

AGENCY NAME:	University of South Carolina Aiken		
AGENCY CODE:	H290	SECTION:	20B

**Fiscal Year 2017-18
Accountability Report**

SUBMISSION FORM

AGENCY MISSION	<p>The University of South Carolina Aiken is a comprehensive institution that offers undergraduate and graduate degrees in the arts, humanities, social sciences, natural sciences, and professional disciplines. All programs of study are grounded in a strong liberal arts and sciences curriculum.</p> <p>USC Aiken is distinguished by its commitment to transformative teaching made possible through high impact learning practices, undergraduate research, small classes, and individual attention. The University encourages excellence in research and creative pursuits and prepares students for success by challenging them to think critically and creatively, to communicate effectively, to learn independently, and to acquire breadth and depth of interdisciplinary knowledge.</p> <p>USC Aiken attracts students from South Carolina, the United States, and the world to form a diverse community of individuals engaged in educational experiences and service necessary for the pursuit of meaningful work in an enlightened, inclusive, and economically vibrant society. A progressive hub for innovation, collaboration, and creativity, USC Aiken contributes to the community by enriching the region’s quality of life through a variety of activities including the visual and performing arts, intercollegiate athletics, continuing and distance education, educational outreach, and leadership.</p>
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AGENCY VISION	<p>USC Aiken’s vision for the future flows from its institutional mission, its statement of core values, and its strategic goals and objectives.</p> <p>The University of South Carolina Aiken ranks among the top comprehensive public institutions in South Carolina and the Southeast. At USC Aiken, we:</p> <ul style="list-style-type: none"> • Emphasize excellence in teaching and collaborative learning experiences, stressing the connections between the liberal arts and professionally based courses; • Encourage and support high quality scholarly and creative endeavors; • Emphasize collegiality, civility, cooperation and collaboration within a nurturing campus community where there is mutual support to grow and excel; • Honor human diversity and respect differences; • Encourage integrity, honesty, and accountability, and foster responsible citizenship and working for the common good; • Sustain a strong academic support system for all students and offer quality curricular and co-curricular programs that prepare students to be citizen leaders and effective participants and contributors in a dynamic global society;
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- Maintain a moderately-sized campus where students can expect an optimal faculty-student ratio and individual attention
- Maintain a campus environment that supports creativity and productivity;
- Inspire all members of the campus community to participate in supporting the institutional mission;
- Demonstrate commitment to the effective and efficient use of resources and the wise use of technology;
- Continue to foster and protect strong community ties and to enrich the lives of all community members.

Please select yes or no if the agency has any major or minor (internal or external) recommendations that would allow the agency to operate more effectively and efficiently.

RESTRUCTURING RECOMMENDATIONS:	Yes	No
	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Please identify your agency's preferred contacts for this year's accountability report.

	<u>Name</u>	<u>Phone</u>	<u>Email</u>
PRIMARY CONTACT:	Alisha O'Banion, M.Ed.	803-641-2855	alishao@usca.edu
SECONDARY CONTACT:	Lloyd Dawe, Ph.D.	803-641-3338	lloyd@usca.edu

I have reviewed and approved the enclosed FY 2017-18 Accountability Report, which is complete and accurate to the extent of my knowledge.

AGENCY DIRECTOR (SIGN AND DATE):	<i>Sandra J. Jordan</i> 9-7-18	
(TYPE/PRINT NAME):	Sandra J. Jordan, Chancellor	

BOARD/CMSN CHAIR (SIGN AND DATE):	<i>John C. von Lehe Jr.</i> SEP 17 2018	
(TYPE/PRINT NAME):	John C. von Lehe Jr., Chariman	

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AGENCY’S DISCUSSION AND ANALYSIS

Founded in 1961, USC Aiken is a comprehensive institution with a strong liberal arts and science focus. The institution functions as part of the University of South Carolina system, combining the advantages of a more personalized education afforded by a mid-sized institution with the resources of a major research university. USC Aiken offers bachelor's degrees in more than 30 areas, including several bachelor’s degree completion programs, and selected master's degrees designed to enhance and serve our region’s advanced workforce needs. With an enrollment of approximately 3,500, USC Aiken focuses on personal attention, deployment of engaged learning pedagogies, quality teaching, and an active campus environment. Small classes are taught by professors rather than teaching assistants and afford students one-on-one relationships with experienced faculty, individual advisement, and research opportunities, all of which support the institution's commitment to helping students achieve academic success. USC Aiken has strong ties with the community and offers a diverse non-credit program of trips, camps, certificate programs, and continuing education for members of the surrounding area. U.S. News & World Report ranks USC Aiken first among the Best Public Baccalaureate Colleges in the South. Colleges of Distinction has also recognized the university for its continued dedication to High-Impact Educational Practices that influence both student learning and student success. Our Veterans and Military Student Success Center has continued to receive national attention and various accolades with multiple national rankings. USC Aiken is a member of the Council of Public Liberal Arts Colleges, the only institution in South Carolina with that designation. This designation shows a commitment to the critical thinking, communication, and analytical skills necessary to be successful in today’s workforce.

USC Aiken’s small and active campus environment gives students numerous opportunities to be involved in campus life. Student involvement offerings include community service, Greek life, intramural and club sports, leadership development programs, and more than 95 clubs and organizations – truly something for everyone. On-campus housing can accommodate almost 1,000 students, providing opportunities for students to enjoy the traditional college experience. Our student-athletes, the Pacers, compete in NCAA Division II sports as part of the competitive Peach Belt Conference in baseball, men’s and women’s basketball, cross country, golf, men’s and women’s soccer, softball, men’s and women’s tennis, and volleyball. Through campus programming, a wide range of activities from comedians to cultural events are planned for students, by students, based on their interests.

Completing the final year of our Forward Together Strategic Plan, USC Aiken has seen significant progress on several key metrics. Increased student retention, enhanced partnerships with business and

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industry, fairer salaries, a safe and inviting campus, and expanded academic offerings are among the list of accomplishments that have bolstered USC Aiken and advanced our mission.

The student body at the University has continued to grow over time. The growth is a combination of recruitment efforts for new freshmen and transfer students combined with increased retention. The student body is racially diverse with over 60% being female. We have seen a significant increase in the proportion of first generation and low-income students that make up our student body; up to 54% are the first in the family to attend college, and more than 25% come from low-income families.

Three years ago, a Retention, Progression and Graduation (RPG) Implementation Committee was constituted to review trends, identify issues, examine reports, whitepapers and existing evidence to determine best practices, and deliver specific actionable recommendations related to the RPG of our students. Among the earlier recommendations that have been implemented were requiring faculty to report mid-term grades and attendance in the lower 100-200 level classes and extending the course withdrawal date. The RPG Implementation Committee also devoted significant time examining courses that have high DFW grades and considered actions such as course redesign, tutoring services to students, course sequencing, and appropriate placement of students. Retention of first-time/full-time freshmen has increased from 66.2% in 2012 to 68.2% this past year. The results for first-time/part-time students are also positive, moving from 37.5% to 71.4% over the past three years. This committee also spent time examining data related to placement testing of students and recommended the use of standardized math scores (ACT & revised SAT) as placement indicators for the math courses of new incoming students. Tailoring interventions to student needs in an environment of restricted resources is a particular challenge because comprehensive institutions like USC Aiken enroll and provide opportunities to a greater variety of students than research or private institutions; minority students, first-generation college students, students with lower levels of academic achievement in high school, and students from low-income families are all significantly overrepresented in the comprehensive sector of universities. This is a challenge that must nonetheless be met if we are to fulfill our mandate.

USC Aiken continues its long tradition of working closely with our regional businesses, industry, and other entities to leverage the strengths of our partnerships. This past year has seen continued strengthening of USC Aiken’s partnerships with Savannah River National Laboratory and First Tee for the sharing and development of resources. Agreements have been signed with institutions overseas for study abroad opportunities and student exchanges. The university has continued to partner with various entities of the surrounding community including Aiken Regional Medical Center, Aiken County Government, Aiken County Public Safety, and the City of North Augusta in programs focused on preventative and rehabilitative services, community based instruction, and other initiatives. Our Ruth Patrick Science Education Center continues to offer

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support to the K-12 educational system and to promote the STEM disciplines. With over 80,000 visits per year, the Ruth Patrick Science Education Center is a major contributor to increasing STEM education in K-12 in our region. USCA also began preparations for the Aiken Scholars Academy offering select high school students a unique and engaging educational structure that will introduce them to and immerse them in the collegiate environment.

Numerous studies have found that engaged faculty are essential if initiatives related to student success, program development, research advancement, and economic contributions are to be successful. Competitiveness in the national market to recruit faculty determines the degree to which we can acquire and maintain qualified faculty, particularly in the face of growing enrollment demands. A significant number of faculty and staff retirements have prompted heightened competition with other institutions for qualified personnel and success in recruiting staff is linked to our ability to compete with the companies and industries located in Aiken and Aiken County. Coupled with this are difficulties in attracting and retaining faculty and staff given state pay limitations, the existence of low state appropriations that do not allow for salary increases and inequity / compression adjustments, and burnout from mandated initiatives at the federal, state, and system level. Meanwhile, current faculty, have serious concerns about salary compression, the larger issue of disinvestment, and the prospects for future support of their academic work. To address these concerns, the fair wage initiative, now in its fourth year, was initiated. Prior to the plan, only 11.4% of the University’s employees met equitable pay based on time-in-rank adjusted discipline-specific benchmarks. This, coupled with the decisions to hire new faculty based upon the CUPA averages for faculty pay with consideration to discipline and rank at institutions similar in size and scope to USC Aiken; to restructure summer hours that allow staff greater flexible time; to provide an environment that recognizes and praises good efforts of the employees and recognizes that effort in a myriad of ways; and to provide more competitive “start-up” packages for faculty in research roles, has had a positive impact on salary disparities for faculty and staff. After this fourth year, only 37% of employees are below their target benchmark salaries. An additional \$1.4 million is required to fully address salaries inequities.

The safety of our students, faculty, and visitors on campus is our top priority. The continued use of our scheduling software has provided means to monitor more closely the number of individuals in our buildings at any given time. USCA has received approval for the installation of a new one-touch emergency mass notification system and has also installed a new radio system to enhance interoperability between agencies across our region and state (Aiken County Sheriff’s Office, EMS, Highway Patrol, and others). University Police are now using body worn cameras. Increased security camera coverage has also been implemented across campus, and the university has continued to install emergency call boxes. Emergency drills have been conducted and risk

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assessments and mitigation plans have been developed and updated. Pedestrian safety has also been further enhanced with the addition of new sidewalks and crosswalks in various locations across campus.

The University of South Carolina Aiken has continued to grow its newer degree programs. The Master of Business Administration has expanded to accept students with an undergraduate business degree. It has also moved to an online format and seen continued growth in enrollment. The Bachelor of Science in Clinical Laboratory Science and the Bachelor of Science in Industrial Process Engineering’s enrollment numbers have grown as well, and these programs will continue to address the needs of the community by meeting the demand for well-qualified individuals in these fields. The university’s offerings with Palmetto College have also expanded to include the major of Special Education. The university has also worked on the development of several programs for the upcoming academic year including a Master of Education in Educator Leadership, a Bachelor of Science in Applied Computer Science, and a Bachelor of Science in Applied Mathematics. Additional possibilities continue to be explored and will be developed in the near future.

To ensure that we provide high quality support to our incoming and continuing students, USC Aiken has renovated various buildings across campus. The university has continued the process of transforming spaces within the Gregg-Graniteville Library to serve as a Learning Commons. The Disabilities Services Office has also been relocated and updated. An Entrepreneurial Center was constructed to further support student growth and development.

The challenges facing the University of South Carolina Aiken continue to be associated with those that are generally impacting public higher education institutions in the United States. A combination of factors such as a changing landscape of work and skills requirements; the lack of parity in state funding among the comprehensive university sector, the movement toward competency-based educational frameworks; competition from for-profit and international institutions; the potential allocation of increasing resources for two-year community and technical colleges; and the expanding scopes of technical colleges promise to impact universities by placing increased pressure on the way we think about, fund, and deliver our primary mission. Additionally, challenges continue to arise as state and federal governments saddle institutions with unfunded mandates and new accountability measures. The confluence of these forces creates a challenging environment for our public institutions to flourish.

In the unlikely event that USC Aiken is unable to achieve its goals and objectives, the public of South Carolina would lose a high quality public post-secondary education at the baccalaureate and masters level. The resulting economic fallout would be severe, as the availability of qualified employees entering the workforce would be significantly impacted. Further, there would be loss of cultural and athletic events that are crucial to the region’s appeal. There are several things the General Assembly could do to mitigate the risk of such a crisis.

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First, the General Assembly could ear mark new revenues to allow an increase in funding in the form of appropriations to higher education more similar to North Carolina and Georgia. The historic inequities in funding to a handful of universities should also be addressed. Additionally, issuance of a bond to address deferred maintenance and aging infrastructure is critical. Furthermore, the reduction of regulations and unfunded mandates would create greater efficiencies in the Higher Education sector and free up resources that could be redirected to support the mission of the institution. Finally, greater definition and clarity could be provided to the sectors within the K-20 educational system and the role that the Commission on Higher Education is to play in overseeing higher education within the State.

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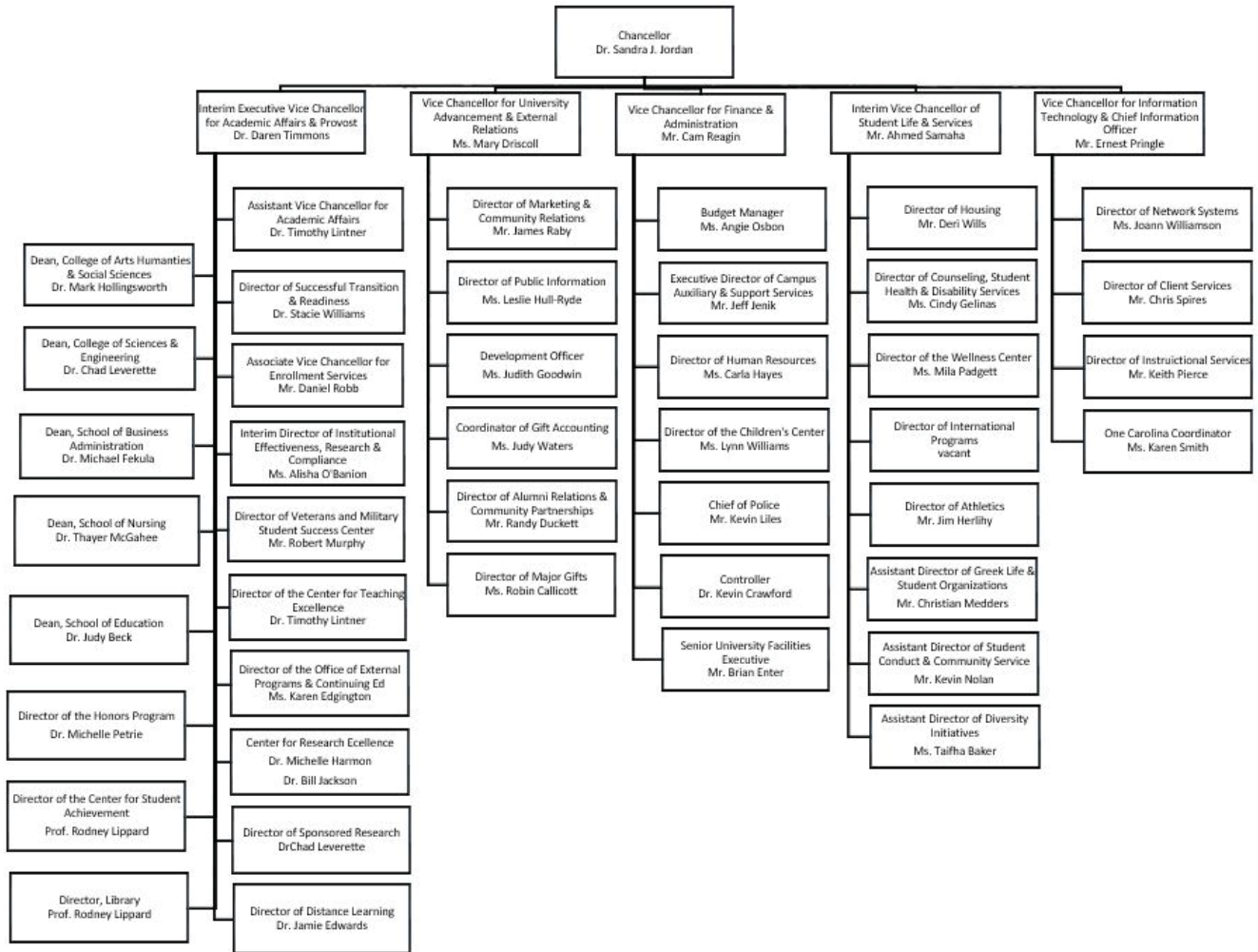
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Strategic Planning and Performance Measurement Template

Statewide Enterprise Strategic Objective	Type	Item #			Description	Base	2017-18		Actual	Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure
		Goal	Strategy	Measure			Target						
Education, Training, and Human Development	G	1			Provide distinctive, high quality educational experiences								
	S	1.1			Reinforce quality teaching and learning as the preeminent activities of this University								
	M		1.1.1	Senior Satisfaction with the Level of Academic Challenge	91.33% > 86.31%			85.69%	July 1 - June 30	National Survey of Student Engagement (NSSE)	Percentage of senior participants who indicated they had been challenged to do their best work; target is to exceed the national percentage as reported by NSSE	An efficiency measure indicating the university's success with encouraging excellence in students' research and creative pursuits.	
	M		1.1.2	NSSE: Percent of Seniors Who Report Having Studied Abroad	7%	14%	6%	July 1 - June 30	National Survey of Student Engagement (NSSE)	Number of senior respondents who indicated that they participated in a study abroad program divided by the number of senior respondents; target represents the percent of seniors across the Nation who completed the NSSE that responded similarly	An outcome measure of students' exposure to diversity. The metric serves as a measure of how well the institution is doing in providing study abroad opportunities relative to a national peer group.		
	M		1.1.3	Senior Satisfaction with the Quality of Instruction in their Major Program of Study	97.35% > 97.35%			92.89%	July 1 - June 30	Internal Senior Exit Survey	Number of survey participants who indicated they were satisfied or better divided by the number of survey participants; target is to improve upon the rates of satisfaction	An efficiency measure indicating the university's success with providing high quality instruction and supporting the university's commitment to transformative teaching.	
	M		1.1.4	Average class size for Graduate level Classes	6.92 < 10			6.89	August - May	Internal enrollment tallies on the course matriculation date	Total enrollment in graduate level classes divided by the number of graduate level class offerings; target is the number established by best practices	Class size is an important efficiency measure of how well the institution achieves the balance between being good stewards of resources by controlling costs associated with teaching of classes and providing an ideal learning environment where students can receive individualized guidance and timely feedback. The aim is to get as close to the target as possible without exceeding it.	

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		Goal	Strategy	Measure			Target	Actual				
	M			1.1.5	Average Class Size for Lower level Classes	19.83	< 20	18.94	August - May	Internal enrollment tallies on the course matriculation date	Total enrollment in lower level classes divided by the number of lower level class offerings; target is the number established by best practices	Class size is an important efficiency measure of how well the institution achieves the balance between being good stewards of resources by controlling costs associated with teaching of classes and providing an ideal learning environment where students can receive individualized guidance and timely feedback. The aim is to get as close to the target as possible without exceeding it.
	M			1.1.6	Average class size for Upper level Classes	11.95	< 15	12.06	August - May	Internal enrollment tallies on the course matriculation date	Total enrollment in upper level classes divided by the number of upper level class offerings; target is the number established by best practices	Class size is an important efficiency measure of how well the institution achieves the balance between being good stewards of resources by controlling costs associated with teaching of classes and providing an ideal learning environment where students can receive individualized guidance and timely feedback. The aim is to get as close to the target as possible without exceeding it.
	M			1.1.7	Percent of Student Body that is Female	64.7%	63.7%	65.0%	October	NCES IPEDS Data Center	Total number of students enrolled on the fall freeze date who were female divided by the total number of students enrolled on the fall freeze date; target represents the national peer group's 75th percentile value on the fall freeze date	The female percentage of the student body measure serves as a means to highlight the university's commitment to recruiting a promising and diverse student body.
	M			1.1.8	Percent of Student Body that is Minorities	40.3%	43.0%	41.0%	October	NCES IPEDS Data Center	Total number of students enrolled on the fall freeze date who were non-white divided by the total number of students enrolled on the fall freeze date; target represents the national peer group's 75th percentile value on the fall freeze date	The minority percentage of the student body measure serves as a means to highlight the university's commitment to recruiting a promising and diverse student body.

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		Goal	Strategy	Measure			Target	Actual					
	M			1.1.9	Number of USCA Bachelor Degrees Awarded	511	535	495	July 1 - June 30	NCES IPEDS Data Center	Sum of awarded degrees for summer, fall and spring terms; target represents National Peer group median value	An outcome measure indicating the institution's success in graduating students relative to a national peer group.	
	M			1.1.10	Number of USCA Masters Degrees Awarded	11	116	12	July 1 -June 30	NCES IPEDS Data Center	Sum of awarded degrees for summer, fall and spring terms; target represents National Peer group median value	An outcome measure indicating the institution's success in graduating students relative to a national peer group.	
	M			1.1.11	Overall Number of USCA Degrees Awarded	522	780	507	July 1 -June 30	NCES IPEDS Data Center	Sum of awarded degrees for summer, fall and spring terms; target represents National Peer group median value	This is an outcome measure of the degrees awarded relative to our national peer group.	
	S			1.2	Enhance excellence by implementing and supporting student engagement and immersive learning both inside and beyond the classroom								
	M			1.2.1	Percent of students who took at Least One Online Course	25.1%	> 25.1 %	30.5%	December	Fall Student Course Enrollment records (IPEDS)	Unduplicated count of students who have enrolled in an online class during the Fall semester divided by the number of students enrolled in the Fall semester; target is to increase the percent over the current rate	An outcome measure that demonstrates the university's commitment to enhance learning and provide greater student access.	
	M			1.2.2	Honor Program Enrollment	103	> 103	98	August	Internal Honors Program Analysis	Count of registered students in the Honors program at the start of the Fall semester	An outcome measure establishing the institution's success with enrolling students into the Honors Program and supports the university's mission of challenging students to think critically and creatively.	
	M			1.2.3	Honor Program Six-year Graduation Rates	79%	> 45%	79%	July 1 -June 30	Internal Honors Program Analysis	Number of students who entered the Honors Program six years prior who graduated divided by the number of students who entered the Honors Program six years prior; target is to be above the 6 year graduation rate for our national peer group	This outcome measure helps to determine how successful the institution has been in graduating students from the Honors Program.	

