfers 2004-05	% of Total	2007-08 Target	2009-10 Target
William and Mary	45	7.5%	68	94
Virginia Tech	367	61.2%	551	765
University of Virginia	188	31.3%	282	392
Total	600	100.0%	900	1250

# MANAGEMENT AGREEMENT – VCCS TRANSFERS: (continued)



Management Agreement for VCCS Transfers								
VCCS Transfers								
	Base	Intervening Year Goals						Target
	Benchmark Year	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Year	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
Target			237	282	337	392	392	392
Actual	188	193	234					

# **Management Agreement Economic Development**

- **Required to work with an economically distressed region and stimulate economic development and improve student achievement and teacher and administrator skill sets in a school division.**
- **Selected the Coalfield Region of Southwest Va. and will partner with UVA-Wise and Virginia Coalfield Economic Development Authority (VCEDA)**
- **Submitted action plan to the Governor and the General Assembly in December. Must report on progress each year by September 1.**
- **Plan focuses on: Business Support; Health Care; K-12 Education**

# **Management Agreement Research**

- **In addition to its six-year target (\$337 M by 2011-12), commit to match from institutional funds, any additional research funds provided by the State in the Appropriation Act above the amount provided from institutional funds for research in 2005-06.**

# **Management Agreement Administrative Functions**

- **Capital Outlay**
- **Leases**
- **Finance and Accounting**
- **Human Resources**
- **Information Technology**
- **Procurement**

# Capital Outlay

<b>Performance Measure</b>	<b>Benchmark</b>	<b>FY 2005-06 Baseline</b>	<b>FY 2006-07 Year-to-Date</b>
Number of days on average for institution to process change orders locally	25 days	4 days	3 days
Number of days on average for institution to complete full code and fire and life safety reviews.	71 days new construction, 42 days renovation and infrastructure*	11 days	11.5 days

\* No recent BCOM U.Va. review history as U.Va. has delegated code reviews since 1996. This also represents review of CD's only.

# Capital Outlay (continued)

<b>Performance Measure</b>	<b>Benchmark</b>	<b>FY 2005-06 Baseline</b>	<b>FY 2006-07 Year-to-Date</b>
<p><b>Number of days saved by BOV approval of NGF projects compared to state approval</b></p>	<p><b>Number of days that would have been required from BOV approval to:</b></p> <ul style="list-style-type: none"> <li><b>a) Appropriation Act effective date</b></li> <li style="text-align: center;"><b>or</b></li> <li><b>b) Governor emergency approval</b></li> </ul>	<p><b>Not applicable</b></p>	<p><b>Wise Chancellor's Residence, cost \$1M, 221 days saved from the legislative process (LP) or 60 days saved from the Governor's emergency process (GEP)</b></p> <p><b>McCue Renovations, cost \$3M, 506 days saved from the LP or 60 days from the GEP</b></p>