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		Goal	Strategy	Measure			Target	Actual				
	M			1.2.4	Percent of Course Sections Offered Online	8%	> 8%		11% August - May	Internal schedule of classes analyses	Number of course sections with an online method of instruction divided by the number of course sections for Fall; target is to increase the percent of online course offerings	This output measure demonstrates the university's commitment to meeting the various scheduling needs of its student body.
	M			1.2.5	Senior Satisfaction with the Availability of Faculty	97.21%	> 97.21%		96.90% July 1 - June 30	Internal Senior Exit Survey	Number of survey participants who indicated they were satisfied or better divided by the number of survey participants; target is to improve upon the rates of satisfaction	An efficiency measure indicating the faculty's success with being accessible to students and aiding in their success.
	M			1.2.6	NSSE - Socially Supportive Environment	66%	> 63%		70% August - May	National Survey of Student Engagement (NSSE)	Percentage of senior respondents who indicated "quite a bit" or "very much" to the question of how much the institution provided the support for the student to thrive socially; target represents the percent of seniors across the Nation who completed the NSSE similarly (average of items 14e & 14f)	An output measure of institutional efforts to provide social support that students need relative to a national peer group.
	M			1.2.7	NSSE - General Education: Analyzing Numerical and Statistical Information	2.90	> 2.84		2.92 August - May	National Survey of Student Engagement (NSSE)	Average rating provided by seniors on a 4 point scale to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to analyzing numerical and statistical information; target represents the average rating provided by all seniors across the nation who completed the NSSE	An outcome measure of the perceived impact the institution has had on students gaining skills and knowledge necessary to analyze numerical and statistical information. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.

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		Goal	Strategy	Measure								
	M			1.2.8	NSSE - General Education: Developing or Clarifying a Personal Code of Values and Ethics		2.87 > 2.83	2.93	August - May	National Survey of Student Engagement (NSSE)	Average rating provided by seniors on a 4 point scale to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to developing or clarifying a personal code of values and ethics; target represents the average rating provided by all seniors across the nation who completed the NSSE	An outcome measure of the perceived impact the institution has had on the development of a personal code of values and ethics in students. The metric serves as a measure of how well the institution is achieving its educational mission, relative to a national peer group.
	M			1.2.9	NSSE - General Education: Solving Complex Real-world Problems		2.87 > 2.82	2.91	August - May	National Survey of Student Engagement (NSSE)	Average rating provided by seniors on a 4 point scale to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to solving complex real-world problems; target represents the average rating provided by all seniors across the nation who completed the NSSE	An outcome measure of the perceived impact the institution has had on students gaining skills and knowledge necessary to solve complex real-world problems. The metric serves as a measure of how well the institution is achieving its educational mission, relative to a national peer group.
	M			1.2.10	NSSE - General Education: Speaking Clearly and Effectively		2.97 > 2.93	2.98	August - May	National Survey of Student Engagement (NSSE)	Average rating provided by seniors on a 4 point scale to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to speaking clearly and effectively; target represents the average rating provided by all seniors across the Nation who completed the NSSE	An outcome measure of the perceived impact the institution has had on the development of effective oral communication skills among students. The metric serves as a measure of how well the institution is achieving its educational mission, relative to a national peer group.

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		Goal	Strategy	Measure			Target	Actual				
	M			1.2.11	NSSE - General Education: Thinking Critically and Analytically	3.31	> 3.30	3.20	August - May	National Survey of Student Engagement (NSSE)	Average rating provided by seniors on a 4 point scale to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to thinking critically and analytically; target represents the average rating provided by all seniors across the Nation who completed the NSSE	An outcome measure of the perceived impact the institution has had on the development of critical and analytical thinking among students. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.
	M			1.2.12	NSSE - General Education: Understanding People of Other Backgrounds	2.85	> 2.82	2.88	August - May	National Survey of Student Engagement (NSSE)	Average rating provided by seniors on a 4 point scale to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to understanding people of other backgrounds; target represents the average rating provided by all seniors across the Nation who completed the NSSE	An outcome measure of the perceived impact the institution has had on the development of an appreciation for diversity among students. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.
	M			1.2.13	NSSE - General Education: Working Effectively with Others	2.97	> 3.04	3.08	August - May	National Survey of Student Engagement (NSSE)	Average rating provided by seniors on a 4 point scale to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to working effectively with others; target represents the average rating provided by all seniors across the Nation who completed the NSSE	An outcome measure of the perceived impact the institution has had on the development of knowledge and skills among students to effectively work with others. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.

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		Goal	Strategy	Measure			Target	Actual				
	M			1.2.14	NSSE - General Education: Writing Clearly and Effectively	3.19	> 3.04	3.08	August - May	National Survey of Student Engagement (NSSE)	Average rating provided by seniors on a 4 point scale to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to writing clearly and effectively; target represents the average rating provided by all seniors across the nation who completed the NSSE	An outcome measure of the perceived impact the institution has had on the development of effective writing skills among students. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.
	M			1.2.15	NSSE - Percent of Seniors who Report Participating in Research Projects	20%	> 24%	23%	August - May	National Survey of Student Engagement (NSSE)	Number of senior respondents who indicated that they had worked with a faculty member on a research project divided by the number of senior respondents; target represents the percent of seniors across the nation who completed the NSSE similarly	An outcome measure of students' opportunities to participate in research projects. The metric serves as a measure of how well the institution is doing in providing research opportunities relative to a national peer group.
	M			1.2.16	Number of Magellan Scholars	97	> 94	114	July 1 - June 30	USC's Research Database of Magellan Awardees http://www.sc.edu/our/magellanwinners.php#q	Cumulative number of Magellan Scholars; target is to exceed the total of all other non-Columbia USC campuses combined	An outcome measure establishing the institution's success with providing students the opportunity to participate in sponsored research projects and supporting the university's mission of providing high impact learning practices.
	M			1.2.17	Senior Satisfaction with the Level of Academic Challenge	91.33%	> 86.31%	85.69%	July 1 - June 30	National Survey of Student Engagement (NSSE)	Percentage of senior participants who indicated they had been challenged to do their best work; target is to exceed the national percentage as reported by NSSE	An efficiency measure indicating the university's success with encouraging excellence in students's research and creative pursuits.

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		Goal	Strategy	Measure			Target	Actual				
	M			1.2.18	Senior Satisfaction with the Quality of Instruction in their Major Program of Study	97.35%	> 97.35%	92.89%	July 1 - June 30	Internal Senior Exit Survey	Number of survey participants who indicated they were satisfied or better divided by the number of survey participants; target is to improve upon the rates of satisfaction	An efficiency measure indicating the university's success with providing high quality instruction and supporting the university's commitment to transformative teaching.
	M			1.2.19	Average class size for Graduate level Classes	6.92	< 10	6.89	August - May	Internal enrollment tallies on the course matriculation date	Total enrollment in graduate level classes divided by the number of graduate level class offerings; target is the number established by best practices	Class size is an important efficiency measure of how well the institution achieves the balance between being good stewards of resources by controlling costs associated with teaching of classes and providing an ideal learning environment where students can receive individualized guidance and timely feedback. The aim is to get as close to the target as possible without exceeding it.
	M			1.2.20	Average Class Size for Lower level Classes	19.83	< 20	18.94	August - May	Internal enrollment tallies on the course matriculation date	Total enrollment in lower level classes divided by the number of lower level class offerings; target is the number established by best practices	Class size is an important efficiency measure of how well the institution achieves the balance between being good stewards of resources by controlling costs associated with teaching of classes and providing an ideal learning environment where students can receive individualized guidance and timely feedback. The aim is to get as close to the target as possible without exceeding it.
	M			1.2.21	Average class size for Upper level Classes	11.95	< 15	12.06	August - May	Internal enrollment tallies on the course matriculation date	Total enrollment in upper level classes divided by the number of upper level class offerings; target is the number established by best practices	Class size is an important efficiency measure of how well the institution achieves the balance between being good stewards of resources by controlling costs associated with teaching of classes and providing an ideal learning environment where students can receive individualized guidance and timely feedback. The aim is to get as close to the target as possible without exceeding it.

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		Goal	Strategy	Measure			Target						
	M			1.2.22	Research Expenditures per FTE	\$ 411	\$ 252	\$ 421	July 1 - June 30	NCES IPEDS Data Center	Research expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is to be above the national peer group's 75th percentile value	This is an efficiency metric that shows how much the institution spent on research expenditures (e.g., institutes and research centers and individual and project research, etc) for each full-time student in the academic year. The measure allows us to ascertain the relative costs of providing research services to a student compared to other comparable institutions in the nation and relative to other expenditures within the institution.	
	M			1.2.23	Grant Amounts for Research	\$ 3,532,434	> \$3,532,434	\$ 2,196,667	July 1 - June 30	Internal Sponsored Program records	Total amount of grant money awarded for Research activities; target is to improve over the previous year's total	This metric serves as an output measure of our research-related grants and as an input measure of fund available to support research in support of the university mission.	
	M			1.2.24	Grant Amounts for Training	\$ 529,272	> \$529,272	\$ 206,271	July 1 - June 30	Internal Sponsored Program records	Total amount of grant money awarded for Training activities; target is to improve over the previous year's total	This metric serves as an output measure of our training-related grants and as an input measure of fund available to provide training opportunities in support of the university mission.	
Education, Training, and Human Development	G			2	Enroll, retain, develop and graduate a diverse student body								
	S			2.1	Recruit a promising and diverse student body								
	M			2.1.1	Percent of Entering Student Body indicating they Intend to Transfer	16.7%	< 6.6%	23.8%	August	Internal surveys given to entering students during orientation	Total number of entering freshmen who indicate that they intend to transfer to another institution divided by the total number of entering freshmen; target is the average percentage for public 4 year colleges as determined by CIRP	A measure that supports the university's efforts to recruit, retain, and graduate a promising student body. The measure also helps the university ensure strategic growth.	

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		Goal	Strategy	Measure			Target	Actual				
	M			2.1.2	Percent of Entering Freshmen who State Academic Reputation was Important or Very Important as Reason for Coming to USCA	82.7%	>	59.3%	August	Internal surveys given to entering students during orientation	Total number of entering freshmen who indicated academic reputation was important or very important in their decision to come to USCA divided by the total number of entering freshmen; target is the average percentage for public 4 year colleges as determined by CIRP	This indirect outcome measure allows the university to determine the perceived importance of its efforts to enhance its reputation.
	M			2.1.3	Rankings Given as Reason for Coming to USCA	38.0%	>	12.0%	July 1 - June 30	Internal surveys given to entering students during orientation	Number of respondents on an orientation survey who indicated that rankings in national magazines was an important and a very important factor divided by the number of respondents on the orientation survey; target is the national rate for public 4 year colleges as reported by CIRP	This indirect outcome measure allows the university to determine the perceived importance of its efforts to enhance its reputation and provide distinctive high quality educational experiences.
	M			2.1.4	NSSE: Diverse Interactions	75%	>	71%	August - May	National Survey of Student Engagement (NSSE)	Number of senior respondents who indicated that they often or very often had discussions with people who were different from them in terms of their religious beliefs, political opinions, personal values, or race divided by the number of senior respondents; target represents the percent of seniors across the Nation who completed the NSSE that responded similarly (average of items 8a-8d)	An outcome measure of students' exposure to diversity. The metric serves as a measure of how well the institution is achieving its educational mission, relative to a national peer group.

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		Goal	Strategy	Measure			Target						
	M			2.1.5	Net price	\$ 14,465	<	\$14,592	\$14,821	July 1 - June 30	NCES College Navigator available at http://nces.ed.gov/collegenavigator	Average net price is generated by subtracting the average amount of federal, state/local government, or institutional grant or scholarship aid from the total cost of attendance. Total cost of attendance is the sum of published tuition and required fees (lower of in-district or in-state), books and supplies, and the weighted average for room and board and other expenses.	An output measure of the overall average out-of-pocket costs for a year of full-time instruction. The metric is used to gauge efforts to establish scholarships and waivers to minimize the annual out-of-pocket costs of achieving a degree.
	M			2.1.6	Percent of Student Body that is Female	64.7%		63.7%	65.0%	October	NCES IPEDS Data Center	Total number of students enrolled on the fall freeze date who were female divided by the total number of students enrolled on the fall freeze date; target represents the national peer group's 75th percentile value on the fall freeze date	The female percentage of the student body measure serves as a means to highlight the university's commitment to recruiting a promising and diverse student body.
	M			2.1.7	Percent of Student Body that is Minorities	40.3%		43.0%	41.0%	October	NCES IPEDS Data Center	Total number of students enrolled on the fall freeze date who were non-white divided by the total number of students enrolled on the fall freeze date; target represents the national peer group's 75th percentile value on the fall freeze date	The minority percentage of the student body measure serves as a means to highlight the university's commitment to recruiting a promising and diverse student body.
	M			2.1.8	Annualized FTE	3,040		3,075	3,122	October	NCES IPEDS Data Center	The Annualized Full-time equivalent enrollment per Federal definition on the Fall census date; target represents the National peer group's current median value	This metric is an important input measure of the number of equivalent full-time students across the fiscal year. It serves as the basis for estimating revenue from tuition and fees as well as how much it costs to educate and provide services to each full-time student.

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		Goal	Strategy	Measure			Target						
	M			2.1.9	Fall FTE	3,128	2,930	3,041	October	NCES IPEDS Data Center	The Full-time equivalent enrollment per Federal definition on the Fall census date; target represents the National peer group median value	Enrollments are typically the highest at the start of an academic year. Fall FTE is an indirect input measure of revenue from tuition and fees but also serves as a measure of the number of students that need to be served.	
	M			2.1.10	Fall Graduate Headcount	177	364	152	October	NCES IPEDS Data Center	Total number of graduate students on the Fall census date; target represents the National peer group median value	Enrollments are typically the highest at the start of an academic year. Fall graduate headcount a is a predictor of how large graduate classes will be and of the amount of support and services (e.g., parking, dining, acadmic support, etc) that will be provided throughout the year.	
	M			2.1.11	Fall Undergraduate Headcount	3,371	3,136	3,354	October	NCES IPEDS Data Center	Total number of undergraduate students on the Fall census date; target represents the National peer group median value	Enrollments are typically the highest at the start of an academic year. Fall undergraduate headcount a is a predictor of how large undergraduate classes will be and of the amount of support and services (e.g., parking, dining, acadmic support, etc) that will be provided throughout the year.	
	M			2.1.12	Number of Transfer-in students	300	257	338	October	NCES IPEDS Data Center	Total number of transfer-in students as reported to IPEDS during the Fall semester; target is to be above the national peer group median value	Enrollments are typically the highest at the start of an academic year. Fall transfer in headcount serves as a predictor of how large classes will be and of the amount of support and services (e.g., parking, dining, acadmic support, etc) that will be provided throughout the year.	
	M			2.1.13	Financial Aid: Average Award by the State	\$ 4,482	\$ 3,320	\$ 4,517	July 1 -June 30	NCES IPEDS Data Center	Average awarded amount for first time full-time students as reported to IPEDS; target is the median awarded amount for our national peer group	An output measure of student recruitment efforts to attract highly qualified students. The metric has a direct impact on the outcomes measure of student debt upon graduation.	

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		Goal	Strategy	Measure			Target						
	M			2.1.14	Financial Aid: Average Award through Federal Scholarships and Grants	\$ 4,692	>	\$4,611	\$ 4,577	July 1- June 30	NCES IPEDS Data Center	Average awarded amount for first time full-time students as reported to IPEDS; target is the median awarded amount for our national peer group	An output measure of student recruitment efforts to attract highly qualified students. The metric has a direct impact on the outcomes measure of student debt upon graduation.
	M			2.1.15	Financial Aid: Average Institutional Scholarship Awarded to Entering Freshmen	\$ 2,118	\$	5,800	\$ 2,594	July 1- June 30	NCES IPEDS Data Center	Total institutional scholarships awarded divided by the number of entering first-time students who received an institutional scholarship; target is the average value of 4 year comprehensive teaching institutions in South Carolina	An input measure of institutional financial support to students used to attract and retain highly qualified students and to minimize student debt upon graduation.
	M			2.1.16	Financial Aid: Average Student Loan	\$ 6,173	<	\$6,188	\$ 5,700	July 1- June 30	NCES IPEDS Data Center	Total of student loans carried by first-time full-time students divided by the number of first-time full-time students who have student loans	An early prorated indicator of an outcome measure what the overall average debt load will be for a student upon completion of their education.
	M			2.1.17	Financial Aid: Percent of Freshman Class Awarded an Institutional Scholarship	22%		34%	26%	July 1- June 30	NCES IPEDS Data Center	Number of entering first-time students who receive an institutional scholarship divided by the number of entering first-time students; target is the average value of 4 year comprehensive teaching institutions in South Carolina	An input measure of institutional financial support to students used to attract and retain highly qualified students and to minimize student debt upon graduation.
	M			2.1.18	Percent of First-time Full-time Freshman Receiving Any Type of Aid	93%		94%	95%	July 1- June 30	NCES IPEDS Data Center	Total number of first-time full-time fall freshmen to receive aid divided by the total number of first-time full-time fall freshmen; target is the national peer group median value	An outcome measure indicating the university's success with aiding the students in finding the means to fund their educational expenses and supporting the university's commitment to affordability.

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		Goal	Strategy	Measure			Target	Actual					
	M			2.1.19	Tuition & Fees	\$ 10,196	<	\$11,198	\$ 10,502	July 1 - June 30	NCES IPEDS Data Center	Tuition and mandatory fees to attend full-time for Fall and Spring combined as reported to IPEDS; target represents the national peer group's 75th percentile value	An indirect input measure aiding the university by helping to determine budgets and to track the tuition adjustments as they relate to affordability over time. The measure allows us to judge our relative standing with other comparable institutions in the nation.
	M			2.1.20	Tuition Revenue per FTE	\$ 6,377	\$	5,997	\$ 6,414	July 1 - June 30	NCES IPEDS Data Center	Total tuition revenue as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is the national peer group median value	This is an input measure that shows how much revenue is generated per full-time equivalent student. This is a useful measure to compare to expenditure per FTE and is used to help set budgets and to suggest necessary tuition adjustments to ensure costs are covered. The measure allows us to judge our relative standing with other comparable institutions in the nation.
	M			2.1.21	Percent of Undergraduates from South Carolina Receiving State Scholarships	46%	>	= 51%	43%	August - December	SC CHE Scholarship Statistics available at http://www.che.sc.gov/DataPublications/SearchtheCHEDocumentCatalog.aspx	Total number of Fall undergraduates who received a scholarship divided by the total number of in-state enrolled students; target is the overall state average	An outcome measure indicating the university's success with aiding the students in finding the means to fund their educational expenses and supporting the university's commitment to affordability.
	M			2.1.22	National Rankings and Recognitions: US News & World Report (Overall - Private and Public Colleges in the South)	5	<	5	6	September - September	USNWR available at http://www.usnews.com/rankings	Target is to rise in the overall rankings relative to both privates and public institutions	An independent indicator of quality. The ranking assists with recruitment efforts to attract highly qualified students.
	M			2.1.23	National Rankings and Recognitions: US News & World Report (Public Colleges in the South)	1		1	1	September - September	USNWR available at http://www.usnews.com/rankings	Target is to remain as the top ranked public school in the southern region	An independent indicator of quality. The ranking assists with recruitment efforts to attract highly qualified students.
	M			2.1.24	Percent of Student Body Residing in University Housing	27%	>	= 27%	27%	August - December	Internal Housing Data	Number of students residing in University Housing divided by the number of students in the student body	An indirect output measure used to gauge the services needed by our students and support the university's commitment to service excellence as well as enhance the university's reputation as a high-quality residential university.

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		Goal	Strategy	Measure			Target						
	M			2.1.25	Public Service Expenditure per FTE Student	\$ 930	\$ 775	\$ 982	July 1 -June 30	NCES IPEDS Data Center	Total Public Service Expenditure / Annualized Full-time Equivalent Student; target represents National peer group 75th percentile	This is an efficiency metric that shows how much the institution spent on public service (e.g.,conferences, institutes, general advisory services, reference bureaus, etc) for each full-time student in the academic year. The measure allows us to ascertain the costs of providing public services relative to the annual student fte compared to other comparable institutions in the nation and relative to other expenditures within the institution.	
	M			2.1.26	Amount of Service-related Grants held	\$ 1,489,641	> \$1,489,641	\$ 973,032	July 1 -June 30	Internal Sponsored Program records	Total amount of service related grants held for the fiscal year; target is to increase the amount over the current amount	This metric serves as an output measure of our service-related grants and as an input measure of fund available to provide services to the community in support of the university mission.	
	M			2.1.27	Number of USCA Bachelor Degrees Awarded	511	535	495	July 1 - June 30	NCES IPEDS Data Center	Sum of awarded degrees for summer, fall and spring terms; target represents National Peer group median value	An outcome measure indicating the institution's success in graduating students relative to a national peer group.	
	M			2.1.28	Number of USCA Masters Degrees Awarded	11	116	12	July 1 -June 30	NCES IPEDS Data Center	Sum of awarded degrees for summer, fall and spring terms; target represents National Peer group median value	An outcome measure indicating the institution's success in graduating students relative to a national peer group.	
	M			2.1.29	Overall Number of USCA Degrees Awarded	522	780	507	July 1 -June 30	NCES IPEDS Data Center	Sum of awarded degrees for summer, fall and spring terms; target represents National Peer group median value	This is an outcome measure of the degrees awarded relative to our national peer group.	
	M			2.1.30	Dining Services Satisfaction	4.94	> 4.78	4.75	July 1 - June 30	EBI Nation Survey	Overall satisfaction rating of Dining Services provided by resident students; target is the average satisfaction rating given nationally by resident students	An outcome measure of student satisfaction with dining services relative to industry standards. The metric is used to detremine if changes in the food services and options are necessary.	

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		Goal	Strategy	Measure			Target	Actual				
	M			2.1.31	Student Satisfaction with Quality of Housing Services	5.35	> 5.25	5.29	July 1 - June 30	EBI Survey of Residence Satisfaction	Average rating of satisfaction on a 7 point scale; target is to exceed the peer group average rating	This efficiency measure used to highlight the university's success with providing high quality services to the student residents and supports the university's goal of enhancing its reputation as a high quality residential university.
	M			2.1.32	Percent of Alumni with a Job Highly Related to their Major Following Graduation	60.47%	> 60.47%	68.09%	July 1 - June 30	Internal Alumni Survey	Number of respondents on the alumni survey who indicated their employment was highly related to their major program of study divided by the number of respondents on the alumni survey	An outcome measure showcasing the university's success with relative career placement for its graduates and supporting the university's commitment to student success and community enrichment.
	M			2.1.33	Ratio of the Number of Alumni Who Take 4 Months or More to Find Employment Following Graduation to the Unemployment Rate	3.68	< 3.68	3.50	July 1 - June 30	Internal Alumni Survey	Number of respondents on the alumni survey who indicated it took 4 or more months following graduation before they found employment divided by the number of respondents on the alumni survey factored by the South Carolina unemployment rate during the period following graduation; target is to decrease the ratio over the previous values	An outcome measure that helps determine the university's effectiveness in relation to student development in career readiness objectives.

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		Goal	Strategy	Measure			Target	Actual				
	M			2.1.34	NSSE: Percent of Seniors to Report Gaining Job Skills and Knowledge		67%	> 68%	73% August - May	National Survey of Student Engagement (NSSE)	Number of senior respondents who indicated "quite a bit" or "very much" to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to acquiring job or work related knowledge and skills divided by the number of senior respondents; target represents the percent of seniors across the Nation who completed the NSSE similarly	An outcome measure of the perceived impact the institution has had on students gaining skills and knowledge necessary to be successful. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.
	M			2.1.35	Inflation Adjusted Revenue per FTE	\$ 10,710		> \$10,710	\$ 10,677 July 1- June 30	NCES IPEDS Data Center	Total revenue as reported to IPEDS on the Finance Survey divided by the annualized student FTE adjusted by HEPI to constant dollars of the year 2000 to facilitate trend comparisons; target is to increase inflation adjusted revenue over time	This is an efficiency metric that shows the institution's revenue for each full-time student in the academic year and is inflation adjusted for trending purposes. The measure allows us to ascertain the relative revenue generated compared to other comparable institutions in the nation.
	M			2.1.36	Revenue per FTE	\$ 17,042	\$ 21,952	\$ 17,298	July 1- June 30	NCES IPEDS Data Center	Total revenue as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is the national peer group median value	This is an efficiency metric that shows the institution's revenue for each full-time student in the academic year. The measure allows us to ascertain the relative revenue generated compared to other comparable institutions in the nation.

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		Goal	Strategy	Measure			Target	Target					
	M			2.1.37	Expenditure per FTE	\$ 16,145	<	\$21,404	\$ 16,795	July 1 - June 30	NCES IPEDS Data Center	Total expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is to be below the national peer group median value	This is an efficiency metric that shows how much the institution spent overall for the equivalent of a full-time student in the academic year. The measure allows us to ascertain the relative costs of providing education to a single full-time student compared to other comparable institutions in the nation. The metric is used in budgetary planning.
	M			2.1.38	Inflation Adjusted Expenditure per FTE	\$ 10,147	\$	10,147	\$ 10,367	July 1 - June 30	NCES IPEDS Data Center	Total expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE adjusted by HEPI to constant dollars of the year 2000 to facilitate trend comparisons; target is to keep inflation adjusted expenditures constant over time	Similar to the Expenditure per FTE metric, this is an efficiency measure that shows how much the institution spent overall for the equivalent of a full-time student in the academic year adjusted by the buying power of a dollar (i.e., adjusted to the year 2000). The measure allows us to ascertain the inflation adjusted costs of providing instruction to a full-time student over a year compared to other comparable institutions in the nation. The inflation-adjustment allows the institution to compare efficiency over time and is used in budget preparation.
	M			2.1.39	Fundraising totals	\$ 1,782,319	>	\$1,782,319	\$ 1,501,791	July 1 - June 30	Internal Records	Total of all dollars raised including cash, in-kind and planned gifts during the fiscal year; the target is to be above the previous years total.	An output measure of fundraising efforts relative to peer institutions across the nation.
	M			2.1.40	Family Fund Participation Rates	83.0%	>=	90.0%	79.0%	July 1 - June 30	Rates of giving within the USC system available at: https://giving.sc.edu/howtogive/annualgiving/familyfund.aspx	Number of full-time slotted employees who donated to the Family Fund divided by the number of full-time slotted employees	An indirect measure of employee satisfaction and belief in the university's mission.

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		Goal	Strategy	Measure			Target	Actual				
	M			2.1.41	Percent of First-time, First-year Students Residing in University Housing	49%	> 49%	50%	August - December	Internal Housing Data	Number of first-time, first-year students from the Fall semester residing in University housing divided by the number of first-time, first year students from the Fall semester	An indirect output measure used to gauge the services needed by our students and support the university's commitment to service excellence as well as enhance the university's reputation as a high-quality residential university.
	S			2.2	Achieve a greater percentage of student retention, progression, and graduation							
	M			2.2.1	Licensure Exams: Nursing	80%	> 87.1%	93.9%	April 1 - March 31	Baccalaureate Degree NCLEX-RN Pass Rate available at http://www.llr.state.sc.us/POL/Nursing/index.asp?file=NurPrograms.htm	Target is to exceed the Statewide pass rate	An outcome measure that shows how successful the institution has been in educating and preparing students to become nurses.
	M			2.2.2	Student Achievement Measure	78.7%	> 78.7%	77.4%	October	College Portrait and Student Achievement measure Initiative available at http://www.studentachievementmeasure.org/participants	Number of the USC Aiken First-time Full-time freshman cohort from 6 years ago who have graduated or who are still enrolled at an institution of higher learning somewhere in the Nation divided by the number of USC Aiken first-time full-time freshmen from 6 years ago; target is to exceed the previous year's rate	An outcome measure indicating the university's success with retaining and graduating students and/or preparing them for success as a student (even at other institutions). This measure is used in supporting the university's goal of achieving a higher percentage of student retention, progression, and graduation.
	M			2.2.3	Dining Services Satisfaction	4.94	> 4.78	4.75	July 1 - June 30	EBI Nation Survey	Overall satisfaction rating of Dining Services provided by resident students; target is the average satisfaction rating given nationally by resident students	An outcome measure of student satisfaction with dining services relative to industry standards. The metric is used to determine if changes in the food services and options are necessary.
	M			2.2.4	Student Satisfaction with Quality of Housing Services	5.35	> 5.25	5.29	July 1 - June 30	EBI Survey of Residence Satisfaction	Average rating of satisfaction on a 7 point scale; target is to exceed the peer group average rating	This efficiency measure used to highlight the university's success with providing high quality services to the student residents and supports the university's goal of enhancing its reputation as a high quality residential university.

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		Goal	Strategy	Measure			Target						
	M			2.2.5	Percent of Students Satisfied with Advising	87.6%	>	87.6%	86.9%	July 1 - June 30	Internal Academic Advisement Satisfaction Survey	Total number of respondents satisfied or very satisfied divided by the total number of survey respondents; target is to increase satisfaction over the previous year	An efficiency measure that allows the university to track the quality of the advisement services that it provides and supports the university's commitment to student retention, progression, and graduation.
	M			2.2.6	Percent of Students Satisfied with Availability of their Academic Advisor	95.4%	>	95.4%	93.6%	July 1 - June 30	Internal Academic Advisement Satisfaction Survey	Total number of respondents satisfied or very satisfied divided by the total number of survey respondents; target is to increase satisfaction over the previous year	An efficiency measure that allows the university to track the quality of the advisement services that it provides and supports the university's commitment to student retention, progression, and graduation.
	M			2.2.7	Complete Withdrawals of USC Aiken Students	163	<	163	150	August - May	Internal analyses	Number of students who withdrew from all classes during the Fall and Spring semesters	An outcome measure of lost students. Reasons for complete withdrawals are reviewed when available to ascertain if there is something the institution needs to do to minimize chances of future withdrawals for similar reasons.
	M			2.2.8	Number of Students on Probation	175 (2.61%)	<	175 (2.61%)	155 (2.31%)	August - May	Internal analyses	Number of students who were placed on academic probation for the academic year; target is to decrease this number over previous value through appropriate academic interventions	An outcome measure used in tracking the university's success in lowering the number of students placed on academic probation and supporting the university's commitment to student retention, progression, and graduation.
	M			2.2.9	Number of Students Suspended	96 (1.43%)	<	96 (1.43%)	83 (1.24%)	August - May	Internal analyses	Number of students who were placed on academic suspension for the academic year; target is to decrease this number over previous value through appropriate academic interventions	An outcome measure used in tracking the university's success in lowering the number of students suspended and supporting the university's commitment to student retention, progression, and graduation..
	M			2.2.10	Indebtedness	\$ 22,344	<=	\$22,344	\$ 20,576	July 1 - June 30	Internal Financial Aid Records	Total of educational loans received by students at the point of being awarded a degree divided by the number of degree recipients for the year; target is to equal or decrease student indebtedness over previous year value	An outcome measure of average student debt upon completion. The metric is used to establish targets for raising of funds in support of scholarships as the institution does all it can to minimize student debt.

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		Goal	Strategy	Measure								
	M			2.2.11	DFW Rates (Fall & Spring)	17 % & 17%	< 17% & < 17%	17 % & 17%	August - May	Internal Grade rosters	Total number of course grades of D, F or W assigned divided by Total number of Course grades earned for the semester; target is to decrease the rate through appropriate academic interventions and support	This metric is an outcome measure of how well students are doing in their classes and as an indirect output measure of faculty efforts to ensure student success.
	M			2.2.12	Early Warnings Forms processed Proportional to DFWs (Fall & Spring)	0.03	> 0.03	0.70	August - May	Internal Grade rosters and Academic Success Center report on number of Early Warning forms processed	Total Number of Early Warning Forms processed through the Academic Success Center divided by the Total number of course grades of D,F, or W assigned; target is to improve over previous year's value	An output measure showing how effective early warning efforts are in addressing possible failure. Increasing proportions are indicative of greater effectiveness.
	M			2.2.13	Percent of First-time, First-year Students Residing in University Housing	49%	> 49%	50%	August - December	Internal Housing Data	Number of first-time, first-year students from the Fall semester residing in University housing divided by the number of first-time, first year students from the Fall semester	An indirect output measure used to gauge the services needed by our students and support the university's commitment to service excellence as well as enhance the university's reputation as a high-quality residential university.
	M			2.2.14	Percent of Student Body Residing in University Housing	27%	> = 27%	27%	August - December	Internal Housing Data	Number of students residing in University Housing divided by the number of students in the student body	An indirect output measure used to gauge the services needed by our students and support the university's commitment to service excellence as well as enhance the university's reputation as a high-quality residential university.
	M			2.2.15	Average Advising Load (Standard Deviation of Advising Across Advisors)	18.25 (28.92)	< 18.25(< 28.92)	18.84 (31.23)	August - May	Internal Records	The unweighted average of the number advisees across advisors; target is to decrease the average and to minimize variability of loads across advisors by decreasing the sample standard deviation	Both the average and the standard deviation are output measures. The metric show how many advisees, on average, a given faculty member has in the academic year. The lower the value, the more individualized attention an advisee receives. The standard deviation shows the inequity of advisee loads across faculty - if all faculty had the same number of advisee's, the value would be zero.

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		Goal	Strategy	Measure			Target	Actual				
	M			2.2.16	Student-Computer ratio	6.5	< 10		6.4 July 1 - June 30	Internal records	Fall headcount divided by the number of desktop computers recorded by Computer Services Division	This input measure demonstrates the university's commitment to make better use of technology and improve student academic support.
	M			2.2.17	Library Collection: Physical Books and Serials Held	141,072	--		153,845 July 1 -June 30	NCES IPEDS Data Center	There is no quantitative target; rather, it is based solely upon client needs	An input measure showing the availability of books and reference material at the Library in support of faculty, students, and the general public.
	M			2.2.18	Library Collection: Databases	236	--		236 July 1 -June 30	NCES IPEDS Data Center	There is no quantitative target; rather, it is based solely upon client needs	An input measure showing the availability of databases and articles at the Library in support of faculty, students, and the general public.
	M			2.2.19	Library Collection: Digital/Electronic Books and Serials	453,462	--		492,942 July 1 -June 30	NCES IPEDS Data Center	There is no quantitative target; rather, it is based solely upon client needs	An input measure showing the availability of e-books and reference material at the Library in support of faculty, students, and the general public.
	M			2.2.20	Senior Satisfaction with Class Scheduling	79.27%	> 79.27%		88.64% July 1 - June 30	Internal Senior Exit Survey	Number of survey participants who indicated they were satisfied or better divided by the number of survey participants; target is to improve upon the rates of satisfaction	An efficiency measure indicating the university's success with scheduling classes in a manner that supported student and university progression goals.
	M			2.2.21	National Percentile Ranking of Quality of Academic Advisement among Freshmen	58%	> 58%		46% August - May	National Survey of Student Engagement (NSSE)	Percentage of institutions across the nation that completed the NSSE with an average rating of the quality of academic advising below that of the average rating received by USC Aiken; target is to be in the top half of institutions with improvement over the previous ranking	This efficiency measure helps assess the quality level of advisement services provided by the university to assist with the university's progression goals and student success.

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		Goal	Strategy	Measure			Target	Actual				
	M			2.2.22	National Percentile Ranking of Quality of Academic Advisement among Seniors	63%	> = 63%		61% August - May	National Survey of Student Engagement (NSSE)	Percentage of institutions across the nation that completed the NSSE with an average rating of the quality of academic advising below that of the average rating received by USC Aiken; target is to be in the top half of institutions with improvement over the previous ranking	This efficiency measure helps assess the quality level of advisement services provided by the university to assist with the university's progression goals and student success.
	M			2.2.23	NSSE: Academic Support	78%	> 71%		74% August - May	National Survey of Student Engagement (NSSE)	Number of senior respondents who indicated "quite a bit" or "very much" to the question of how much the institution provided the support to help students succeed academically; target represents the percent of seniors across the Nation who completed the NSSE similarly	An output measure of institutional efforts to provide academic support that students need relative to a national peer group.
	M			2.2.24	Perceived Quality of Interactions with Administrators	66.29%	> 60.18%		65.36% July 1 - June 30	National Survey of Student Engagement (NSSE)	Percentage of senior participants who indicated positive quality of interactions with administrative staff and offices; target is to exceed the national percentage as reported by NSSE	An efficiency measure indicating the university's success with providing opportunities for students to have meaningful interactions with the university's administration.
	M			2.2.25	Number of USCA Bachelor Degrees Awarded	511	535		495 July 1 - June 30	NCES IPEDS Data Center	Sum of awarded degrees for summer, fall and spring terms; target represents National Peer group median value	An outcome measure indicating the institution's success in graduating students relative to a national peer group.
	M			2.2.26	Number of USCA Masters Degrees Awarded	11	116		12 July 1 -June 30	NCES IPEDS Data Center	Sum of awarded degrees for summer, fall and spring terms; target represents National Peer group median value	An outcome measure indicating the institution's success in graduating students relative to a national peer group.
	M			2.2.27	Overall Number of USCA Degrees Awarded	522	780		507 July 1 -June 30	NCES IPEDS Data Center	Sum of awarded degrees for summer, fall and spring terms; target represents National Peer group median value	This is an outcome measure of the degrees awarded relative to our national peer group.

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		Goal	Strategy	Measure			Target	Actual				
	M			2.2.28	Freshman to Sophomore Retention Rate	67%	> 69%	68%	October	NCES IPEDS Data Center	Total number of first-time full-time fall freshmen to register for classes the following fall divided by the total number of first-time fulltime fall freshmen; target is to be above the national peer group mean value	An output measure of efforts to acclimate new students to the university. The percentage of students retained and lost have an impact on budgetary planning because of the reliance on revenue from tuition and fees.
	M			2.2.29	Six year Graduation Rate	42%	>45%	41%	October	NCES IPEDS Data Center	Total number of first-time full-time fall freshmen to graduate within a 6 year period divided by the total number of first-time full-time fall freshmen; target is to be above the national peer group mean value	An outcome measure indicating the university's success with graduating students and used in supporting the university's goal of achieving a higher percentage of student retention, progression, and graduation.
	M			2.2.30	Classroom Utilization : Average Room Hours of Instruction Per Week	32.26	>= 30.00	31.23	July 1 - June 30	SC CHE Satisfical Abstract available at http://www.che.sc.gov/DataPublications/SearchtheCHEDocumentCatalog.aspx	Target is the South Carolina Standard	An efficiency measure that shows usage of available classroom facilities relative to the state's standard. The measure can be used in facilities planning and scheduling of classes and events.
	M			2.2.31	Classroom Utilization: Square Footage per Student Station	18.82	<= 22.00	18.82	July 1 - June 30	SC CHE Satisfical Abstract available at http://www.che.sc.gov/DataPublications/SearchtheCHEDocumentCatalog.aspx	Target is the South Carolina Standard	An efficiency measure that shows usage of available classroom and laboratory spaces for seats. Efficient use of space would be indicated by being close to but not exceeding the state standard. The metric allows the institution to determine if additional seats can be placed in a classroom while preventing overcrowding.
	M			2.2.32	Classroom Utilization: Station Utilization	41%	>= 60%	41%	July 1 - June 30	SC CHE Satisfical Abstract available at http://www.che.sc.gov/DataPublications/SearchtheCHEDocumentCatalog.aspx	Target is the South Carolina Standard	An efficiency measure that shows usage of each seat relative to the state's standard. The measure can be used in facilities planning and scheduling of classes and events.

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		Goal	Strategy	Measure			Target	Actual					
	M			2.2.33	Life Scholarship Retention Rates from Freshman to Sophomore	57%	60%	53%	August	SC CHE Scholarship Statistics available at http://www.che.sc.gov/DataPublications/SearchtheCHEDocumentCatalog.aspx	Total number of LIFE scholarship recipients to retain scholarship to their sophomore year divided by the total number of first-time Fall freshmen LIFE recipients; target is the overall state average for senior public institutions	An outcome measure that shows the institution's success with aiding students in retaining their LIFE scholarships and increasing the likelihood of their success.	
	M			2.2.34	Licensure Exams: Praxis Professional Knowledge	100% > 99%		100%	April 1 - March 31	Title II pass rates on Praxis available at https://title2.ed.gov/Public/DataTools/Tables.aspx	Target is to exceed the Statewide pass rate	An outcome measure that shows how successful the institution has been in educating and preparing students to become teachers.	
	M			2.2.35	Licensure Exams: Praxis Academic Content Areas	95% > 90%		100%	April 1 - March 31	Title II pass rates on Praxis available at https://title2.ed.gov/Public/DataTools/Tables.aspx	Target is to exceed the Statewide pass rate	An outcome measure that shows how successful the institution has been in educating and preparing students to become teachers.	
	M			2.2.36	Licensure Exams: Praxis Teaching Special Populations	100% > 98%		100%	April 1 - March 31	Title II pass rates on Praxis available at https://title2.ed.gov/Public/DataTools/Tables.aspx	Target is to exceed the Statewide pass rate	An outcome measure that shows how successful the institution has been in educating and preparing students to become teachers.	
	M			2.2.37	NSSE - Socially Supportive Environment	66% > 63%		70%	August - May	National Survey of Student Engagement (NSSE)	Percentage of senior respondents who indicated "quite a bit" or "very much" to the question of how much the institution provided the support for the student to thrive socially; target represents the percent of seniors across the Nation who completed the NSSE similarly (average of items 14e & 14f)	An output measure of institutional efforts to provide social support that students need relative to a national peer group.	
	S			2.3	Develop responsible and socially conscious graduates who are ready to lead, work and contribute to their communities								
	M			2.3.1	Percent of Alumni with a Job Highly Related to their Major Following Graduation	60.47% > 60.47%		68.09%	July 1 - June 30	Internal Alumni Survey	Number of respondents on the alumni survey who indicated their employment was highly related to their major program of study divided by the number of respondents on the alumni survey	An outcome measure showcasing the university's success with relative career placement for its graduates and supporting the university's commitment to student success and community enrichment.	

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		Goal	Strategy	Measure			Target	Actual				
	M			2.3.2	Ratio of the Number of Alumni Who Take 4 Months or More to Find Employment Following Graduation to the Unemployment Rate	3.68	< 3.68	3.50	July 1 - June 30	Internal Alumni Survey	Number of respondents on the alumni survey who indicated it took 4 or more months following graduation before they found employment divided by the number of respondents on the alumni survey factored by the South Carolina unemployment rate during the period following graduation; target is to decrease the ratio over the previous values	An outcome measure that helps determine the university's effectiveness in relation to student development in career readiness objectives.
	M			2.3.3	Return on Investment - Cumulative Additional Annual Earnings of USC Aiken Alumni as a Result of Having a Degree	\$ 284,383,227	> \$284,383,227	\$ 309,267,269	July 1 - June 30	Internal data analyses	The difference in cumulative annual earning as a result of USC Aiken alumni gaining a bachelor's degree over a high school diploma (i.e., total number of USC Aiken undergraduate alumni times the median salary for individuals with a bachelor's degree in South Carolina as reported by the US Census Bureau minus the total number of USC Aiken undergraduate alumni times the median salary for individuals with a high school diploma in South Carolina as reported by the US Census Bureau); target is continual growth	This outcome measure helps to determine how successful the institution has been in building student development especially in career readiness and in enhancing alumni relations.
	M			2.3.4	Total Student Contacts through Services Provided by Career Services	2,265	> = 2,500	2,452	July 1 - June 30	Internal Program review metrics	Total of all contacts through presentations, Career Panels, DISCOVER assessments, non-credit internships and experiential learning, employment, etc. for the fiscal year	This output measure demonstrates the university's commitment to aiding the students with their career related goals and their pursuit of meaningful work in society.

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		Goal	Strategy	Measure			Target	Actual				
	M			2.3.5	NSSE: Percent of Seniors to Report Gaining Job Skills and Knowledge	67%	> 68%	73%	August - May	National Survey of Student Engagement (NSSE)	Number of senior respondents who indicated "quite a bit" or "very much" to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to acquiring job or work related knowledge and skills divided by the number of senior respondents; target represents the percent of seniors across the Nation who completed the NSSE similarly	An outcome measure of the perceived impact the institution has had on students gaining skills and knowledge necessary to be successful. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.
	M			2.3.6	NSSE: Student Participation in Internships and Co-ops	44%	> 50%	38%	August - May	National Survey of Student Engagement (NSSE)	Number of senior respondents who indicated that they had completed an internship, co-op, student teaching, clinical placement, or other field experience divided by the number of senior respondents; target represents the average percentage of all seniors across the nation who completed the NSSE	An outcome measure of students' opportunities to participate in Internships and Co-ops. The metric serves as a measure of how well the institution is doing in providing these types of opportunities relative to a national peer group.
	M			2.3.7	Senior Community Service Learning Participation	64.94%	> 60.87%	64.44%	July 1 - June 30	National Survey of Student Engagement (NSSE)	Percentage of seniors indicating that their courses included community based projects; target is to exceed the national percentage reported by NSSE	This is an indirect outcome metric that serves as an indicator of community-based projects and student engagement while attending classes at the university. Promoting civic enegagement is a central tenet of the university's educational mission. The use of NSSE allows us to ascertain performance relative to peer institution's across the nation.