# Leases

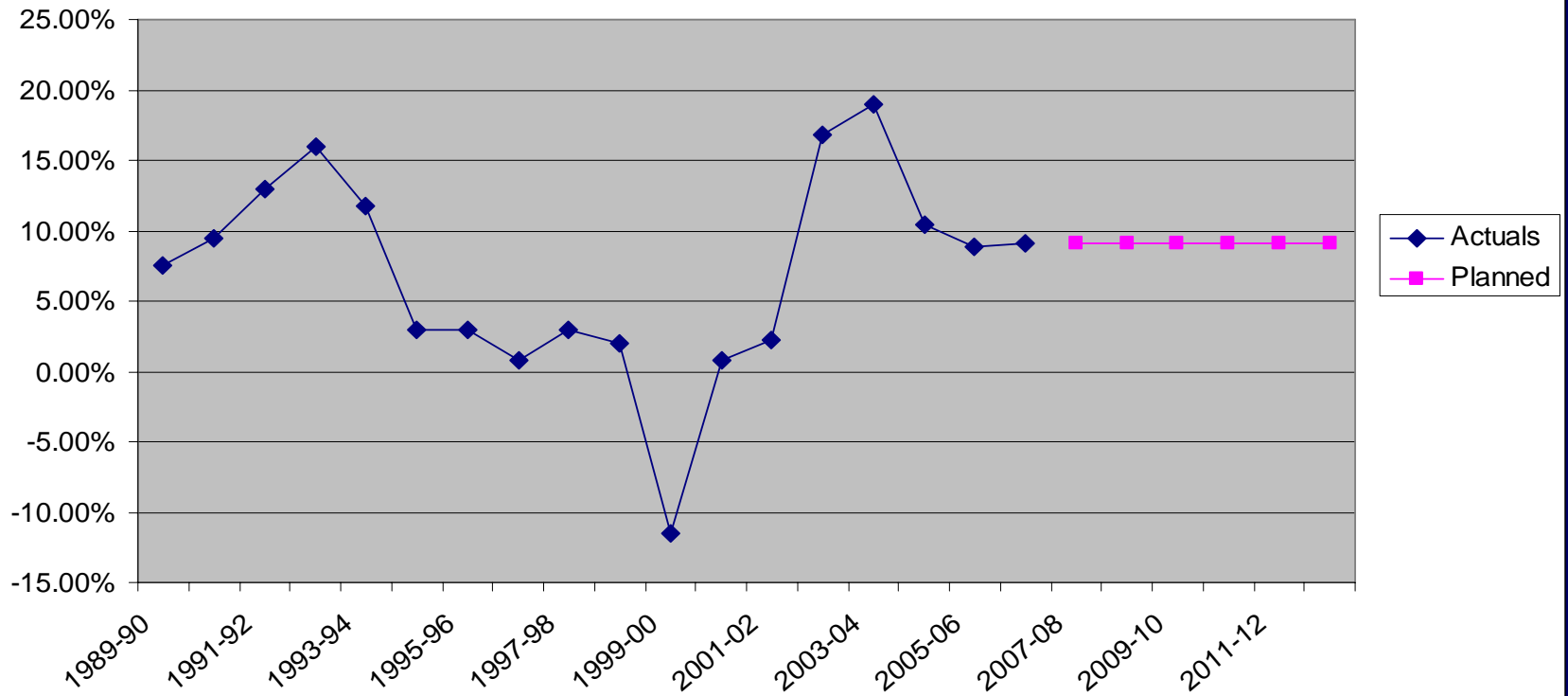
<b>Performance Measure</b>	<b>Benchmark</b>	<b>FY 2005-06 Baseline</b>	<b>FY 2006-07 Year-to-Date</b>
<b>Average number of days for institution to approve a lease</b>	<b>Average number of days for Real Estate Services to approve a lease (UVa and VT proxy data) 187 days before delegation</b>	<b>Not available</b>	<b>To date: 7 leases averaging 51 days</b>

# Finance and Accounting

<b>Performance Measure</b>	<b>Benchmark</b>	<b>FY 2005-06 Baseline</b>	<b>FY 2006-07 Year-to-Date</b>
<b>Bond rating from at least one of three rating agencies</b>	<b>An unenhanced rating received in the last three years within the double – A range or better from either Moody’s, S&amp;P, or Fitch</b>	<b>AAA</b>	<b>AAA</b>
<b>Stability of tuition and fee increases over time</b>	<b>Trend in-state undergraduate tuition and fee percentage increases from 1990-2005 compared to percentage increases over the timeframe of the six-year plan</b>	<b>See graph</b>	<b>See graph</b>

# University of Virginia Tuition Stability

Tuition Stability - In-State Undergraduate Percentage Increase



# Finance and Accounting (continued)

<b>Performance Measure</b>	<b>Benchmark</b>	<b>FY 2005-06 Baseline</b>	<b>FY 2006-07 Year-to-Date</b>
<b>Annualized investment returns earned on operating cash balances invested by the institution over a rolling three year period</b>	<b>The annualized yield on the 91-day Treasury Bill Index over a rolling three year period</b>	<b>Not applicable</b>	<b>5.80%</b>  <b>Benchmark for 7/1/06-3/31/07</b>  <b>5.05%</b>
<b>Debt burden ratio</b>	<b>Equal to or less than 7%</b>	<b>1.95%</b>	<b>2.26%</b>