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		Goal	Strategy	Measure			Target	Actual				
	M			2.3.8	Institutional Fostering of Being an Informed and Active Citizen	91.23%	> 85.91%	86.73%	July 1 - June 30	National Survey of Student Engagement (NSSE)	Percentage of seniors indicating that the institution contributed to being informed and active citizens; target is to exceed the national percentage reported by NSSE	This is an indirect outcome metric that serves as an indicator of how well the institution promotes being informed and active citizens. Promoting civic engagement is a central tenet of the university's educational mission. The use of NSSE allows us to ascertain performance relative to peer institution's across the nation.
	M			2.3.9	NSSE :Percent of Seniors Who Report Participating in Community Service or Volunteer Work	51%	51%	49%	August - May	National Survey of Student Engagement (NSSE)	Number of seniors respondents who have indicated that they spend at least 1 hour per week on community service or volunteer work while at the university divided by the number of senior respondents; target is the national percent of seniors across the nation who completed the NSSE that responded similarly	An outcome measure of seniors participating in community service and volunteer work. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.
	M			2.3.10	Public Service Expenditure per FTE Student	\$ 930	\$ 775	\$ 982	July 1 -June 30	NCES IPEDS Data Center	Total Public Service Expenditure / Annualized Full-time Equivalent Student; target represents National peer group 75th percentile	This is an efficiency metric that shows how much the institution spent on public service (e.g.,conferences, institutes, general advisory services, reference bureaus, etc) for each full-time student in the academic year. The measure allows us to ascertain the costs of providing public services relative to the annual student fte compared to other comparable institutions in the nation and relative to other expenditures within the institution.
	M			2.3.11	Amount of Service-related Grants held	\$ 1,489,641	> \$1,489,641	\$ 973,032	July 1 -June 30	Internal Sponsored Program records	Total amount of service related grants held for the fiscal year; target is to increase the amount over the current amount	This metric serves as an output measure of our service-related grants and as an input measure of fund available to provide services to the community in support of the university mission.
Government and Citizens	G			3	Develop and manage resources effectively, efficiently and ethically to support the University's mission							

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		Goal	Strategy	Measure			Target						
	S	3.1			Provide additional support to faculty and staff that promotes job satisfaction and offers opportunities to better serve our constituents								
	M		3.1.1		Average Faculty Salaries	\$ 62,411	\$ 64,228	\$ 62,479	November	NCES IPEDS Data Center	Average of the 9 month equivalent faculty salaries as reported on the IPEDS HR survey; target is the national peer group median value on November 1 of the previous year	An efficiency measure of a faculty member's salary, on average. The value shows the salary relative to other comparable institutions in the nation and serves as a gauge of how easy or difficult it will be to compete for faculty with other institutions.	
	M		3.1.2		Average Faculty Salaries by Rank (Assistant Professor)	\$ 58,547	\$ 61,229	\$ 58,962	August - May	NCES IPEDS Data Center	Nine month equivalent salary; target represents the average salary for Assistant Professors at Public Comprehensive Teaching institutions in South Carolina	An efficiency measure of an Assistant Professor's salary, on average. The value shows the salary relative to other comparable institutions in the nation and serves as a gauge of how easy or difficult it will be to compete for faculty with other institutions.	
	M		3.1.3		Average Faculty Salaries by Rank (Associate Professor)	\$ 64,327	\$ 69,074	\$ 65,617	August - May	NCES IPEDS Data Center	Nine month equivalent salary; target represents the average salary for Associate Professors at Public Comprehensive Teaching institutions in South Carolina	An efficiency measure of an Associate Professor's salary, on average. The value shows the salary relative to other comparable institutions in the nation and serves as a gauge of how easy or difficult it will be to compete for faculty with other institutions.	
	M		3.1.4		Average Faculty Salaries by Rank (Full Professor)	\$ 79,242	\$ 82,599	\$ 79,601	August - May	NCES IPEDS Data Center	Nine month equivalent salary; target represents the average salary for Full Professors at Public Comprehensive Teaching institutions in South Carolina	An efficiency measure of a Full Professor's salary, on average. The value shows the salary relative to other comparable institutions in the nation and serves as a gauge of how easy or difficult it will be to compete for faculty with other institutions.	
	M		3.1.5		Average Faculty Salaries by Rank (Instructor)	\$ 47,796	\$ 48,934	\$ 47,514	August - May	NCES IPEDS Data Center	Nine month equivalent salary; target represents the average salary for Instructors at Public Comprehensive Teaching institutions in South Carolina	An efficiency measure of an instructor's salary, on average. The value shows the salary relative to other comparable institutions in the nation and serves as a gauge of how easy or difficult it will be to compete for faculty with other institutions.	

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		Goal	Strategy	Measure			Target	Actual				
	M			3.1.6	Criminal Offense per 1,000 Students	4.35	< 2.37	1.69	July 1 - June 30	Department of Education, Office of Postsecondary Education crime statistics available at http://ope.ed.gov/security/search.asp	Total number of criminal offenses divided by the total number of students times 1000; target value is to be below the average rate for all public 4 year institutions in South Carolina	An outcome measure indicative of efforts to ensure a safe living and learning environment.
	M			3.1.7	Number of Attendees at Training Sessions and Workshops	916	>= 916	593	July 1 - June 31	Internal records of professional development workshops	Sum of attendees at workshops across three areas: HR, Center for Teaching Excellence, and Sponsored Programs; target is to match or surpass the number of offerings in the previous year	An output measure of efforts to improve the skills and knowledge of the institution's work force.
	M			3.1.8	Number of Full-time Faculty	154	142	159	November	NCES IPEDS Data Center	Total number of full-time instructional Staff per Federal definition; target represents National peer group median value on November 1, 2013	An input measure of the number of full-time faculty available to teach classes relative to our national peer group. The ability to achieve the institution's mission is tied to it's cadre of faculty. With salary and benefits
	M			3.1.9	Number of Full-time Staff	185	248	187	November	NCES IPEDS Data Center	Total number of full-time non-instructional staff per Federal definition; target represents National peer group median value on November 1, 2013	An input measure of the number of full-time faculty available to teach classes relative to our national peer group.
	M			3.1.10	Number of Training Sessions and Workshops	121	>= 121	88	July 1 - June 30	Internal records of professional development workshops	Sum of workshops across three areas: HR, Center for Teaching Excellence, and Sponsored Programs; target is to match or surpass the number of offerings in the previous year	An output measure highlighting the professional development opportunities provided by the university and supporting the university's mission of enriching the region's quality of life.
	M			3.1.11	Percent of Full-time Faculty who are Female	50.6%	52.8%	49.7%	November	NCES IPEDS Data Center	Total number of full-time instructional staff per Federal definition who are female divided by Total number of full-time instructional staff per Federal definition; target represents National peer group 75th percentile value on November 1, 2013	An input measure that highlights the university's commitment to recruit, nurture, and retain a high quality and diverse faculty.

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		Goal	Strategy	Measure			Target	Actual				
	M			3.1.12	Percent of Full-time Faculty who are Minorities	18.2%	> 21.3%	18.9%	November	NCES IPEDS Data Center	Total number of full-time instructional staff per Federal definition who are non-white divided by Total number of full-time instructional staff per Federal definition; target represents the National peer group's 75th percentile value on November 1, 2013	An input measure that highlights the university's commitment to recruit, nurture, and retain a high quality and diverse faculty.
	M			3.1.13	Percent of full-time Faculty with Terminal Degrees	100.0%	95.3%	92.3%	November 1	SC CHE Document Catalog - Report FAU0016 available at http://www.che.sc.gov/DataPublications/SearchtheCHEDocumentCatalog.aspx	Total of all full-time slotted instructional staff, including the rank of instructor with terminal degrees as defined by SACSCOC in their primary teaching area divided by the total of all full-time slotted instructional staff; target is the average value of the comprehensive teaching sector in the State	An input measure that highlights the university's commitment to recruit, nurture, and retain a high quality faculty.
	M			3.1.14	Percent of Full-time Staff who are Female	60.0%	58.1%	58.3%	November	NCES IPEDS Data Center	Total number of full-time non-instructional staff per Federal definition who are female divided by Total number of full-time non-instructional staff per Federal definition; target represents National peer group median value on November 1, 2013	An input measure that highlights the university's commitment to recruit, nurture, and retain a high quality and diverse staff.
	M			3.1.15	Percent of Full-time Staff who are Minorities	23.8%	27.0%	20.9%	November	NCES IPEDS Data Center	Total number of full-time non-instructional staff per Federal definition who are non-white divided by Total number of full-time non-instructional staff per Federal definition; target represents the National peer group's 75th percentile value	An input measure that highlights the university's commitment to recruit, nurture, and retain a high quality and diverse staff.

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		Goal	Strategy	Measure			Target	Actual				
	M			3.1.16	Student-Faculty Ratio	15.6	16.6	15.0	October - November	NCES IPEDS Data Center	Fall fte headcount as reported to IPEDS divided by the number of fte instructional staff as reported to IPEDS; target is the National peer group's median value	This input measure demonstrates the university's commitment to recruit, nurture, and retain a high quality faculty and support its mission of providing transformative teaching especially through small classes and individual attention.
	M			3.1.17	Student-Staff Ratio	14.2	14.2	16.9	October - November	NCES IPEDS Data Center	Fall headcount as reported to IPEDS divided by the number of non-instructional staff as reported to IPEDS; target is the National peer group's 75th percentile value	This input measure demonstrates the university's commitment to recruit, nurture, and retain a high quality staff.
	M			3.1.18	Turnover rates	12.0% < 10%		11.0%	July 1 - June 30	Internal HR records	Total of resignations, terminations and retirements divided by total slotted employees	An outcome measure highlighting the university's success with retaining a high quality faculty and staff.
	M			3.1.19	Workman Comp Claims	6	0	7	July 1 - June 30	Internal HR records	Count of individuals who filed Workman Comp Claims	An outcome measure demonstrating the university's commitment to supporting faculty and staff by providing a safe work environment. This measure supports the effort to recruit, nurture, and retain a high quality faculty and staff.
	M			3.1.20	Work-Related Injuries and Illnesses	2	0	0	July 1 - June 30	Internal HR records	Count of individuals who experienced work-related illness or injury; target is to have no loss work time	An outcome measure demonstrating the university's commitment to supporting faculty and staff by providing a safe work environment. This measure supports the effort to recruit, nurture, and retain a high quality faculty and staff.
	M			3.1.21	Average Compression Sensitive Inequity Index of Staff Salaries	8.0%	0.0%	3.6%	July 1 - June 30	Internal Salary Study	Difference between expected time-in-rank adjusted salary and actual salary divided by actual salary averaged across all employees (faculty and staff). Target is to decrease the rate and to achieve 0.00% disparity over a five year period.	An efficiency measure that is used to ensure fair adjustment of salaries that minimizes compression. The institution has a strategic objective to address years of salary inequities and this metric allows tracking on progress being made in fulfillment of that objective.

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		Goal	Strategy	Measure			Target	Actual				
	M			3.1.22	Senior Satisfaction with the Level of Academic Challenge	91.33%	> 86.31%	85.69%	July 1 - June 30	National Survey of Student Engagement (NSSE)	Percentage of senior participants who indicated they had been challenged to do their best work; target is to exceed the national percentage as reported by NSSE	An efficiency measure indicating the university's success with encouraging excellence in students's research and creative pursuits.
	M			3.1.23	Senior Satisfaction with the Quality of Instruction in their Major Program of Study	97.35%	> 97.35%	92.89%	July 1 - June 30	Internal Senior Exit Survey	Number of survey participants who indicated they were satisfied or better divided by the number of survey participants; target is to improve upon the rates of satisfaction	An efficiency measure indicating the university's success with providing high quality instruction and supporting the university's commitment to transformative teaching.
	M			3.1.24	Senior Satisfaction with the Availability of Faculty	97.21%	> 97.21%	96.90%	July 1 - June 30	Internal Senior Exit Survey	Number of survey participants who indicated they were satisfied or better divided by the number of survey participants; target is to improve upon the rates of satisfaction	An efficiency measure indicating the faculty's success with being accessible to students and aiding in their success.
	M			3.1.25	Library Collection: Physical Books and Serials Held	141,072	--	153,845	July 1 -June 30	NCES IPEDS Data Center	There is no quantitative target; rather, it is based solely upon client needs	An input measure showing the availability of books and reference material at the Library in support of faculty, students, and the general public.
	M			3.1.26	Library Collection: Databases	236	--	236	July 1 -June 30	NCES IPEDS Data Center	There is no quantitative target; rather, it is based solely upon client needs	An input measure showing the availability of databases and articles at the Library in support of faculty, students, and the general public.
	M			3.1.27	Library Collection: Digital/Electronic Books and Serials	453,462	--	492,942	July 1 -June 30	NCES IPEDS Data Center	There is no quantitative target; rather, it is based solely upon client needs	An input measure showing the availability of e-books and reference material at the Library in support of faculty, students, and the general public.

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		Goal	Strategy	Measure			Target	Target					
	M			3.1.28	Expenditure per FTE	\$ 16,145	< \$21,404	\$ 16,795	July 1 - June 30	NCES IPEDS Data Center	Total expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is to be below the national peer group median value	This is an efficiency metric that shows how much the institution spent overall for the equivalent of a full-time student in the academic year. The measure allows us to ascertain the relative costs of providing education to a single full-time student compared to other comparable institutions in the nation. The metric is used in budgetary planning.	
	M			3.1.29	Inflation Adjusted Expenditure per FTE	\$ 10,147	\$ 10,147	\$ 10,367	July 1 - June 30	NCES IPEDS Data Center	Total expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE adjusted by HEPI to constant dollars of the year 2000 to facilitate trend comparisons; target is to keep inflation adjusted expenditures constant over time	Similar to the Expenditure per FTE metric, this is an efficiency measure that shows how much the institution spent overall for the equivalent of a full-time student in the academic year adjusted by the buying power of a dollar (i.e., adjusted to the year 2000). The measure allows us to ascertain the inflation adjusted costs of providing instruction to a full-time student over a year compared to other comparable institutions in the nation. The inflation-adjustment allows the institution to compare efficiency over time and is used in budget preparation.	
	S			3.2	Ensure a culture that is committed to ethical stewardship and that actively incorporates efficiencies and risk management strategies into its decision making framework								
	M			3.2.1	Inflation Adjusted Revenue per FTE	\$ 10,710	> \$10,710	\$ 10,677	July 1 - June 30	NCES IPEDS Data Center	Total revenue as reported to IPEDS on the Finance Survey divided by the annualized student FTE adjusted by HEPI to constant dollars of the year 2000 to facilitate trend comparisons; target is to increase inflation adjusted revenue over time	This is an efficiency metric that shows the institution's revenue for each full-time student in the academic year and is inflation adjusted for trending purposes. The measure allows us to ascertain the relative revenue generated compared to other comparable institutions in the nation.	

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		Goal	Strategy	Measure			Target						
	M			3.2.2	Revenue per FTE	\$ 17,042	\$ 21,952	\$ 17,298	July 1 - June 30	NCES IPEDS Data Center	Total revenue as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is the national peer group median value	This is an efficiency metric that shows the institution's revenue for each full-time student in the academic year. The measure allows us to ascertain the relative revenue generated compared to other comparable institutions in the nation.	
	M			3.2.3	Expenditure per FTE	\$ 16,145	< \$21,404	\$ 16,795	July 1 - June 30	NCES IPEDS Data Center	Total expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is to be below the national peer group median value	This is an efficiency metric that shows how much the institution spent overall for the equivalent of a full-time student in the academic year. The measure allows us to ascertain the relative costs of providing education to a single full-time student compared to other comparable institutions in the nation. The metric is used in budgetary planning.	
	M			3.2.4	Inflation Adjusted Expenditure per FTE	\$ 10,147	\$ 10,147	\$ 10,367	July 1 - June 30	NCES IPEDS Data Center	Total expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE adjusted by HEPI to constant dollars of the year 2000 to facilitate trend comparisons; target is to keep inflation adjusted expenditures constant over time	Similar to the Expenditure per FTE metric, this is an efficiency measure that shows how much the institution spent overall for the equivalent of a full-time student in the academic year adjusted by the buying power of a dollar (i.e., adjusted to the year 2000). The measure allows us to ascertain the inflation adjusted costs of providing instruction to a full-time student over a year compared to other comparable institutions in the nation. The inflation-adjustment allows the institution to compare efficiency over time and is used in budget preparation.	
	M			3.2.5	Auxilliary Expenditure / Revenue Ratio: Convocation Center	0.95	< 1.0	0.53	July 1 - June 30	USC Finance Intranet	Total direct expenses divided by total actual revenue for the fiscal year; target is for the ratio to be below 1.0	This metric is an efficiency measure used to ensure the auxillary is self-sufficient and is generating revenue. The metric represents how much it costs to generate \$1 of revenue.	

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		Goal	Strategy	Measure			Target	Actual				
	M			3.2.6	Auxiliary Expenditure / Revenue Ratio: Housing	0.29	< 1.0	0.25	July 1 - June 30	USC Finance Intranet	Total direct expenses divided by total actual revenue for the fiscal year; target is for the ratio to be below 1.0	This metric is an efficiency measure used to ensure the auxiliary service is self-sufficient and is generating revenue. The metric represents how much it costs to generate \$1 of revenue.
	M			3.2.7	Auxiliary Expenditure / Revenue Ratio: Ruth Patrick Science Store	1.21	< 1.0	1.06	July 1 - June 30	USC Finance Intranet	Total direct expenses divided by total actual revenue for the fiscal year; target is for the ratio to be below 1.0	This metric is an efficiency measure used to ensure the auxiliary service is self-sufficient and is generating revenue. The metric represents how much it costs to generate \$1 of revenue.
	M			3.2.8	Senior Satisfaction with Class Scheduling	79.27%	> 79.27%	88.64%	July 1 - June 30	Internal Senior Exit Survey	Number of survey participants who indicated they were satisfied or better divided by the number of survey participants; target is to improve upon the rates of satisfaction	An efficiency measure indicating the university's success with scheduling classes in a manner that supported student and university progression goals.
	S			3.3	Foster the University's commitment to excellence and innovation							
	M			3.3.1	Grant Amounts for Research	\$ 3,532,434	> \$3,532,434	\$ 2,196,667	July 1 - June 30	Internal Sponsored Program records	Total amount of grant money awarded for Research activities; target is to improve over the previous year's total	This metric serves as an output measure of our research-related grants and as an input measure of fund available to support research in support of the university mission.
	M			3.3.2	Grant Amounts for Training	\$ 529,272	> \$529,272	\$ 206,271	July 1 - June 30	Internal Sponsored Program records	Total amount of grant money awarded for Training activities; target is to improve over the previous year's total	This metric serves as an output measure of our training-related grants and as an input measure of fund available to provide training opportunities in support of the university mission.
	M			3.3.3	Family Fund Participation Rates	83.0%	>=90.0%	79.0%	July 1 - June 30	Rates of giving within the USC system available at: https://giving.sc.edu/howntogive/annualgiving/familyfund.aspx	Number of full-time slotted employees who donated to the Family Fund divided by the number of full-time slotted employees	An indirect measure of employee satisfaction and belief in the university's mission.
	M			3.3.4	Fundraising totals	\$ 1,782,319	> \$1,782,319	\$ 1,501,791	July 1 - June 30	Internal Records	Total of all dollars raised including cash, in-kind and planned gifts during the fiscal year; the target is to be above the previous years total.	An output measure of fundraising efforts relative to peer institutions across the nation.

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		Goal	Strategy	Measure			Target						
	M			3.3.5	Academic Support Expenditures per FTE	\$ 1,501	\$ 1,821	\$ 1,482	July 1 - June 30	NCES IPEDS Data Center	Academic Support expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is the national peer group's current median value	This is an efficiency metric that shows how much the institution spent providing academic support (e.g., tutoring, supplemental instruction, library services, etc) for each full-time student in the academic year. The measure allows us to ascertain the relative costs of providing academic support to a student compared to other comparable institutions in the nation and relative to other expenditures within the institution.	
	M			3.3.6	Auxiliary Expenditures per FTE	\$ 1,883	<\$2,771	\$ 1,731	July 1 - June 30	NCES IPEDS Data Center	Auxilliary expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is the national peer group's current median value	This is an efficiency metric that shows how much the institution spent providing auxilliary services (e.g., bookstore, convocation center, housing, etc) for each full-time student in the academic year. The measure allows us to ascertain the relative costs associated with these services relative to other comparable institutions in the nation and relative to other expenditures within the institution.	

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		Goal	Strategy	Measure			Target						
	M			3.3.7	Institutional Support Expenditures per FTE	\$ 1,670	<	\$2,390	\$ 1,723	July 1 - June 30	NCES IPEDS Data Center	Institutional Support expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is to be below the national peer group median value	This is an efficiency metric that shows how much the institution spent providing institutional support (e.g., general administrative services, central executive level activities concerned with management and long range planning, legal and fiscal operations, space management, employee personnel and records, logistical services, etc) for each full-time student in the academic year. The measure allows us to ascertain the relative costs of providing institutional support to a student compared to other comparable institutions in the nation and relative to other expenditures within the institution.
	M			3.3.8	Operations Expenditures per FTE	\$ 1,639	<=	\$1,639	\$ 1,471	July 1 - June 30	Internal records	Operational expenditure divided by the annualized student FTE; target is to stay or lower operational costs relative to the previous year	This is an efficiency metric that shows how much the institution spent on operational expenditures (e.g., operations, maintenance, etc) for each full-time student in the academic year. The measure allows us to ascertain the relative costs of providing operational support to a student compared to other comparable institutions in the nation and relative to other expenditures within the institution.

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		Goal	Strategy	Measure			Target						
	M			3.3.9	Student Services Expenditures per FTE	\$ 2,411	\$ 2,418	\$ 2,381	July 1- June 30	NCES IPEDS Data Center	Student Services expenditures as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is the national peer group median value	This is an efficiency metric that shows how much the institution spent providing student services (e.g., student activities, cultural events, student newspapers, intramural athletics, student organizations, etc) for each full-time student in the academic year. The measure allows us to ascertain the relative costs of providing student services to a student compared to other comparable institutions in the nation and relative to other expenditures within the institution.	
	M			3.3.10	Research Expenditures per FTE	\$ 411	\$ 252	\$ 421	July 1 - June 30	NCES IPEDS Data Center	Research expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is to be above the national peer group's 75th percentile value	This is an efficiency metric that shows how much the institution spent on research expenditures (e.g., institutes and research centers and individual and project research, etc) for each full-time student in the academic year. The measure allows us to ascertain the relative costs of providing research services to a student compared to other comparable institutions in the nation and relative to other expenditures within the institution.	
	M			3.3.11	Endowment value	\$ 22,539,305	> \$22,539,305	\$ 28,459,415	July 1 -June 30	Internal Records	Cumulative total of endowment holdings for the University	The metric serves as both an input measure of financial resources available for scholarships and faculty support, and as an efficiency measure of efforts made by the institution to improve donor relations and to grow the endowment.	

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		Goal	Strategy	Measure			Target	Actual				
	M			3.3.12	Utility Costs - Percent Change from Previous Year		-9% <= 0%		-1% July 1 - June 30	USC Accounting Intranet	Total of utility expenditures for the current fiscal year minus the total of utility expenditures for the previous fiscal year divided by the total of utility expenditures from the previous fiscal year; target is to have a negative change.	This input measure helps with the tracking of utility expenditures and supports the university's effort to enhance its financial security.
	M			3.3.13	Senior Satisfaction with the Level of Academic Challenge	91.33%	> 86.31%		85.69% July 1 - June 30	National Survey of Student Engagement (NSSE)	Percentage of senior participants who indicated they had been challenged to do their best work; target is to exceed the national percentage as reported by NSSE	An efficiency measure indicating the university's success with encouraging excellence in students' research and creative pursuits.
	M			3.3.14	Senior Satisfaction with the Quality of Instruction in their Major Program of Study	97.35%	> 97.35%		92.89% July 1 - June 30	Internal Senior Exit Survey	Number of survey participants who indicated they were satisfied or better divided by the number of survey participants; target is to improve upon the rates of satisfaction	An efficiency measure indicating the university's success with providing high quality instruction and supporting the university's commitment to transformative teaching.
	M			3.3.15	Average class size for Graduate level Classes	6.92	< 10		6.89 August - May	Internal enrollment tallies on the course matriculation date	Total enrollment in graduate level classes divided by the number of graduate level class offerings; target is the number established by best practices	Class size is an important efficiency measure of how well the institution achieves the balance between being good stewards of resources by controlling costs associated with teaching of classes and providing an ideal learning environment where students can receive individualized guidance and timely feedback. The aim is to get as close to the target as possible without exceeding it.

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		Goal	Strategy	Measure			Target						
	M			3.3.16	Average Class Size for Lower level Classes	19.83	< 20	18.94	August - May	Internal enrollment tallies on the course matriculation date	Total enrollment in lower level classes divided by the number of lower level class offerings; target is the number established by best practices	Class size is an important efficiency measure of how well the institution achieves the balance between being good stewards of resources by controlling costs associated with teaching of classes and providing an ideal learning environment where students can receive individualized guidance and timely feedback. The aim is to get as close to the target as possible without exceeding it.	
	M			3.3.17	Average class size for Upper level Classes	11.95	< 15	12.06	August - May	Internal enrollment tallies on the course matriculation date	Total enrollment in upper level classes divided by the number of upper level class offerings; target is the number established by best practices	Class size is an important efficiency measure of how well the institution achieves the balance between being good stewards of resources by controlling costs associated with teaching of classes and providing an ideal learning environment where students can receive individualized guidance and timely feedback. The aim is to get as close to the target as possible without exceeding it.	
	M			3.3.18	State Appropriations per FTE	\$ 2,551	\$ 4,181	\$ 2,574	July 1- June 30	NCES IPEDS Data Center	State appropriations as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is the national peer group's 25th percentile	This is an efficiency metric that shows how much the institution received in state appropriations for each full-time student in the academic year. The measure allows us to ascertain the level of state support per student compared to other comparable institutions in the nation and relative to other revenues within the institution.	

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		Goal	Strategy	Measure			Target						
	M			3.3.19	Return on Investment - Cumulative Additional Annual Earnings of USC Aiken Alumni as a Result of Having a Degree	\$ 284,383,227	>	\$284,383,227	\$ 309,267,269	July 1 - June 30	Internal data analyses	The difference in cumulative annual earning as a result of USC Aiken alumni gaining a bachelor's degree over a high school diploma (i.e., total number of USC Aiken undergraduate alumni times the median salary for individuals with a bachelor's degree in South Carolina as reported by the US Census Bureau minus the total number of USC Aiken undergraduate alumni times the median salary for individuals with a high school diploma in South Carolina as reported by the US Census Bureau); target is continual growth	This outcome measure helps to determine how successful the institution has been in building student development especially in career readiness and in enhancing alumni relations.
	M			3.3.20	Inflation Adjusted Revenue per FTE	\$ 10,710	>	\$10,710	\$ 10,677	July 1- June 30	NCES IPEDS Data Center	Total revenue as reported to IPEDS on the Finance Survey divided by the annualized student FTE adjusted by HEP1 to constant dollars of the year 2000 to facilitate trend comparisons; target is to increase inflation adjusted revenue over time	This is an efficiency metric that shows the institution's revenue for each full-time student in the academic year and is inflation adjusted for trending purposes. The measure allows us to ascertain the relative revenue generated compared to other comparable institutions in the nation.
	M			3.3.21	Revenue per FTE	\$ 17,042	\$	21,952	\$ 17,298	July 1- June 30	NCES IPEDS Data Center	Total revenue as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is the national peer group median value	This is an efficiency metric that shows the institution's revenue for each full-time student in the academic year. The measure allows us to ascertain the relative revenue generated compared to other comparable institutions in the nation.

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		Goal	Strategy	Measure			Target						
	M			3.3.22	Expenditure per FTE	\$ 16,145	<	\$21,404	\$ 16,795	July 1 - June 30	NCES IPEDS Data Center	Total expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is to be below the national peer group median value	This is an efficiency metric that shows how much the institution spent overall for the equivalent of a full-time student in the academic year. The measure allows us to ascertain the relative costs of providing education to a single full-time student compared to other comparable institutions in the nation. The metric is used in budgetary planning.
	M			3.3.23	Inflation Adjusted Expenditure per FTE	\$ 10,147	\$	10,147	\$ 10,367	July 1 - June 30	NCES IPEDS Data Center	Total expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE adjusted by HEPI to constant dollars of the year 2000 to facilitate trend comparisons; target is to keep inflation adjusted expenditures constant over time	Similar to the Expenditure per FTE metric, this is an efficiency measure that shows how much the institution spent overall for the equivalent of a full-time student in the academic year adjusted by the buying power of a dollar (i.e., adjusted to the year 2000). The measure allows us to ascertain the inflation adjusted costs of providing instruction to a full-time student over a year compared to other comparable institutions in the nation. The inflation-adjustment allows the institution to compare efficiency over time and is used in budget preparation.
Government and Citizens	G			4	Create collaborative partnerships and innovative solutions to advance our community, region, and state								
	S			4.1	Collaborate intentionally with K-16 to build stronger educational opportunities for the region and state								
	M			4.1.1	Public Service Expenditure per FTE Student	\$ 930	\$	775	\$ 982	July 1 -June 30	NCES IPEDS Data Center	Total Public Service Expenditure / Annualized Full-time Equivalent Student; target represents National peer group 75th percentile	This is an efficiency metric that shows how much the institution spent on public service (e.g.,conferences, institutes, general advisory services, reference bureaus, etc) for each full-time student in the academic year. The measure allows us to ascertain the costs of providing public services relative to the annual student fte compared to other comparable institutions in the nation and relative to other expenditures within the institution.

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		Goal	Strategy	Measure								
	M			4.1.2	Amount of Service-related Grants held	\$ 1,489,641	> \$1,489,641	\$ 973,032	July 1 -June 30	Internal Sponsored Program records	Total amount of service related grants held for the fiscal year; target is to increase the amount over the current amount	This metric serves as an output measure of our service-related grants and as an input measure of fund available to provide services to the community in support of the university mission.
	M			4.1.3	Percent of Alumni with a Job Highly Related to their Major Following Graduation	60.47%	> 60.47%	68.09%	July 1 -June 30	Internal Alumni Survey	Number of respondents on the alumni survey who indicated their employment was highly related to their major program of study divided by the number of respondents on the alumni survey	An outcome measure showcasing the university's success with relative career placement for its graduates and supporting the university's commitment to student success and community enrichment.
	M			4.1.4	Ratio of the Number of Alumni Who Take 4 Months or More to Find Employment Following Graduation to the Unemployment Rate	3.68	< 3.68	3.50	July 1 - June 30	Internal Alumni Survey	Number of respondents on the alumni survey who indicated it took 4 or more months following graduation before they found employment divided by the number of respondents on the alumni survey factored by the South Carolina unemployment rate during the period following graduation; target is to decrease the ratio over the previous values	An outcome measure that helps determine the university's effectiveness in relation to student development in career readiness objectives.

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		Goal	Strategy	Measure			Target	Actual				
	M		4.1.5		NSSE: Percent of Seniors to Report Gaining Job Skills and Knowledge		67% > 68%		73% August - May	National Survey of Student Engagement (NSSE)	Number of senior respondents who indicated "quite a bit" or "very much" to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to acquiring job or work related knowledge and skills divided by the number of senior respondents; target represents the percent of seniors across the Nation who completed the NSSE similarly	An outcome measure of the perceived impact the institution has had on students gaining skills and knowledge necessary to be successful. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.
	S		4.2		Leverage our intellectual capital to support and augment a dynamic region and state							
	M		4.2.1		Amount of Service-related Grants held	\$ 1,489,641	> \$1,489,641	\$ 973,032	July 1 -June 30	Internal Sponsored Program records	Total amount of service related grants held for the fiscal year; target is to increase the amount over the current amount	This metric serves as an output measure of our service-related grants and as an input measure of fund available to provide services to the community in support of the university mission.
	M		4.2.2		Public Service Expenditure per FTE Student	\$ 930	\$ 775	\$ 982	July 1 -June 30	NCES IPEDS Data Center	Total Public Service Expenditure / Annualized Full-time Equivalent Student; target represents National peer group 75th percentile	This is an efficiency metric that shows how much the institution spent on public service (e.g.,conferences, institutes, general advisory services, reference bureaus, etc) for each full-time student in the academic year. The measure allows us to ascertain the costs of providing public services relative to the annual student fte compared to other comparable institutions in the nation and relative to other expenditures within the institution.

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		Goal	Strategy	Measure			Target						
	M			4.2.3	State Appropriations per FTE	\$ 2,551	\$ 4,181	\$ 2,574	July 1- June 30	NCES IPEDS Data Center	State appropriations as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is the national peer group's 25th percentile	This is an efficiency metric that shows how much the institution received in state appropriations for each full-time student in the academic year. The measure allows us to ascertain the level of state support per student compared to other comparable institutions in the nation and relative to other revenues within the institution.	
	M			4.2.4	Percent of Alumni with a Job Highly Related to their Major Following Graduation	60.47%	> 60.47%	68.09%	July 1 -June 30	Internal Alumni Survey	Number of respondents on the alumni survey who indicated their employment was highly related to their major program of study divided by the number of respondents on the alumni survey	An outcome measure showcasing the university's success with relative career placement for its graduates and supporting the university's commitment to student success and community enrichment.	
	M			4.2.5	Ratio of the Number of Alumni Who Take 4 Months or More to Find Employment Following Graduation to the Unemployment Rate	3.68	< 3.68	3.50	July 1 - June 30	Internal Alumni Survey	Number of respondents on the alumni survey who indicated it took 4 or more months following graduation before they found employment divided by the number of respondents on the alumni survey factored by the South Carolina unemployment rate during the period following graduation; target is to decrease the ratio over the previous values	An outcome measure that helps determine the university's effectiveness in relation to student development in career readiness objectives.	

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		Goal	Strategy	Measure			Target	Actual				
	M			4.2.6	NSSE: Percent of Seniors to Report Gaining Job Skills and Knowledge		67%	> 68%	73% August - May	National Survey of Student Engagement (NSSE)	Number of senior respondents who indicated "quite a bit" or "very much" to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to acquiring job or work related knowledge and skills divided by the number of senior respondents; target represents the percent of seniors across the Nation who completed the NSSE similarly	An outcome measure of the perceived impact the institution has had on students gaining skills and knowledge necessary to be successful. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.
	M			4.2.7	Inflation Adjusted Revenue per FTE	\$ 10,710		> \$10,710	\$ 10,677 July 1- June 30	NCES IPEDS Data Center	Total revenue as reported to IPEDS on the Finance Survey divided by the annualized student FTE adjusted by HEPI to constant dollars of the year 2000 to facilitate trend comparisons; target is to increase inflation adjusted revenue over time	This is an efficiency metric that shows the institution's revenue for each full-time student in the academic year and is inflation adjusted for trending purposes. The measure allows us to ascertain the relative revenue generated compared to other comparable institutions in the nation.
	M			4.2.8	Revenue per FTE	\$ 17,042	\$ 21,952	\$ 17,298	July 1- June 30	NCES IPEDS Data Center	Total revenue as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is the national peer group median value	This is an efficiency metric that shows the institution's revenue for each full-time student in the academic year. The measure allows us to ascertain the relative revenue generated compared to other comparable institutions in the nation.

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		Goal	Strategy	Measure			Target	Target					
	M			4.2.9	Expenditure per FTE	\$ 16,145	<	\$21,404	\$ 16,795	July 1 - June 30	NCES IPEDS Data Center	Total expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is to be below the national peer group median value	This is an efficiency metric that shows how much the institution spent overall for the equivalent of a full-time student in the academic year. The measure allows us to ascertain the relative costs of providing education to a single full-time student compared to other comparable institutions in the nation. The metric is used in budgetary planning.
	M			4.2.10	Inflation Adjusted Expenditure per FTE	\$ 10,147	\$	10,147	\$ 10,367	July 1 - June 30	NCES IPEDS Data Center	Total expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE adjusted by HEPI to constant dollars of the year 2000 to facilitate trend comparisons; target is to keep inflation adjusted expenditures constant over time	Similar to the Expenditure per FTE metric, this is an efficiency measure that shows how much the institution spent overall for the equivalent of a full-time student in the academic year adjusted by the buying power of a dollar (i.e., adjusted to the year 2000). The measure allows us to ascertain the inflation adjusted costs of providing instruction to a full-time student over a year compared to other comparable institutions in the nation. The inflation-adjustment allows the institution to compare efficiency over time and is used in budget preparation.
	M			4.2.11	Endowment value	\$ 22,539,305	>	\$22,539,305	\$ 28,459,415	July 1 - June 30	Internal Records	Cumulative total of endowment holdings for the University	The metric serves as both an input measure of financial resources available for scholarships and faculty support, and as an efficiency measure of efforts made by the institution to improve donor relations and to grow the endowment.
	M			4.2.12	Fundraising totals	\$ 1,782,319	>	\$1,782,319	\$ 1,501,791	July 1 - June 30	Internal Records	Total of all dollars raised including cash, in-kind and planned gifts during the fiscal year; the target is to be above the previous years total.	An output measure of fundraising efforts relative to peer institutions across the nation.

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		Goal	Strategy	Measure			Target	Actual				
	M			4.2.13	Family Fund Participation Rates	83.0%	>=90.0%	79.0%	July 1 - June 30	Rates of giving within the USC system available at: https://giving.sc.edu/howntogive/annualgiving/familyfund.aspx	Number of full-time slotted employees who donated to the Family Fund divided by the number of full-time slotted employees	An indirect measure of employee satisfaction and belief in the university's mission.
	S			4.3	Expand our global presence through national and international collaborations							
	M			4.3.1	Rankings Given as Reason for Coming to USCA	38.0%	> 12.0%	56.7%	July 1 - June 30	Internal surveys given to entering students during orientation	Number of respondents on an orientation survey who indicated that rankings in national magazines was an important and a very important factor divided by the number of respondents on the orientation survey; target is the national rate for public 4 year colleges as reported by CIRP	This indirect outcome measure allows the university to determine the perceived importance of its efforts to enhance its reputation and provide distinctive high quality educational experiences.
	M			4.3.2	National Rankings and Recognitions: US News & World Report (Overall - Private and Public Colleges in the South)	5	< 5		6 September - September	USNWR available at http://www.usnews.com/rankings	Target is to rise in the overall rankings relative to both privates and public institutions	An independent indicator of quality and national presence. The ranking assists with recruitment efforts to attract highly qualified students.
	M			4.3.3	National Rankings and Recognitions: US News & World Report (Public Colleges in the South)	1	1	1	1 September - September	USNWR available at http://www.usnews.com/rankings	Target is to remain as the top ranked public school in the southern region	An independent indicator of quality and national presence. The ranking assists with recruitment efforts to attract highly qualified students.

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		Goal	Strategy	Measure			Target						
Education, Training, and Human Development	G	1			Provide distinctive, high quality educational experiences								
	S	1.1			Reinforce quality teaching and learning as the preeminent activities of this University								
	M		1.1.1		Senior Satisfaction with the Level of Academic Challenge	85.69%		> 82.08%		July 1 - June 30	National Survey of Student Engagement (NSSE)	Percentage of senior participants who indicated they had been challenged to do their best work; target is to exceed the national percentage as reported by NSSE	An efficiency measure indicating the university's success with encouraging excellence in students's research and creative pursuits.
	M		1.1.2		NSSE: Percent of Seniors Who Report Having Studied Abroad	6%		14%		July 1 - June 30	National Survey of Student Engagement (NSSE)	Number of senior respondents who indicated that they participated in a study abroad program divided by the number of senior respondents; target represents the percent of seniors across the Nation who completed the NSSE that responded similarly	An outcome measure of students' exposure to diversity. The metric serves as a measure of how well the institution is doing in providing study abroad opportunities relative to a national peer group.
	M		1.1.3		Senior Satisfaction with the Quality of Instruction in their Major Program of Study	92.89%		> 92.89%		July 1 - June 30	Internal Senior Exit Survey	Number of survey participants who indicated they were satisfied or better divided by the number of survey participants; target is to improve upon the rates of satisfaction	An efficiency measure indicating the university's success with providing high quality instruction and supporting the university's commitment to transformative teaching.
	M		1.1.4		Average class size for Graduate level Classes	6.89		< 10		August - May	Internal enrollment tallies on the course matriculation date	Total enrollment in graduate level classes divided by the number of graduate level class offerings; target is the number established by best practices	Class size is an important efficiency measure of how well the institution achieves the balance between being good stewards of resources by controlling costs associated with teaching of classes and providing an ideal learning environment where students can receive individualized guidance and timely feedback. The aim is to get as close to the target as possible without exceeding it.

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		Goal	Strategy	Measure			Target	Actual				
	M			1.1.5	Average Class Size for Lower level Classes	18.94	< 20		August - May	Internal enrollment tallies on the course matriculation date	Total enrollment in lower level classes divided by the number of lower level class offerings; target is the number established by best practices	Class size is an important efficiency measure of how well the institution achieves the balance between being good stewards of resources by controlling costs associated with teaching of classes and providing an ideal learning environment where students can receive individualized guidance and timely feedback. The aim is to get as close to the target as possible without exceeding it.
	M			1.1.6	Average class size for Upper level Classes	12.06	< 15		August - May	Internal enrollment tallies on the course matriculation date	Total enrollment in upper level classes divided by the number of upper level class offerings; target is the number established by best practices	Class size is an important efficiency measure of how well the institution achieves the balance between being good stewards of resources by controlling costs associated with teaching of classes and providing an ideal learning environment where students can receive individualized guidance and timely feedback. The aim is to get as close to the target as possible without exceeding it.
	M			1.1.7	Percent of Student Body that is Female	65.0%	63.9%		October	NCES IPEDS Data Center	Total number of students enrolled on the fall freeze date who were female divided by the total number of students enrolled on the fall freeze date; target represents the national peer group's 75th percentile value on the fall freeze date	The female percentage of the student body measure serves as a means to highlight the university's commitment to recruiting a promising and diverse student body.
	M			1.1.8	Percent of Student Body that is Minorities	41.0%	42.1%		October	NCES IPEDS Data Center	Total number of students enrolled on the fall freeze date who were non-white divided by the total number of students enrolled on the fall freeze date; target represents the national peer group's 75th percentile value on the fall freeze date	The minority percentage of the student body measure serves as a means to highlight the university's commitment to recruiting a promising and diverse student body.

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		Goal	Strategy	Measure			Target	Actual				
	M			1.1.9	Number of USCA Bachelor Degrees Awarded	495	551	July 1 - June 30	NCES IPEDS Data Center	Sum of awarded degrees for summer, fall and spring terms; target represents National Peer group median value	An outcome measure indicating the institution's success in graduating students relative to a national peer group.	
	M			1.1.10	Number of USCA Masters Degrees Awarded	12	114	July 1 - June 30	NCES IPEDS Data Center	Sum of awarded degrees for summer, fall and spring terms; target represents National Peer group median value	An outcome measure indicating the institution's success in graduating students relative to a national peer group.	
	M			1.1.11	Overall Number of USCA Degrees Awarded	507	797	July 1 - June 30	NCES IPEDS Data Center	Sum of awarded degrees for summer, fall and spring terms; target represents National Peer group median value	This is an outcome measure of the degrees awarded relative to our national peer group.	
	S			1.2	Enhance excellence by implementing and supporting student engagement and immersive learning both inside and beyond the classroom							
	M			1.2.1	Percent of students who took at Least One Online Course	30.5%	> 30.5%	December	Fall Student Course Enrollment records (IPEDS)	Unduplicated count of students who have enrolled in an online class during the Fall semester divided by the number of students enrolled in the Fall semester; target is to increase the percent over the current rate	An outcome measure that demonstrates the university's commitment to enhance learning and provide greater student access.	
	M			1.2.2	Honor Program Enrollment	98	> 98	August	Internal Honors Program Analysis	Count of registered students in the Honors program at the start of the Fall semester	An outcome measure establishing the institution's success with enrolling students into the Honors Program and supports the university's mission of challenging students to think critically and creatively.	
	M			1.2.3	Honor Program Six-year Graduation Rates	79%	> 44%	July 1 - June 30	Internal Honors Program Analysis	Number of students who entered the Honors Program six years prior who graduated divided by the number of students who entered the Honors Program six years prior; target is to be above the 6 year graduation rate for our national peer group	This outcome measure helps to determine how successful the institution has been in graduating students from the Honors Program.	

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		Goal	Strategy	Measure								
	M			1.2.4	Percent of Course Sections Offered Online	11%	> 11%		August - May	Internal schedule of classes analyses	Number of course sections with an online method of instruction divided by the number of course sections for Fall; target is to increase the percent of online course offerings	This output measure demonstrates the university's commitment to meeting the various scheduling needs of its student body.
	M			1.2.5	Senior Satisfaction with the Availability of Faculty	96.90%	> 96.90%		July 1 - June 30	Internal Senior Exit Survey	Number of survey participants who indicated they were satisfied or better divided by the number of survey participants; target is to improve upon the rates of satisfaction	An efficiency measure indicating the faculty's success with being accessible to students and aiding in their success.
	M			1.2.6	NSSE - Socially Supportive Environment	70%	> 62%		August - May	National Survey of Student Engagement (NSSE)	Percentage of senior respondents who indicated "quite a bit" or "very much" to the question of how much the institution provided the support for the student to thrive socially; target represents the percent of seniors across the Nation who completed the NSSE similarly (average of items 14e & 14f)	An output measure of institutional efforts to provide social support that students need relative to a national peer group.
	M			1.2.7	NSSE - General Education: Analyzing Numerical and Statistical Information	2.92	> 2.86		August - May	National Survey of Student Engagement (NSSE)	Average rating provided by seniors on a 4 point scale to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to analyzing numerical and statistical information; target represents the average rating provided by all seniors across the nation who completed the NSSE	An outcome measure of the perceived impact the institution has had on students gaining skills and knowledge necessary to analyze numerical and statistical information. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.