# Finance and Accounting (continued)

<b>Performance Measure</b>	<b>Benchmark</b>	<b>FY 2005-06 Baseline</b>	<b>FY 2006-07 Year-to-Date</b>
Write off of bad debts from tuition, fees, room, and board charges	Less than or equal to 1% of prior year's operating revenues, over a rolling three year period	.006%	.006%
Percentage of recovery of delinquent accounts receivable sent to outside collection agencies or litigation	Greater than or equal to 10% of dollar value of the accounts referred to collection agencies, averaged over the last three years	16.35%	15.79%

# Finance and Accounting (continued)

<b>Performance Measure</b>	<b>Benchmark</b>	<b>FY 2005-06 Baseline</b>	<b>FY 2006-07 Year-to-Date</b>
<b>Amount of need-based financial aid for undergraduate Virginia students</b>	<b>Trend data against a baseline calculation in 2005-06</b>	<b>\$20,685,551</b>	<b>\$22,642,922</b>
<b>Amount of need-based grants for undergraduate students</b>	<b>Trend against a baseline calculation in 2005-06.</b>	<b>\$14,215,897</b>	<b>\$16,398,589</b>

# Human Resources

<b>Performance Measure</b>	<b>Benchmark</b>	<b>FY 2005-06 Baseline</b>	<b>FY 2006-07 Year-to-Date</b>
Percentage of turnover as an indicator of staff stability and staff satisfaction	Average percentage turnover rate should trend with College and University Personnel Administrators (“CUPA”)-Human Resources (“HR”) benchmark, which is approximately 11%	Turnover = 512  10.9%	Turnover =371  7.8%

# Human Resources (continued)

<b>Performance Measure</b>	<b>Benchmark</b>	<b>FY 2005-06 Baseline</b>	<b>FY 2006-07 Year-to-Date</b>
Internal transfers/promotions as a percentage of total number of hires as a measure of the extent to which the institution hires or promotes from within	Percentage rate should be equal to or greater than CUPA-HR benchmark, which is 25%	<p>Total Hires = 935</p> <p>Internal Hires = 300 (32%)</p> <p>External Hires = 635 (68%)</p>	<p>Total Hires = 741</p> <p>Internal Hires = 242 (33%)</p> <p>External Hires = 499 (67 %)</p>

# Human Resources (continued)

<b>Performance Measure</b>	<b>Benchmark</b>	<b>FY 2005-06 Baseline</b>	<b>FY 2006-07 Year-to-Date</b>
<b>Average number of days to classify new positions or reclassify a staff position as a measure of effectiveness of the classification process</b>	<b>Average should be equal to or less than CUPA-HR benchmark, which is approximately 30 days</b>	<b>Overall Average Days = 33</b>	<b>Overall Average Days = 16</b>

# Human Resources (continued)

<b>Performance Measure</b>	<b>Benchmark</b>	<b>FY 2005-06 Baseline</b>	<b>FY 2006-07 Year-to-Date</b>
Average number of days to hire staff, from recruitment posting to the candidate's acceptance	Trend data against baseline average in 2005-06.	Overall Average Days = 74	Overall Average Days = 76

# Human Resources (continued)

<b>Performance Measure</b>	<b>Benchmark</b>	<b>FY 2005-06 Baseline</b>	<b>FY 2006-07 Year-to-Date</b>
<b>Compliance with Restructuring Act election provisions.</b>	<b>Track percent of (i) total employees who are participating in the state HR system and (ii) current employees who have elected to participate in the institutional HR system.</b>	<b>Not applicable</b>	<b>Not applicable</b>

# Information Technology

<b>Performance Measure</b>	<b>Benchmark</b>	<b>FY 2005-06 Baseline</b>	<b>FY 2006-07 Year-to-Date</b>
Major information technology projects will be completed on approved schedules and within approved budgets	Projects are completed on time and within budget at a rate that matches industry standards	None completed	100% compared to the 2006 industry average of 35%*. One major project (UVa Marketplace) was completed. It was on time and within budget.