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		Goal	Strategy	Measure			Target	Actual				
	M			1.2.8	NSSE - General Education: Developing or Clarifying a Personal Code of Values and Ethics		2.93 > 2.84		August - May	National Survey of Student Engagement (NSSE)	Average rating provided by seniors on a 4 point scale to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to developing or clarifying a personal code of values and ethics; target represents the average rating provided by all seniors across the nation who completed the NSSE	An outcome measure of the perceived impact the institution has had on the development of a personal code of values and ethics in students. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.
	M			1.2.9	NSSE - General Education: Solving Complex Real-world Problems		2.91 > 2.82		August - May	National Survey of Student Engagement (NSSE)	Average rating provided by seniors on a 4 point scale to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to solving complex real-world problems; target represents the average rating provided by all seniors across the nation who completed the NSSE	An outcome measure of the perceived impact the institution has had on students gaining skills and knowledge necessary to solve complex real-world problems. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.
	M			1.2.10	NSSE - General Education: Speaking Clearly and Effectively		2.98 > 2.92		August - May	National Survey of Student Engagement (NSSE)	Average rating provided by seniors on a 4 point scale to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to speaking clearly and effectively; target represents the average rating provided by all seniors across the Nation who completed the NSSE	An outcome measure of the perceived impact the institution has had on the development of effective oral communication skills among students. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.

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		Goal	Strategy	Measure			Target	Actual				
	M			1.2.11	NSSE - General Education: Thinking Critically and Analytically	3.20	> 3.28		August - May	National Survey of Student Engagement (NSSE)	Average rating provided by seniors on a 4 point scale to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to thinking critically and analytically; target represents the average rating provided by all seniors across the Nation who completed the NSSE	An outcome measure of the perceived impact the institution has had on the development of critical and analytical thinking among students. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.
	M			1.2.12	NSSE - General Education: Understanding People of Other Backgrounds	2.88	> 2.85		August - May	National Survey of Student Engagement (NSSE)	Average rating provided by seniors on a 4 point scale to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to understanding people of other backgrounds; target represents the average rating provided by all seniors across the Nation who completed the NSSE	An outcome measure of the perceived impact the institution has had on the development of an appreciation for diversity among students. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.
	M			1.2.13	NSSE - General Education: Working Effectively with Others	3.08	> 3.04		August - May	National Survey of Student Engagement (NSSE)	Average rating provided by seniors on a 4 point scale to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to working effectively with others; target represents the average rating provided by all seniors across the Nation who completed the NSSE	An outcome measure of the perceived impact the institution has had on the development of knowledge and skills among students to effectively work with others. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.

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		Goal	Strategy	Measure			Target	Actual				
	M			1.2.14	NSSE - General Education: Writing Clearly and Effectively	3.08	> 3.00		August - May	National Survey of Student Engagement (NSSE)	Average rating provided by seniors on a 4 point scale to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to writing clearly and effectively; target represents the average rating provided by all seniors across the nation who completed the NSSE	An outcome measure of the perceived impact the institution has had on the development of effective writing skills among students. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.
	M			1.2.15	NSSE - Percent of Seniors who Report Participating in Research Projects	23%	> 23%		August - May	National Survey of Student Engagement (NSSE)	Number of senior respondents who indicated that they had worked with a faculty member on a research project divided by the number of senior respondents; target represents the percent of seniors across the nation who completed the NSSE similarly	An outcome measure of students' opportunities to participate in research projects. The metric serves as a measure of how well the institution is doing in providing research opportunities relative to a national peer group.
	M			1.2.16	Number of Magellan Scholars	114	> 112		July 1 - June 30	USC's Research Database of Magellan Awardees http://www.sc.edu/our/magellanwinners.php#q	Cumulative number of Magellan Scholars; target is to exceed the total of all other non-Columbia USC campuses combined	An outcome measure establishing the institution's success with providing students the opportunity to participate in sponsored research projects and supporting the university's mission of providing high impact learning practices.
	M			1.2.17	Senior Satisfaction with the Level of Academic Challenge	85.69%	> 82.08%		July 1 - June 30	National Survey of Student Engagement (NSSE)	Percentage of senior participants who indicated they had been challenged to do their best work; target is to exceed the national percentage as reported by NSSE	An efficiency measure indicating the university's success with encouraging excellence in students's research and creative pursuits.

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		Goal	Strategy	Measure			Target	Actual				
	M			1.2.18	Senior Satisfaction with the Quality of Instruction in their Major Program of Study		92.89%	> 92.89%	July 1 - June 30	Internal Senior Exit Survey	Number of survey participants who indicated they were satisfied or better divided by the number of survey participants; target is to improve upon the rates of satisfaction	An efficiency measure indicating the university's success with providing high quality instruction and supporting the university's commitment to transformative teaching.
	M			1.2.19	Average class size for Graduate level Classes		6.89	< 10	August - May	Internal enrollment tallies on the course matriculation date	Total enrollment in graduate level classes divided by the number of graduate level class offerings; target is the number established by best practices	Class size is an important efficiency measure of how well the institution achieves the balance between being good stewards of resources by controlling costs associated with teaching of classes and providing an ideal learning environment where students can receive individualized guidance and timely feedback. The aim is to get as close to the target as possible without exceeding it.
	M			1.2.20	Average Class Size for Lower level Classes		18.94	< 20	August - May	Internal enrollment tallies on the course matriculation date	Total enrollment in lower level classes divided by the number of lower level class offerings; target is the number established by best practices	Class size is an important efficiency measure of how well the institution achieves the balance between being good stewards of resources by controlling costs associated with teaching of classes and providing an ideal learning environment where students can receive individualized guidance and timely feedback. The aim is to get as close to the target as possible without exceeding it.
	M			1.2.21	Average class size for Upper level Classes		12.06	< 15	August - May	Internal enrollment tallies on the course matriculation date	Total enrollment in upper level classes divided by the number of upper level class offerings; target is the number established by best practices	Class size is an important efficiency measure of how well the institution achieves the balance between being good stewards of resources by controlling costs associated with teaching of classes and providing an ideal learning environment where students can receive individualized guidance and timely feedback. The aim is to get as close to the target as possible without exceeding it.

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		Goal	Strategy	Measure			Target						
	M			1.2.22	Research Expenditures per FTE	\$ 421	\$	271		July 1 - June 30	NCES IPEDS Data Center	Research expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is to be above the national peer group's 75th percentile value	This is an efficiency metric that shows how much the institution spent on research expenditures (e.g., institutes and research centers and individual and project research, etc) for each full-time student in the academic year. The measure allows us to ascertain the relative costs of providing research services to a student compared to other comparable institutions in the nation and relative to other expenditures within the institution.
	M			1.2.23	Grant Amounts for Research	\$ 2,196,667	>	\$2,196,667		July 1 - June 30	Internal Sponsored Program records	Total amount of grant money awarded for Research activities; target is to improve over the previous year's total	This metric serves as an output measure of our research-related grants and as an input measure of fund available to support research in support of the university mission.
	M			1.2.24	Grant Amounts for Training	\$ 206,271	>	\$206,271		July 1 - June 30	Internal Sponsored Program records	Total amount of grant money awarded for Training activities; target is to improve over the previous year's total	This metric serves as an output measure of our training-related grants and as an input measure of fund available to provide training opportunities in support of the university mission.
Education, Training, and Human Development	G			2	Enroll, retain, develop and graduate a diverse student body								
	S			2.1	Recruit a promising and diverse student body								
	M			2.1.1	Percent of Entering Student Body indicating they Intend to Transfer	23.8%	<	23.8%		August	Internal surveys given to entering students during orientation	Total number of entering freshmen who indicate that they intend to transfer to another institution divided by the total number of entering freshmen; target is decrease the percentage of students planning to transfer from the previous year	A measure that supports the university's efforts to recruit, retain, and graduate a promising student body. The measure also helps the university ensure strategic growth.

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		Goal	Strategy	Measure			Target	Actual				
	M			2.1.2	Percent of Entering Freshmen who State Academic Reputation was Important or Very Important as Reason for Coming to USCA	86.9%	>	86.9%	August	Internal surveys given to entering students during orientation	Total number of entering freshmen who indicated academic reputation was important or very important in their decision to come to USCA divided by the total number of entering freshmen; target is to increase the perceived importance of academic reputation over the previous year	This indirect outcome measure allows the university to determine the perceived importance of its efforts to enhance its reputation.
	M			2.1.3	Rankings Given as Reason for Coming to USCA	56.7%	>	56.7%	July 1 - June 30	Internal surveys given to entering students during orientation	Number of respondents on an orientation survey who indicated that rankings in national magazines was an important and a very important factor divided by the number of respondents on the orientation survey; target is to increase the perceived importance of national rankings over the previous year	This indirect outcome measure allows the university to determine the perceived importance of its efforts to enhance its reputation and provide distinctive high quality educational experiences.
	M			2.1.4	NSSE: Diverse Interactions	73%	>	70%	August - May	National Survey of Student Engagement (NSSE)	Number of senior respondents who indicated that they often or very often had discussions with people who were different from them in terms of their religious beliefs, political opinions, personal values, or race divided by the number of senior respondents; target represents the percent of seniors across the Nation who completed the NSSE that responded similarly (average of items 8a-8d)	An outcome measure of students' exposure to diversity. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.

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		Goal	Strategy	Measure		Base	Target	Actual				
	M			2.1.5	Net price	\$ 14,821	\$ 16,224		July 1 - June 30	NCES College Navigator available at http://nces.ed.gov/collegenavigator	Average net price is generated by subtracting the average amount of federal, state/local government, or institutional grant or scholarship aid from the total cost of attendance. Total cost of attendance is the sum of published tuition and required fees (lower of in-district or in-state), books and supplies, and the weighted average for room and board and other expenses.	An output measure of the overall average out-of-pocket costs for a year of full-time instruction. The metric is used to gauge efforts to establish scholarships and waivers to minimize the annual out-of-pocket costs of achieving a degree.
	M			2.1.6	Percent of Student Body that is Female	65.0%	63.9%		October	NCES IPEDS Data Center	Total number of students enrolled on the fall freeze date who were female divided by the total number of students enrolled on the fall freeze date; target represents the national peer group's 75th percentile value on the fall freeze date	The female percentage of the student body measure serves as a means to highlight the university's commitment to recruiting a promising and diverse student body.
	M			2.1.7	Percent of Student Body that is Minorities	41.0%	42.1%		October	NCES IPEDS Data Center	Total number of students enrolled on the fall freeze date who were non-white divided by the total number of students enrolled on the fall freeze date; target represents the national peer group's 75th percentile value on the fall freeze date	The minority percentage of the student body measure serves as a means to highlight the university's commitment to recruiting a promising and diverse student body.
	M			2.1.8	Annualized FTE	3,122	3,028		October	NCES IPEDS Data Center	The Annualized Full-time equivalent enrollment per Federal definition on the Fall census date; target represents the National peer group's current median value	This metric is an important input measure of the number of equivalent full-time students across the fiscal year. It serves as the basis for estimating revenue from tuition and fees as well as how much it costs to educate and provide services to each full-time student.

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		Goal	Strategy	Measure		Base	Target	Actual				
	M			2.1.9	Fall FTE	3,041	2,909		October	NCES IPEDS Data Center	The Full-time equivalent enrollment per Federal definition on the Fall census date; target represents the National peer group median value	Enrollments are typically the highest at the start of an academic year. Fall FTE is an indirect input measure of revenue from tuition and fees but also serves as a measure of the number of students that need to be served.
	M			2.1.10	Fall Graduate Headcount	152	355		October	NCES IPEDS Data Center	Total number of graduate students on the Fall census date; target represents the National peer group median value	Enrollments are typically the highest at the start of an academic year. Fall graduate headcount a is a predictor of how large graduate classes will be and of the amount of support and services (e.g., parking, dining, acadmic support, etc) that will be provided throughput the year.
	M			2.1.11	Fall Undergraduate Headcount	3,354	2,965		October	NCES IPEDS Data Center	Total number of undergraduate students on the Fall census date; target represents the National peer group median value	Enrollments are typically the highest at the start of an academic year. Fall undergraduate headcount a is a predictor of how large undergraduate classes will be and of the amount of support and services (e.g., parking, dining, acadmic support, etc) that will be provided throughput the year.
	M			2.1.12	Number of Transfer-in students	338	257		October	NCES IPEDS Data Center	Total number of transfer-in students as reported to IPEDS during the Fall semester; target is to be above the national peer group median value	Enrollments are typically the highest at the start of an academic year. Fall transfer in headcount serves as a predictor of how large classes will be and of the amount of support and services (e.g., parking, dining, acadmic support, etc) that will be provided throughput the year.
	M			2.1.13	Financial Aid: Average Award by the State	\$ 4,517	\$ 3,376		July 1 -June 30	NCES IPEDS Data Center	Average awarded amount for first time full-time students as reported to IPEDS; target is the median awarded amount for our national peer group	An output measure of student recruitment efforts to attract highly qualified students. The metric has a direct impact on the outcomes measure of student debt upon graduation.

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		Goal	Strategy	Measure			Target						
	M			2.1.14	Financial Aid: Average Award through Federal Scholarships and Grants	\$ 4,577	>	\$4,578		July 1- June 30	NCES IPEDS Data Center	Average awarded amount for first time full-time students as reported to IPEDS; target is the median awarded amount for our national peer group	An output measure of student recruitment efforts to attract highly qualified students. The metric has a direct impact on the outcomes measure of student debt upon graduation.
	M			2.1.15	Financial Aid: Average Institutional Scholarship Awarded to Entering Freshmen	\$ 2,594	\$	6,361		July 1- June 30	NCES IPEDS Data Center	Total institutional scholarships awarded divided by the number of entering first-time students who received an institutional scholarship; target is the average value of 4 year comprehensive teaching institutions in South Carolina	An input measure of institutional financial support to students used to attract and retain highly qualified students and to minimize student debt upon graduation.
	M			2.1.16	Financial Aid: Average Student Loan	\$ 5,700	<	\$6194		July 1- June 30	NCES IPEDS Data Center	Total of student loans carried by first-time full-time students divided by the number of first-time full-time students who have student loans	An early prorated indicator of an outcome measure what the overall average debt load will be for a student upon completion of their education.
	M			2.1.17	Financial Aid: Percent of Freshman Class Awarded an Institutional Scholarship	26%		35%		July 1- June 30	NCES IPEDS Data Center	Number of entering first-time students who receive an institutional scholarship divided by the number of entering first-time students; target is the average value of 4 year comprehensive teaching institutions in South Carolina	An input measure of institutional financial support to students used to attract and retain highly qualified students and to minimize student debt upon graduation.
	M			2.1.18	Percent of First-time Full-time Freshman Receiving Any Type of Aid	95%		94%		July 1- June 30	NCES IPEDS Data Center	Total number of first-time full-time fall freshmen to receive aid divided by the total number of first-time full-time fall freshmen; target is the national peer group median value	An outcome measure indicating the university's success with aiding the students in finding the means to fund their educational expenses and supporting the university's commitment to affordability.

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		Goal	Strategy	Measure			Target	Actual					
	M			2.1.19	Tuition & Fees	\$ 10,502	<	\$11,474		July 1 - June 30	NCES IPEDS Data Center	Tuition and mandatory fees to attend full-time for Fall and Spring combined as reported to IPEDS; target represents the national peer group's 75th percentile value	An indirect input measure aiding the university by helping to determine budgets and to track the tuition adjustments as they relate to affordability over time. The measure allows us to judge our relative standing with other comparable institutions in the nation.
	M			2.1.20	Tuition Revenue per FTE	\$ 6,414	\$	6,237		July 1 - June 30	NCES IPEDS Data Center	Total tuition revenue as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is the national peer group median value	This is an input measure that shows how much revenue is generated per full-time equivalent student. This is a useful measure to compare to expenditure per FTE and is used to help set budgets and to suggest necessary tuition adjustments to ensure costs are covered. The measure allows us to judge our relative standing with other comparable institutions in the nation.
	M			2.1.21	Percent of Undergraduates from South Carolina Receiving State Scholarships			43% >= 48%		August - December	SC CHE Scholarship Statistics available at http://www.che.sc.gov/DataPublications/SearchtheCHEDocumentCatalog.aspx	Total number of Fall undergraduates who received a scholarship divided by the total number of in-state enrolled students; target is the overall state average	An outcome measure indicating the university's success with aiding the students in finding the means to fund their educational expenses and supporting the university's commitment to affordability.
	M			2.1.22	National Rankings and Recognitions: US News & World Report (Overall - Private and Public Colleges in the South)			6 < 6		September - September	USNWR available at http://www.usnews.com/rankings	Target is to rise in the overall rankings relative to both privates and public institutions	An independent indicator of quality. The ranking assists with recruitment efforts to attract highly qualified students.
	M			2.1.23	National Rankings and Recognitions: US News & World Report (Public Colleges in the South)			1	1	September - September	USNWR available at http://www.usnews.com/rankings	Target is to remain as the top ranked public school in the southern region	An independent indicator of quality. The ranking assists with recruitment efforts to attract highly qualified students.
	M			2.1.24	Percent of Student Body Residing in University Housing			27% >= 27%		August - December	Internal Housing Data	Number of students residing in University Housing divided by the number of students in the student body	An indirect output measure used to gauge the services needed by our students and support the university's commitment to service excellence as well as enhance the university's reputation as a high-quality residential university.

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		Goal	Strategy	Measure			Target	Actual				
	M			2.1.25	Public Service Expenditure per FTE Student	\$ 982	\$ 790	July 1 - June 30	NCES IPEDS Data Center	Total Public Service Expenditure / Annualized Full-time Equivalent Student; target represents National peer group 75th percentile	This is an efficiency metric that shows how much the institution spent on public service (e.g., conferences, institutes, general advisory services, reference bureaus, etc) for each full-time student in the academic year. The measure allows us to ascertain the costs of providing public services relative to the annual student fte compared to other comparable institutions in the nation and relative to other expenditures within the institution.	
	M			2.1.26	Amount of Service-related Grants held	\$ 973,032	> \$ 973,032	July 1 - June 30	Internal Sponsored Program records	Total amount of service related grants held for the fiscal year; target is to increase the amount over the current amount	This metric serves as an output measure of our service-related grants and as an input measure of fund available to provide services to the community in support of the university mission.	
	M			2.1.27	Number of USCA Bachelor Degrees Awarded	495	551	July 1 - June 30	NCES IPEDS Data Center	Sum of awarded degrees for summer, fall and spring terms; target represents National Peer group median value	An outcome measure indicating the institution's success in graduating students relative to a national peer group.	
	M			2.1.28	Number of USCA Masters Degrees Awarded	12	114	July 1 - June 30	NCES IPEDS Data Center	Sum of awarded degrees for summer, fall and spring terms; target represents National Peer group median value	An outcome measure indicating the institution's success in graduating students relative to a national peer group.	
	M			2.1.29	Overall Number of USCA Degrees Awarded	507	797	July 1 - June 30	NCES IPEDS Data Center	Sum of awarded degrees for summer, fall and spring terms; target represents National Peer group median value	This is an outcome measure of the degrees awarded relative to our national peer group.	
	M			2.1.30	Dining Services Satisfaction	4.75	> 4.75	July 1 - June 30	EBI Nation Survey	Overall satisfaction rating of Dining Services provided by resident students; target is the average satisfaction rating given nationally by resident students	An outcome measure of student satisfaction with dining services relative to industry standards. The metric is used to determine if changes in the food services and options are necessary.	

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		Goal	Strategy	Measure								
	M			2.1.31	Student Satisfaction with Quality of Housing Services	5.29	> 5.27		July 1 - June 30	EBI Survey of Residence Satisfaction	Average rating of satisfaction on a 7 point scale; target is to exceed the peer group average rating	This efficiency measure used to highlight the university's success with providing high quality services to the student residents and supports the university's goal of enhancing its reputation as a high quality residential university.
	M			2.1.32	Percent of Alumni with a Job Highly Related to their Major Following Graduation	68.09%	> 68.09%		July 1 - June 30	Internal Alumni Survey	Number of respondents on the alumni survey who indicated their employment was highly related to their major program of study divided by the number of respondents on the alumni survey	An outcome measure showcasing the university's success with relative career placement for its graduates and supporting the university's commitment to student success and community enrichment.
	M			2.1.33	Ratio of the Number of Alumni Who Take 4 Months or More to Find Employment Following Graduation to the Unemployment Rate	3.50	< 3.50		July 1 - June 30	Internal Alumni Survey	Number of respondents on the alumni survey who indicated it took 4 or more months following graduation before they found employment divided by the number of respondents on the alumni survey factored by the South Carolina unemployment rate during the period following graduation; target is to decrease the ratio over the previous values	An outcome measure that helps determine the university's effectiveness in relation to student development in career readiness objectives.

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		Goal	Strategy	Measure								
	M			2.1.34	NSSE: Percent of Seniors to Report Gaining Job Skills and Knowledge		73% > 68%		August - May	National Survey of Student Engagement (NSSE)	Number of senior respondents who indicated "quite a bit" or "very much" to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to acquiring job or work related knowledge and skills divided by the number of senior respondents; target represents the percent of seniors across the Nation who completed the NSSE similarly	An outcome measure of the perceived impact the institution has had on students gaining skills and knowledge necessary to be successful. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.
	M			2.1.35	Inflation Adjusted Revenue per FTE	\$	10,677 > \$10,677		July 1- June 30	NCES IPEDS Data Center	Total revenue as reported to IPEDS on the Finance Survey divided by the annualized student FTE adjusted by HEPI to constant dollars of the year 2000 to facilitate trend comparisons; target is to increase inflation adjusted revenue over time	This is an efficiency metric that shows the institution's revenue for each full-time student in the academic year and is inflation adjusted for trending purposes. The measure allows us to ascertain the relative revenue generated compared to other comparable institutions in the nation.
	M			2.1.36	Revenue per FTE	\$	17,298 \$ 22,695		July 1- June 30	NCES IPEDS Data Center	Total revenue as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is the national peer group median value	This is an efficiency metric that shows the institution's revenue for each full-time student in the academic year. The measure allows us to ascertain the relative revenue generated compared to other comparable institutions in the nation.

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		Goal	Strategy	Measure			Target	Actual					
	M			2.1.37	Expenditure per FTE	\$ 16,795	<	\$ 21,794		July 1 - June 30	NCES IPEDS Data Center	Total expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is to be below the national peer group median value	This is an efficiency metric that shows how much the institution spent overall for the equivalent of a full-time student in the academic year. The measure allows us to ascertain the relative costs of providing education to a single full-time student compared to other comparable institutions in the nation. The metric is used in budgetary planning.
	M			2.1.38	Inflation Adjusted Expenditure per FTE	\$ 10,367	\$	10,367		July 1 - June 30	NCES IPEDS Data Center	Total expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE adjusted by HEPI to constant dollars of the year 2000 to facilitate trend comparisons; target is to keep inflation adjusted expenditures constant over time	Similar to the Expenditure per FTE metric, this is an efficiency measure that shows how much the institution spent overall for the equivalent of a full-time student in the academic year adjusted by the buying power of a dollar (i.e., adjusted to the year 2000). The measure allows us to ascertain the inflation adjusted costs of providing instruction to a full-time student over a year compared to other comparable institutions in the nation. The inflation-adjustment allows the institution to compare efficiency over time and is used in budget preparation.
	M			2.1.39	Fundraising totals	\$ 1,501,791	>	\$1,501,791		July 1 - June 30	Internal records	Total of all dollars raised including cash, in-kind and planned gifts during the fiscal year; the target is to be above the previous years total.	An output measure of fundraising efforts relative to peer institutions across the nation.
	M			2.1.40	Family Fund Participation Rates	79.0%	>=	90.0%		July 1 - June 30	Rates of giving within the USC system available at: https://giving.sc.edu/howtogive/annualgiving/familyfund.aspx	Number of full-time slotted employees who donated to the Family Fund divided by the number of full-time slotted employees	An indirect measure of employee satisfaction and belief in the university's mission.