\* Source: Standish Group 2006 CHAOS Survey

# Information Technology (continued)

Performance Measure	Benchmark	FY 2005-06 Baseline	FY 2006-07 Year-to-Date
<p>All faculty and students have convenient access to a distributed learning and collaboration environment, with course management systems in support of such services as online content; student information and library systems upgraded as major changes in technology warrant</p>	<p>xx% (based on individual university metric) of all 2005-2006 courses utilize technically up-to-date course management systems</p>	<p>96.8% of U.Va.'s Fall 05 &amp; Sp 06 courses utilizing course management systems</p> <p>7,998 unique users of MyUVa Portal</p>	<p>86.6% of Fall 06 &amp; Sp 07 courses utilizing course mgmt systems as of 4/2/07 (will increase in Sp 07)</p> <p>8660 unique users of MyUVa Portal</p> <p>2,883 unique users of the "Collab" collaborative environment</p>

# Information Technology (continued)

<b>Performance Measure</b>	<b>Benchmark</b>	<b>FY 2005-06 Baseline</b>	<b>FY 2006-07 Year-to-Date</b>
<p>Institutions will leverage their collective expertise to save money and help strengthen security programs</p>	<p>There is evidence of collaboration among institutions, such as the Higher Education Virginia Alliance for Security Computing and Networking (VA SCAN)</p>	<ul style="list-style-type: none"> <li>• Virginia HE CIO Council</li> <li>• Virginia Alliance for Secure Computing &amp; Networking</li> <li>• Association of Collegiate Computing Services</li> <li>• Implementation of Vortex (connection to National Lambda Rail)</li> <li>• Southeastern University Research Assoc.</li> <li>• ACC Chief Information Officers summits</li> <li>• National Internet2 and EDUCAUSE task forces</li> <li>• National Common Solutions Group</li> </ul>	<ul style="list-style-type: none"> <li>• Virginia HE CIO Council</li> <li>• Virginia Alliance for Secure Computing &amp; Networking</li> <li>• Association of Collegiate Computing Services</li> <li>• Implementation of Vortex</li> <li>• ACC Chief Information Officers summits</li> <li>• National Internet2 and EDUCAUSE task forces</li> <li>• National Common Solutions Group</li> <li>• VT/U.Va. disaster recovery &amp; research computing collaboration</li> </ul>

# Information Technology (continued)

<b>Performance Measure</b>	<b>Benchmark</b>	<b>FY 2005-06 Baseline</b>	<b>FY 2006-07 Year-to-Date</b>
<p>The institution complies with policies for the procurement of information technology goods and services, including professional services, that are consistent with the requirements of § 23.38.110 of the Restructured Higher Education Financial and Administrative Operations Act and that include provisions addressing cooperative arrangements for such procurement as described in § 23.38.110</p>	<p>Results of external and internal audits indicate compliance</p>	<p>No audit findings reported</p>	<p>No audit findings reported</p>

# Procurement

<b>Performance Measure</b>	<b>Benchmark</b>	<b>FY 2005-06 Baseline</b>	<b>FY 2006-07 Year-to-Date</b>
<p>Goals established in the plan submitted to the State under current law for Small, Woman-owned and Minority-owned procurement. Performance will be reported quarterly</p>	<p>Accomplishment of goals and improvement on previous performance</p>	<p>MBE 2,457,783 3.8% WBE 2,593,437 4 % SBE 10,932,471 16.9%</p>	<p>MBE 3,354,612 2.2% WBE 5,519,278 3.6% SBE 31,705,684 21% (Through 12/31/06)*</p>
<p>Maximize operational efficiencies and economies through the adoption of best practices for electronic procurement</p>	<p>Increased use of electronic procurement as measured by dollar value.</p>	<p>\$219,485,502.98 in spend sent to eVA</p>	<p>\$211,908,272 in spend sent to eVa (Through 2/28/07)</p>

\*includes Medical Center construction

# Procurement (continued)

<b>Performance Measure</b>	<b>Benchmark</b>	<b>FY 2005-06 Baseline</b>	<b>FY 2006-07 Year-to-Date</b>
<b>Volume of cooperative procurements</b>	<b>Measure increase in the number of existing contracts renewed and new contracts over the number of current contracts</b>	<b>493 cooperative contracts in place</b>	<b>621 cooperative contracts in place (Through 2/28/07)</b>
<b>Vendor protests with a legal basis for the protest</b>	<b>Number of such vendor protests as compared to 2005-2006</b>	<b>0</b>	<b>0 (Through 2/28/07)</b>