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		Goal	Strategy	Measure			Target	Actual				
	M			2.1.41	Percent of First-time, First-year Students Residing in University Housing		50%	> 50%	August - December	Internal Housing Data	Number of first-time, first-year students from the Fall semester residing in University housing divided by the number of first-time, first year students from the Fall semester	An indirect output measure used to gauge the services needed by our students and support the university's commitment to service excellence as well as enhance the university's reputation as a high-quality residential university.
	S			2.2	Achieve a greater percentage of student retention, progression, and graduation							
	M			2.2.1	Licensure Exams: Nursing		93.9%	> 89.8%	April 1 - March 31	Baccalaureate Degree NCLEX-RN Pass Rate available at http://www.llr.state.sc.us/POL/Nursing/index.asp?file=NurPrograms.htm	Target is to exceed the Statewide pass rate	An outcome measure that shows how successful the institution has been in educating and preparing students to become nurses.
	M			2.2.2	Student Achievement Measure		77.4%	> 77.4%	October	College Portrait and Student Achievement measure Initiative available at http://www.studentachievementmeasure.org/participants	Number of the USC Aiken First-time Full-time freshman cohort from 6 years ago who have graduated or who are still enrolled at an institution of higher learning somewhere in the Nation divided by the number of USC Aiken first-time full-time freshmen from 6 years ago; target is to exceed the previous year's rate	An outcome measure indicating the university's success with retaining and graduating students and/or preparing them for success as a student (even at other institutions). This measure is used in supporting the university's goal of achieving a higher percentage of student retention, progression, and graduation.
	M			2.2.3	Dining Services Satisfaction		4.75	> 4.75	July 1 - June 30	EBI Nation Survey	Overall satisfaction rating of Dining Services provided by resident students; target is the average satisfaction rating given nationally by resident students	An outcome measure of student satisfaction with dining services relative to industry standards. The metric is used to determine if changes in the food services and options are necessary.
	M			2.2.4	Student Satisfaction with Quality of Housing Services		5.29	> 5.27	July 1 - June 30	EBI Survey of Residence Satisfaction	Average rating of satisfaction on a 7 point scale; target is to exceed the peer group average rating	This efficiency measure used to highlight the university's success with providing high quality services to the student residents and supports the university's goal of enhancing its reputation as a high quality residential university.

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		Goal	Strategy	Measure		Base	Target	Actual				
	M			2.2.5	Percent of Students Satisfied with Advising	86.9%	> 86.9%		July 1 - June 30	Internal Academic Advisement Satisfaction Survey	Total number of respondents satisfied or very satisfied divided by the total number of survey respondents; target is to increase satisfaction over the previous year	An efficiency measure that allows the university to track the quality of the advisement services that it provides and supports the university's commitment to student retention, progression, and graduation.
	M			2.2.6	Percent of Students Satisfied with Availability of their Academic Advisor	93.6%	> 93.6%		July 1 - June 30	Internal Academic Advisement Satisfaction Survey	Total number of respondents satisfied or very satisfied divided by the total number of survey respondents; target is to increase satisfaction over the previous year	An efficiency measure that allows the university to track the quality of the advisement services that it provides and supports the university's commitment to student retention, progression, and graduation.
	M			2.2.7	Complete Withdrawals of USC Aiken Students	150	< 150		August - May	Internal analyses	Number of students who withdrew from all classes during the Fall and Spring semesters	An outcome measure of lost students. Reasons for complete withdrawals are reviewed when available to ascertain if there is something the institution needs to do to minimize chances of future withdrawals for similar reasons.
	M			2.2.8	Number of Students on Probation	155 (2.31%)	< 155 (2.31%)		August - May	Internal analyses	Number of students who were placed on academic probation for the academic year; target is to decrease this number over previous value through appropriate academic interventions	An outcome measure used in tracking the university's success in lowering the number of students placed on academic probation and supporting the university's commitment to student retention, progression, and graduation.
	M			2.2.9	Number of Students Suspended	83 (1.24%)	< 83 (1.24%)		August - May	Internal analyses	Number of students who were placed on academic suspension for the academic year; target is to decrease this number over previous value through appropriate academic interventions	An outcome measure used in tracking the university's success in lowering the number of students suspended and supporting the university's commitment to student retention, progression, and graduation..
	M			2.2.10	Indebtedness	\$ 20,576	<= \$20,576		July 1 - June 30	Internal Financial Aid Records	Total of educational loans received by students at the point of being awarded a degree divided by the number of degree recipients for the year; target is to equal or decrease student indebtedness over previous year value	An outcome measure of average student debt upon completion. The metric is used to establish targets for raising of funds in support of scholarships as the institution does all it can to minimize student debt.

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		Goal	Strategy	Measure								
	M			2.2.11	DFW Rates (Fall & Spring)	17 % & 17%	< 17% & < 17%		August - May	Internal Grade rosters	Total number of course grades of D, F or W assigned divided by Total number of Course grades earned for the semester; target is to decrease the rate through appropriate academic interventions and support	This metric is an outcome measure of how well students are doing in their classes and as an indirect output measure of faculty efforts to ensure student success.
	M			2.2.12	Early Warnings Forms processed Proportional to DFWs (Fall & Spring)		0.70 > 0.70		August - May	Internal Grade rosters and Academic Success Center report on number of Early Warning forms processed	Total Number of Early Warning Forms processed through the Academic Success Center divided by the Total number of course grades of D,F, or W assigned; target is to improve over previous year's value	An output measure showing how effective early warning efforts are in addressing possible failure. Increasing proportions are indicative of greater effectiveness.
	M			2.2.13	Percent of First-time, First-year Students Residing in University Housing		50% > 50%		August - December	Internal Housing Data	Number of first-time, first-year students from the Fall semester residing in University housing divided by the number of first-time, first year students from the Fall semester	An indirect output measure used to gauge the services needed by our students and support the university's commitment to service excellence as well as enhance the university's reputation as a high-quality residential university.
	M			2.2.14	Percent of Student Body Residing in University Housing		27% >= 27%		August - December	Internal Housing Data	Number of students residing in University Housing divided by the number of students in the student body	An indirect output measure used to gauge the services needed by our students and support the university's commitment to service excellence as well as enhance the university's reputation as a high-quality residential university.
	M			2.2.15	Average Advising Load (Standard Deviation of Advising Across Advisors)	18.84 (31.23)	< 18.84 (< 31.23)		August - May	Internal Records	The unweighted average of the number advisees across advisors; target is to decrease the average and to minimize variability of loads across advisors by decreasing the sample standard deviation	Both the average and the standard deviation are output measures. The metric show how many advisees, on average, a given faculty member has in the academic year. The lower the value, the more individualized attention an advisee receives. The standard deviation shows the inequity of advisee loads across faculty - if all faculty had the same number of advisee's, the value would be zero.

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		Goal	Strategy	Measure						
	M			2.2.16	Student-Computer ratio	6.4 < 10.0	July 1 - June 30	Internal records	Fall headcount divided by the number of desktop computers recorded by Computer Services Division	This input measure demonstrates the university's commitment to make better use of technology and improve student academic support.
	M			2.2.17	Library Collection: Books and Serials Held	153,845 --	July 1 - June 30	NCES IPEDS Data Center	There is no quantitative target; rather, it is based solely upon client needs	An input measure showing the availability of books and reference material at the Library in support of faculty, students, and the general public.
	M			2.2.18	Library Collection: Databases	236 --	July 1 - June 30	NCES IPEDS Data Center	There is no quantitative target; rather, it is based solely upon client needs	An input measure showing the availability of databases and articles at the Library in support of faculty, students, and the general public.
	M			2.2.19	Library Collection: E-books	492,942 --	July 1 - June 30	NCES IPEDS Data Center	There is no quantitative target; rather, it is based solely upon client needs	An input measure showing the availability of e-books and reference material at the Library in support of faculty, students, and the general public.
	M			2.2.20	Senior Satisfaction with Class Scheduling	88.64% > 88.64	July 1 - June 30	Internal Senior Exit Survey	Number of survey participants who indicated they were satisfied or better divided by the number of survey participants; target is to improve upon the rates of satisfaction	An efficiency measure indicating the university's success with scheduling classes in a manner that supported student and university progression goals.
	M			2.2.21	National Percentile Ranking of Quality of Academic Advisement among Freshmen	46% > 46%	August - May	National Survey of Student Engagement (NSSE)	Percentage of institutions across the nation that completed the NSSE with an average rating of the quality of academic advising below that of the average rating received by USC Aiken; target is to be in the top half of institutions with improvement over the previous ranking	This efficiency measure helps assess the quality level of advisement services provided by the university to assist with the university's progression goals and student successes.

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		Goal	Strategy	Measure			Target	Actual				
	M			2.2.22	National Percentile Ranking of Quality of Academic Advisement among Seniors		61% >= 61%		August - May	National Survey of Student Engagement (NSSE)	Percentage of institutions across the nation that completed the NSSE with an average rating of the quality of academic advising below that of the average rating received by USC Aiken; target is to be in the top half of institutions with improvement over the previous ranking	This efficiency measure helps assess the quality level of advisement services provided by the university to assist with the university's progression goals and student successes.
	M			2.2.23	NSSE: Academic Support		74% > 70%		August - May	National Survey of Student Engagement (NSSE)	Number of senior respondents who indicated "quite a bit" or "very much" to the question of how much the institution provided the support to help students succeed academically; target represents the percent of seniors across the Nation who completed the NSSE similarly	An output measure of institutional efforts to provide academic support that students need relative to a national peer group.
	M			2.2.24	Perceived Quality of Interactions with Administrators		65.36% > 59.11%		July 1 - June 30	National Survey of Student Engagement (NSSE)	Percentage of senior participants who indicated positive quality of interactions with administrative staff and offices; target is to exceed the national percentage as reported by NSSE	An efficiency measure indicating the university's success with providing opportunities for students to have meaningful interactions with the university's administration.
	M			2.2.25	Number of USCA Bachelor Degrees Awarded	495	551		July 1 - June 30	NCES IPEDS Data Center	Sum of awarded degrees for summer, fall and spring terms; target represents National Peer group median value	An outcome measure indicating the institution's success in graduating students relative to a national peer group.
	M			2.2.26	Number of USCA Masters Degrees Awarded	12	114		July 1 - June 30	NCES IPEDS Data Center	Sum of awarded degrees for summer, fall and spring terms; target represents National Peer group median value	An outcome measure indicating the institution's success in graduating students relative to a national peer group.
	M			2.2.27	Overall Number of USCA Degrees Awarded	507	797		July 1 - June 30	NCES IPEDS Data Center	Sum of awarded degrees for summer, fall and spring terms; target represents National Peer group median value	This is an outcome measure of the degrees awarded relative to our national peer group.

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		Goal	Strategy	Measure			Target	Actual				
	M			2.2.28	Freshman to Sophomore Retention Rate	68%	> 68%		October	NCES IPEDS Data Center	Total number of first-time full-time fall freshmen to register for classes the following fall divided by the total number of first-time fulltime fall freshmen; target is to be above the national peer group mean value	An output measure of efforts to acclimate new students to the university. The percentage of students retained and lost have an impact on budgetary planning because of the reliance on revenue from tuition and fees.
	M			2.2.29	Six year Graduation Rate	41%	> 44%		October	NCES IPEDS Data Center	Total number of first-time full-time fall freshmen to graduate within a 6 year period divided by the total number of first-time full-time fall freshmen; target is to be above the national peer group mean value	An outcome measure indicating the university's success with graduating students and used in supporting the university's goal of achieving a higher percentage of student retention, progression, and graduation.
	M			2.2.30	Classroom Utilization : Average Room Hours of Instruction Per Week	31.23	>= 30.00		July 1 - June 30	SC CHE Satisfical Abstract available at http://www.che.sc.gov/DataPublications/SearchtheCHEDocumentCatalog.aspx	Target is the South Carolina Standard	An efficiency measure that shows usage of available classroom facilities relative to the state's standard. The measure can be used in facilities planning and scheduling of classes and events.
	M			2.2.31	Classroom Utilization: Square Footage per Student Station	18.82	<= 22.00		July 1 - June 30	SC CHE Satisfical Abstract available at http://www.che.sc.gov/DataPublications/SearchtheCHEDocumentCatalog.aspx	Target is the South Carolina Standard	An efficiency measure that shows usage of available classroom and laboratory spaces for seats. Efficient use of space would be indicated by being close to but not exceeding the state standard. The metric allows the institution to determine if additional seats can be placed in a classroom while preventing overcrowding.
	M			2.2.32	Classroom Utilization: Station Utilization	41%	>= 60%		July 1 - June 30	SC CHE Satisfical Abstract available at http://www.che.sc.gov/DataPublications/SearchtheCHEDocumentCatalog.aspx	Target is the South Carolina Standard	An efficiency measure that shows usage of each seat relative to the state's standard. The measure can be used in facilities planning and scheduling of classes and events.

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		Goal	Strategy	Measure			Target	Actual				
	M			2.2.33	Life Scholarship Retention Rates from Freshman to Sophomore	53%	60%	August	SC CHE Scholarship Statistics available at http://www.che.sc.gov/DataPublications/SearchtheCHEDocumentCatalog.aspx	Total number of LIFE scholarship recipients to retain scholarship to their sophomore year divided by the total number of first-time Fall freshmen LIFE recipients; target is the overall state average for senior public institutions	An outcome measure that shows the institution's success with aiding students in retaining their LIFE scholarships and increasing the likelihood of their success.	
	M			2.2.34	Licensure Exams: Praxis Professional Knowledge	100% > 97%		April 1 - March 31	Title II pass rates on Praxis available at https://title2.ed.gov/Public/DataTools/Tables.aspx	Target is to exceed the Statewide pass rate	An outcome measure that shows how successful the institution has been in educating and preparing students to become teachers.	
	M			2.2.35	Licensure Exams: Praxis Academic Content Areas	100% > 90%		April 1 - March 31	Title II pass rates on Praxis available at https://title2.ed.gov/Public/DataTools/Tables.aspx	Target is to exceed the Statewide pass rate	An outcome measure that shows how successful the institution has been in educating and preparing students to become teachers.	
	M			2.2.36	Licensure Exams: Praxis Teaching Special Populations	100%	100%	April 1 - March 31	Title II pass rates on Praxis available at https://title2.ed.gov/Public/DataTools/Tables.aspx	Target is to exceed the Statewide pass rate	An outcome measure that shows how successful the institution has been in educating and preparing students to become teachers.	
	M			2.2.37	NSSE - Socially Supportive Environment	70% > 62%		August - May	National Survey of Student Engagement (NSSE)	Percentage of senior respondents who indicated "quite a bit" or "very much" to the question of how much the institution provided the support for the student to thrive socially; target represents the percent of seniors across the Nation who completed the NSSE similarly (average of items 14e & 14f)	An output measure of institutional efforts to provide social support that students need relative to a national peer group.	
	S			2.3	Develop responsible and socially conscious graduates who are ready to lead, work and contribute to their communities							
	M			2.3.1	Percent of Alumni with a Job Highly Related to their Major Following Graduation	68.09% > 68.09%		July 1 - June 30	Internal Alumni Survey	Number of respondents on the alumni survey who indicated their employment was highly related to their major program of study divided by the number of respondents on the alumni survey	An outcome measure showcasing the university's success with relative career placement for its graduates and supporting the university's commitment to student success and community enrichment.	

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		Goal	Strategy	Measure								
	M			2.3.2	Ratio of the Number of Alumni Who Take 4 Months or More to Find Employment Following Graduation to the Unemployment Rate		3.50 < 3.50		July 1 - June 30	Internal Alumni Survey	Number of respondents on the alumni survey who indicated it took 4 or more months following graduation before they found employment divided by the number of respondents on the alumni survey factored by the South Carolina unemployment rate during the period following graduation; target is to decrease the ratio over the previous values	An outcome measure that helps determine the university's effectiveness in relation to student development in career readiness objectives.
	M			2.3.3	Return on Investment - Cumulative Additional Annual Earnings of USC Aiken Alumni as a Result of Having a Degree	\$	309,267,269 > \$309,267,269		July 1 - June 30	Internal data analyses	The difference in cumulative annual earning as a result of USC Aiken alumni gaining a bachelor's degree over a high school diploma (i.e., total number of USC Aiken undergraduate alumni times the median salary for individuals with a bachelor's degree in South Carolina as reported by the US Census Bureau minus the total number of USC Aiken undergraduate alumni times the median salary for individuals with a high school diploma in South Carolina as reported by the US Census Bureau); target is continual growth	This outcome measure helps to determine how successful the institution has been in building student development especially in career readiness and in enhancing alumni relations.
	M			2.3.4	Total Student Contacts through Services Provided by Career Services		2,452 > = 2,500		July 1 - June 30	Internal Program review metrics	Total of all contacts through presentations, Career Panels, DISCOVER assessments, non-credit internships and experiential learning, employment, etc. for the fiscal year	This output measure demonstrates the university's commitment to aiding the students with their career related goals and their pursuit of meaningful work in society.

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		Goal	Strategy	Measure			Target	Actual				
	M			2.3.5	NSSE: Percent of Seniors to Report Gaining Job Skills and Knowledge		73%	> 68%	August - May	National Survey of Student Engagement (NSSE)	Number of senior respondents who indicated "quite a bit" or "very much" to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to acquiring job or work related knowledge and skills divided by the number of senior respondents; target represents the percent of seniors across the Nation who completed the NSSE similarly	An outcome measure of the perceived impact the institution has had on students gaining skills and knowledge necessary to be successful. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.
	M			2.3.6	NSSE: Student Participation in Internships and Co-ops		38%	> 49%	August - May	National Survey of Student Engagement (NSSE)	Number of senior respondents who indicated that they had completed an internship, co-op, student teaching, clinical placement, or other field experience divided by the number of senior respondents; target represents the average percentage of all seniors across the nation who completed the NSSE	An outcome measure of students' opportunities to participate in Internships and Co-ops. The metric serves as a measure of how well the institution is doing in providing these types of opportunities relative to a national peer group.
	M			2.3.7	Senior Community Service Learning Participation		64.44%	> 60.58%	July 1 - June 30	National Survey of Student Engagement (NSSE)	Percentage of seniors indicating that their courses included community based projects; target is to exceed the national percentage reported by NSSE	This is an indirect outcome metric that serves as an indicator of community-based projects and student engagement while attending classes at the university. Promoting civic engagement is a central tenet of the university's educational mission. The use of NSSE allows us to ascertain performance relative to peer institution's across the nation.

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		Goal	Strategy	Measure			Target	Actual				
	M			2.3.8	Institutional Fostering of Being an Informed and Active Citizen		86.73%	> 86.93%	July 1 - June 30	National Survey of Student Engagement (NSSE)	Percentage of seniors indicating that the institution contributed to being informed and active citizens; target is to exceed the national percentage reported by NSSE	This is an indirect outcome metric that serves as an indicator of how well the institution promotes being informed and active citizens. Promoting civic engagement is a central tenet of the university's educational mission. The use of NSSE allows us to ascertain performance relative to peer institution's across the nation.
	M			2.3.9	NSSE :Percent of Seniors Who Report Participating in Community Service or Volunteer Work		49%	50%	August - May	National Survey of Student Engagement (NSSE)	Number of seniors respondents who have indicated that they spend at least 1 hour per week on community service or volunteer work while at the university divided by the number of senior respondents; target is the national percent of seniors across the nation who completed the NSSE that responded similarly	An outcome measure of seniors participating in community service and volunteer work. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.
	M			2.3.10	Public Service Expenditure per FTE Student	\$	982	\$ 790	July 1 -June 30	NCES IPEDS Data Center	Total Public Service Expenditure / Annualized Full-time Equivalent Student; target represents National peer group 75th percentile	This is an efficiency metric that shows how much the institution spent on public service (e.g.,conferences, institutes, general advisory services, reference bureaus, etc) for each full-time student in the academic year. The measure allows us to ascertain the costs of providing public services relative to the annual student fte compared to other comparable institutions in the nation and relative to other expenditures within the institution.
	M			2.3.11	Amount of Service-related Grants held	\$	973,032	> \$ 973,032	July 1 -June 30	Internal Sponsored Program records	Total amount of service related grants held for the fiscal year; target is to increase the amount over the current amount	This metric serves as an output measure of our service-related grants and as an input measure of fund available to provide services to the community in support of the university mission.

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		Goal	Strategy	Measure		Base	Target	Actual				
Government and Citizens	G	3			Develop and manage resources effectively, efficiently and ethically to support the University's mission							
	S	3.1			Provide additional support to faculty and staff that promotes job satisfaction and offers opportunities to better serve our constituents							
	M		3.1.1		Average Faculty Salaries	\$ 62,479	\$ 64,894		November	NCES IPEDS Data Center	Average of the 9 month equivalent faculty salaries as reported on the IPEDS HR survey; target is the national peer group median value on November 1 of the previous year	An efficiency measure of a faculty member's salary, on average. The value shows the salary relative to other comparable institutions in the nation and serves as a gauge of how easy or difficult it will be to compete for faculty with other institutions.
	M		3.1.2		Average Faculty Salaries by Rank (Assistant Professor)	\$ 58,962	\$ 61,039		August - May	NCES IPEDS Data Center	Nine month equivalent salary; target represents the average salary for Assistant Professors at Public Comprehensive Teaching institutions in South Carolina	An efficiency measure of an Assistant Professor's salary, on average. The value shows the salary relative to other comparable institutions in the nation and serves as a gauge of how easy or difficult it will be to compete for faculty with other institutions.
	M		3.1.3		Average Faculty Salaries by Rank (Associate Professor)	\$ 65,617	\$ 69,866		August - May	NCES IPEDS Data Center	Nine month equivalent salary; target represents the average salary for Associate Professors at Public Comprehensive Teaching institutions in South Carolina	An efficiency measure of an Associate Professor's salary, on average. The value shows the salary relative to other comparable institutions in the nation and serves as a gauge of how easy or difficult it will be to compete for faculty with other institutions.
	M		3.1.4		Average Faculty Salaries by Rank (Full Professor)	\$ 79,601	\$ 83,849		August - May	NCES IPEDS Data Center	Nine month equivalent salary; target represents the average salary for Full Professors at Public Comprehensive Teaching institutions in South Carolina	An efficiency measure of a Full Professor's salary, on average. The value shows the salary relative to other comparable institutions in the nation and serves as a gauge of how easy or difficult it will be to compete for faculty with other institutions.
	M		3.1.5		Average Faculty Salaries by Rank (Instructor)	\$ 47,514	\$ 51,000		August - May	NCES IPEDS Data Center	Nine month equivalent salary; target represents the average salary for Instructors at Public Comprehensive Teaching institutions in South Carolina	An efficiency measure of an instructor's salary, on average. The value shows the salary relative to other comparable institutions in the nation and serves as a gauge of how easy or difficult it will be to compete for faculty with other institutions.

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		Goal	Strategy	Measure		Base	Target	Actual				
	M			3.1.6	Criminal Offense per 1,000 Students	1.69	< 2.49		July 1 - June 30	Department of Education, Office of Postsecondary Education crime statistics available at http://ope.ed.gov/security/search.asp	Total number of criminal offenses divided by the total number of students times 1000; target value is to be below the average rate for all public 4 year institutions in South Carolina	An outcome measure indicative of efforts to ensure a safe living and learning environment.
	M			3.1.7	Number of Attendees at Training Sessions and Workshops	593	>= 593		July 1 - June 31	Internal records of professional development workshops	Sum of attendees at workshops across three areas: HR, Center for Teaching Excellence, and Sponsored Programs; target is to match or surpass the number of offerings in the previous year	An output measure of efforts to improve the skills and knowledge of the institution's work force.
	M			3.1.8	Number of Full-time Faculty	159	142		November	NCES IPEDS Data Center	Total number of full-time instructional Staff per Federal definition; target represents National peer group median value on November 1, 2013	An input measure of the number of full-time faculty available to teach classes relative to our national peer group. The ability to achieve the institution's mission is tied to it's cadre of faculty. With salary and benefits
	M			3.1.9	Number of Full-time Staff	187	250		November	NCES IPEDS Data Center	Total number of full-time non-instructional staff per Federal definition; target represents National peer group median value on November 1, 2013	An input measure of the number of full-time faculty available to teach classes relative to our national peer group.
	M			3.1.10	Number of Training Sessions and Workshops	88	>= 88		July 1 - June 30	Internal records of professional development workshops	Sum of workshops across three areas: HR, Center for Teaching Excellence, and Sponsored Programs; target is to match or surpass the number of offerings in the previous year	An output measure highlighting the professional development opportunities provided by the university and supporting the university's mission of enriching the region's quality of life.

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		Goal	Strategy	Measure								
	M			3.1.11	Percent of Full-time Faculty who are Female	49.7%	53.8%	November	NCES IPEDS Data Center	Total number of full-time instructional staff per Federal definition who are female divided by Total number of full-time instructional staff per Federal definition; target represents National peer group 75th percentile value on November 1, 2013	An input measure that highlights the university's commitment to recruit, nurture, and retain a high quality and diverse faculty.	
	M			3.1.12	Percent of Full-time Faculty who are Minorities	18.9%	> 21.8%	November	NCES IPEDS Data Center	Total number of full-time instructional staff per Federal definition who are non-white divided by Total number of full-time instructional staff per Federal definition; target represents the National peer group's 75th percentile value on November 1, 2013	An input measure that highlights the university's commitment to recruit, nurture, and retain a high quality and diverse faculty.	
	M			3.1.13	Percent of full-time Faculty with Terminal Degrees	92.3%	94.9%	November 1	SC CHE Document Catalog - Report FAU0016 available at http://www.che.sc.gov/DataPublications/SearchtheCHEDocumentCatalog.aspx	Total of all full-time slotted instructional staff, including the rank of instructor with terminal degrees as defined by SACSCOC in their primary teaching area divided by the total of all full-time slotted instructional staff; target is the average value of the comprehensive teaching sector in the State	An input measure that highlights the university's commitment to recruit, nurture, and retain a high quality faculty.	
	M			3.1.14	Percent of Full-time Staff who are Female	58.3%	57.7%	November	NCES IPEDS Data Center	Total number of full-time non-instructional staff per Federal definition who are female divided by Total number of full-time non-instructional staff per Federal definition; target represents National peer group median value on November 1, 2013	An input measure that highlights the university's commitment to recruit, nurture, and retain a high quality and diverse staff.	

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		Goal	Strategy	Measure								
	M			3.1.15	Percent of Full-time Staff who are Minorities	20.9%	28.9%	November	NCES IPEDS Data Center	Total number of full-time non-instructional staff per Federal definition who are non-white divided by Total number of full-time non-instructional staff per Federal definition; target represents the National peer group's 75th percentile value on November 1, 2015	An input measure that highlights the university's commitment to recruit, nurture, and retain a high quality and diverse staff.	
	M			3.1.16	Student-Faculty Ratio	15.0	16.1	October - November	NCES IPEDS Data Center	Fall fte headcount as reported to IPEDS divided by the number of fte instructional staff as reported to IPEDS; target is the National peer group's median value	This input measure demonstrates the university's commitment to recruit, nurture, and retain a high quality faculty and support its mission of providing transformative teaching especially through small classes and individual attention.	
	M			3.1.17	Student-Staff Ratio	16.9 < 13.8		October - November	NCES IPEDS Data Center	Fall headcount as reported to IPEDS divided by the number of non-instructional staff as reported to IPEDS; target is the National peer group's 75th percentile value	This input measure demonstrates the university's commitment to recruit, nurture, and retain a high quality staff.	
	M			3.1.18	Turnover rates	11.0% < 10.0%		July 1 - June 30	Internal HR records	Total of resignations, terminations and retirements divided by total slotted employees	An outcome measure highlighting the university's success with retaining a high quality faculty and staff.	
	M			3.1.19	Workman Comp Claims	7	0	July 1 - June 30	Internal HR records	Count of individuals who filed Workman Comp Claims	An outcome measure demonstrating the university's commitment to supporting faculty and staff by providing a safe work environment. This measure supports the effort to recruit, nurture, and retain a high quality faculty and staff.	
	M			3.1.20	Work-Related Injuries and Illnesses	0	0	July 1 - June 30	Internal HR records	Count of individuals who experienced work-related illness or injury; target is to have no loss work time	An outcome measure demonstrating the university's commitment to supporting faculty and staff by providing a safe work environment. This measure supports the effort to recruit, nurture, and retain a high quality faculty and staff.	

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		Goal	Strategy	Measure								
	M			3.1.21	Average Compression Sensitive Inequity Index of Staff Salaries	3.6%	0.0%	July 1 - June 30	Internal Salary Study	Difference between expected time-in-rank adjusted salary and actual salary divided by actual salary averaged across all employees (faculty and staff). Target is to decrease the rate and to achieve 0.00% disparity over a five year period.	An efficiency measure that is used to ensure fair adjustment of salaries that minimizes compression. The institution has a strategic objective to address years of salary inequities and this metric allows tracking on progress being made in fulfillment of that objective.	
	M			3.1.22	Senior Satisfaction with the Level of Academic Challenge	85.69%	> 82.08%	July 1 - June 30	National Survey of Student Engagement (NSSE)	Percentage of senior participants who indicated they had been challenged to do their best work; target is to exceed the national percentage as reported by NSSE	An efficiency measure indicating the university's success with encouraging excellence in students' research and creative pursuits.	
	M			3.1.23	Senior Satisfaction with the Quality of Instruction in their Major Program of Study	92.89%	> 92.89%	July 1 - June 30	Internal Senior Exit Survey	Number of survey participants who indicated they were satisfied or better divided by the number of survey participants; target is to improve upon the rates of satisfaction	An efficiency measure indicating the university's success with providing high quality instruction and supporting the university's commitment to transformative teaching.	
	M			3.1.24	Senior Satisfaction with the Availability of Faculty	96.90%	> 96.90%	July 1 - June 30	Internal Senior Exit Survey	Number of survey participants who indicated they were satisfied or better divided by the number of survey participants; target is to improve upon the rates of satisfaction	An efficiency measure indicating the faculty's success with being accessible to students and aiding in their success.	
	M			3.1.25	Library Collection: Books and Serials Held	153,845	--	July 1 - June 30	NCES IPEDS Data Center	There is no quantitative target; rather, it is based solely upon client needs	An input measure showing the availability of books and reference material at the Library in support of faculty, students, and the general public.	
	M			3.1.26	Library Collection: Databases	236	--	July 1 - June 30	NCES IPEDS Data Center	There is no quantitative target; rather, it is based solely upon client needs	An input measure showing the availability of databases and articles at the Library in support of faculty, students, and the general public.	

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		Goal	Strategy	Measure								
	M			3.1.27	Library Collection: E-books	492,942	--		July 1 - June 30	NCES IPEDS Data Center	There is no quantitative target; rather, it is based solely upon client needs	An input measure showing the availability of e-books and reference material at the Library in support of faculty, students, and the general public.
	M			3.1.28	Expenditure per FTE	\$ 16,795	< \$ 21,794		July 1 - June 30	NCES IPEDS Data Center	Total expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is to be below the national peer group median value	This is an efficiency metric that shows how much the institution spent overall for the equivalent of a full-time student in the academic year. The measure allows us to ascertain the relative costs of providing education to a single full-time student compared to other comparable institutions in the nation. The metric is used in budgetary planning.
	M			3.1.29	Inflation Adjusted Expenditure per FTE	\$ 10,367	\$ 10,367		July 1 - June 30	NCES IPEDS Data Center	Total expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE adjusted by HEPI to constant dollars of the year 2000 to facilitate trend comparisons; target is to keep inflation adjusted expenditures constant over time	Similar to the Expenditure per FTE metric, this is an efficiency measure that shows how much the institution spent overall for the equivalent of a full-time student in the academic year adjusted by the buying power of a dollar (i.e., adjusted to the year 2000). The measure allows us to ascertain the inflation adjusted costs of providing instruction to a full-time student over a year compared to other comparable institutions in the nation. The inflation-adjustment allows the institution to compare efficiency over time and is used in budget preparation.
	S			3.2	Ensure a culture that is committed to ethical stewardship and that actively incorporates efficiencies and risk management strategies into its decision making framework							

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		Goal	Strategy	Measure			Target						
	M			3.2.1	Inflation Adjusted Revenue per FTE	\$ 10,677	>	\$10,677		July 1- June 30	NCES IPEDS Data Center	Total revenue as reported to IPEDS on the Finance Survey divided by the annualized student FTE adjusted by HEPI to constant dollars of the year 2000 to facilitate trend comparisons; target is to increase inflation adjusted revenue over time	This is an efficiency metric that shows the institution's revenue for each full-time student in the academic year and is inflation adjusted for trending purposes. The measure allows us to ascertain the relative revenue generated compared to other comparable institutions in the nation.
	M			3.2.2	Revenue per FTE	\$ 17,298	\$	22,695		July 1- June 30	NCES IPEDS Data Center	Total revenue as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is the national peer group median value	This is an efficiency metric that shows the institution's revenue for each full-time student in the academic year. The measure allows us to ascertain the relative revenue generated compared to other comparable institutions in the nation.
	M			3.2.3	Expenditure per FTE	\$ 16,795	<	\$ 21,794		July 1 - June 30	NCES IPEDS Data Center	Total expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is to be below the national peer group median value	This is an efficiency metric that shows how much the institution spent overall for the equivalent of a full-time student in the academic year. The measure allows us to ascertain the relative costs of providing education to a single full-time student compared to other comparable institutions in the nation. The metric is used in budgetary planning.

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		Goal	Strategy	Measure			Target	Actual				
	M			3.2.4	Inflation Adjusted Expenditure per FTE	\$ 10,367	\$ 10,367	July 1 - June 30	NCES IPEDS Data Center	Total expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE adjusted by HEPI to constant dollars of the year 2000 to facilitate trend comparisons; target is to keep inflation adjusted expenditures constant over time	Similar to the Expenditure per FTE metric, this is an efficiency measure that shows how much the institution spent overall for the equivalent of a full-time student in the academic year adjusted by the buying power of a dollar (i.e., adjusted to the year 2000). The measure allows us to ascertain the inflation adjusted costs of providing instruction to a full-time student over a year compared to other comparable institutions in the nation. The inflation-adjustment allows the institution to compare efficiency over time and is used in budget preparation.	
	M			3.2.5	Auxilliary Expenditure / Revenue Ratio: Convocation Center		0.53 < 1.0	July 1 - June 30	USC Finance Intranet	Total direct expenses divided by total actual revenue for the fiscal year; target is for the ratio to be below 1.0	This metric is an efficiency measure used to ensure the auxillary is self-sufficient and is generating revenue. The metric represents how much it costs to generate \$1 of revenue.	
	M			3.2.6	Auxilliary Expenditure / Revenue Ratio: Housing		0.25 < 1.0	July 1 - June 30	USC Finance Intranet	Total direct expenses divided by total actual revenue for the fiscal year; target is for the ratio to be below 1.0	This metric is an efficiency measure used to ensure the auxillary service is self-sufficient and is generating revenue. The metric represents how much it costs to generate \$1 of revenue.	
	M			3.2.7	Auxilliary Expenditure / Revenue Ratio: Ruth Patrick Science Store		1.06 < 1.0	July 1 - June 30	USC Finance Intranet	Total direct expenses divided by total actual revenue for the fiscal year; target is for the ratio to be below 1.0	This metric is an efficiency measure used to ensure the auxillary service is self-sufficient and is generating revenue. The metric represents how much it costs to generate \$1 of revenue.	
	M			3.2.8	Senior Satisfaction with Class Scheduling		88.64% > 88.64	July 1 - June 30	Internal Senior Exit Survey	Number of survey participants who indicated they were satisfied or better divided by the number of survey participants; target is to improve upon the rates of satisfaction	An efficiency measure indicating the university's success with scheduling classes in a manner that supported student and university progression goals.	
	S			3.3	Foster the University's commitment to excellence and innovation							

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		Goal	Strategy	Measure		Base	Target	Actual				
	M			3.3.1	Grant Amounts for Research	\$ 2,196,667	> \$2,196,667		July 1 - June 30	Internal Sponsored Program records	Total amount of grant money awarded for Research activities; target is to improve over the previous year's total	This metric serves as an output measure of our research-related grants and as an input measure of fund available to support research in support of the university mission.
	M			3.3.2	Grant Amounts for Training	\$ 206,271	> \$206,271		July 1 - June 30	Internal Sponsored Program records	Total amount of grant money awarded for Training activities; target is to improve over the previous year's total	This metric serves as an output measure of our training-related grants and as an input measure of fund available to provide training opportunities in support of the university mission.
	M			3.3.3	Family Fund Participation Rates		79.0% >= 90.0%		July 1 - June 30	Rates of giving within the USC system available at: https://giving.sc.edu/howtogive/annualgiving/familyfund.aspx	Number of full-time slotted employees who donated to the Family Fund divided by the number of full-time slotted employees	An indirect measure of employee satisfaction and belief in the university's mission.
	M			3.3.4	Fundraising totals	\$ 1,501,791	> \$1,501,791		July 1 - June 30	Internal records	Total of all dollars raised including cash, in-kind and planned gifts during the fiscal year; the target is to be above the previous years total.	An output measure of fundraising efforts relative to peer institutions across the nation.
	M			3.3.5	Academic Support Expenditures per FTE	\$ 1,482	\$ 1,938		July 1 - June 30	NCES IPEDS Data Center	Academic Support expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is the national peer group's current median value	This is an efficiency metric that shows how much the institution spent providing academic support (e.g., tutoring, supplemental instruction, library services, etc) for each full-time student in the academic year. The measure allows us to ascertain the relative costs of providing academic support to a student compared to other comparable institutions in the nation and relative to other expenditures within the institution.

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		Goal	Strategy	Measure								
	M			3.3.6	Auxiliary Expenditures per FTE	\$ 1,731	< \$2,916		July 1 - June 30	NCES IPEDS Data Center	Auxilliary expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is the national peer group's current median value	This is an efficiency metric that shows how much the institution spent providing auxilliary services (e.g., bookstore, convocation center, housing, etc) for each full-time student in the academic year. The measure allows us to ascertain the relative costs associated with these services relative to other comparable institutions in the nation and relative to other expenditures within the institution.
	M			3.3.7	Institutional Support Expenditures per FTE	\$ 1,723	< \$2,590		July 1 - June 30	NCES IPEDS Data Center	Institutional Support expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is to be below the national peer group median value	This is an efficiency metric that shows how much the institution spent providing institutional support (e.g., general administrative services, central executive level activities concerned with management and long range planning, legal and fiscal operations, space management, employee personnel and records, logistical services, etc) for each full-time student in the academic year. The measure allows us to ascertain the relative costs of providing institutional support to a student compared to other comparable institutions in the nation and relative to other expenditures within the institution.

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		Goal	Strategy	Measure								
	M			3.3.8	Operations Expenditures per FTE	\$ 1,471	<= \$ 1,471		July 1 - June 30	Internal records	Operational expenditure divided by the annualized student FTE; target is to stay or lower operational costs relative to the previous year	This is an efficiency metric that shows how much the institution spent on operational expenditures (e.g., operations, maintenance, etc) for each full-time student in the academic year. The measure allows us to ascertain the relative costs of providing operational support to a student compared to other comparable institutions in the nation and relative to other expenditures within the institution.
	M			3.3.9	Student Services Expenditures per FTE	\$ 2,381	\$ 2,532		July 1 - June 30	NCES IPEDS Data Center	Student Services expenditures as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is the national peer group median value	This is an efficiency metric that shows how much the institution spent providing student services (e.g., student activities, cultural events, student newspapers, intramural athletics, student organizations, etc) for each full-time student in the academic year. The measure allows us to ascertain the relative costs of providing student services to a student compared to other comparable institutions in the nation and relative to other expenditures within the institution.
	M			3.3.10	Research Expenditures per FTE	\$ 421	\$ 271		July 1 - June 30	NCES IPEDS Data Center	Research expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is to be above the national peer group's 75th percentile value	This is an efficiency metric that shows how much the institution spent on research expenditures (e.g., institutes and research centers and individual and project research, etc) for each full-time student in the academic year. The measure allows us to ascertain the relative costs of providing research services to a student compared to other comparable institutions in the nation and relative to other expenditures within the institution.

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		Goal	Strategy	Measure								
	M			3.3.11	Endowment value	\$ 28,459,415	> \$28,459,415		July 1 - June 30	Internal Records	Cumulative total of endowment holdings for the University	The metric serves as both an input measure of financial resources available for scholarships and faculty support, and as an efficiency measure of efforts made by the institution to improve donor relations and to grow the endowment.
	M			3.3.12	Utility Costs - Percent Change from Previous Year		-1% <= 0%		July 1 - June 30	USC Accounting Intranet	Total of utility expenditures for the current fiscal year minus the total of utility expenditures for the previous fiscal year divided by the total of utility expenditures from the previous fiscal year; target is to have a negative change.	This input measure helps with the tracking of utility expenditures and supports the university's effort to enhance its financial security.
	M			3.3.13	Senior Satisfaction with the Level of Academic Challenge		85.69% > 82.08%		July 1 - June 30	National Survey of Student Engagement (NSSE)	Percentage of senior participants who indicated they had been challenged to do their best work; target is to exceed the national percentage as reported by NSSE	An efficiency measure indicating the university's success with encouraging excellence in students's research and creative pursuits.
	M			3.3.14	Senior Satisfaction with the Quality of Instruction in their Major Program of Study		92.89% > 92.89%		July 1 - June 30	Internal Senior Exit Survey	Number of survey participants who indicated they were satisfied or better divided by the number of survey participants; target is to improve upon the rates of satisfaction	An efficiency measure indicating the university's success with providing high quality instruction and supporting the university's commitment to transformative teaching.
	M			3.3.15	Average class size for Graduate level Classes		6.89 < 10		August - May	Internal enrollment tallies on the course matriculation date	Total enrollment in graduate level classes divided by the number of graduate level class offerings; target is the number established by best practices	Class size is an important efficiency measure of how well the institution achieves the balance between being good stewards of resources by controlling costs associated with teaching of classes and providing an ideal learning environment where students can receive individualized guidance and timely feedback. The aim is to get as close to the target as possible without exceeding it.

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		Goal	Strategy	Measure			Target	Actual				
	M			3.3.16	Average Class Size for Lower level Classes	18.94	< 20		August - May	Internal enrollment tallies on the course matriculation date	Total enrollment in lower level classes divided by the number of lower level class offerings; target is the number established by best practices	Class size is an important efficiency measure of how well the institution achieves the balance between being good stewards of resources by controlling costs associated with teaching of classes and providing an ideal learning environment where students can receive individualized guidance and timely feedback. The aim is to get as close to the target as possible without exceeding it.
	M			3.3.17	Average class size for Upper level Classes	12.06	< 15		August - May	Internal enrollment tallies on the course matriculation date	Total enrollment in upper level classes divided by the number of upper level class offerings; target is the number established by best practices	Class size is an important efficiency measure of how well the institution achieves the balance between being good stewards of resources by controlling costs associated with teaching of classes and providing an ideal learning environment where students can receive individualized guidance and timely feedback. The aim is to get as close to the target as possible without exceeding it.
	M			3.3.18	State Appropriations per FTE	\$ 2,574	\$ 4,148		July 1- June 30	NCES IPEDS Data Center	State appropriations as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is the national peer group's 25th percentile	This is an efficiency metric that shows how much the institution received in state appropriations for each full-time student in the academic year. The measure allows us to ascertain the level of state support per student compared to other comparable institutions in the nation and relative to other revenues within the institution.

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		Goal	Strategy	Measure			Target	Actual				
	M			3.3.19	Return on Investment - Cumulative Additional Annual Earnings of USC Aiken Alumni as a Result of Having a Degree	\$ 309,267,269	>	\$309,267,269	July 1 - June 30	Internal data analyses	The difference in cumulative annual earning as a result of USC Aiken alumni gaining a bachelor's degree over a high school diploma (i.e., total number of USC Aiken undergraduate alumni times the median salary for individuals with a bachelor's degree in South Carolina as reported by the US Census Bureau minus the total number of USC Aiken undergraduate alumni times the median salary for individuals with a high school diploma in South Carolina as reported by the US Census Bureau); target is continual growth	This outcome measure helps to determine how successful the institution has been in building student development especially in career readiness and in enhancing alumni relations.
	M			3.3.20	Inflation Adjusted Revenue per FTE	\$ 10,677	>	\$10,677	July 1- June 30	NCES IPEDS Data Center	Total revenue as reported to IPEDS on the Finance Survey divided by the annualized student FTE adjusted by HEPI to constant dollars of the year 2000 to facilitate trend comparisons; target is to increase inflation adjusted revenue over time	This is an efficiency metric that shows the institution's revenue for each full-time student in the academic year and is inflation adjusted for trending purposes. The measure allows us to ascertain the relative revenue generated compared to other comparable institutions in the nation.
	M			3.3.21	Revenue per FTE	\$ 17,298	\$	22,695	July 1- June 30	NCES IPEDS Data Center	Total revenue as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is the national peer group median value	This is an efficiency metric that shows the institution's revenue for each full-time student in the academic year. The measure allows us to ascertain the relative revenue generated compared to other comparable institutions in the nation.

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		Goal	Strategy	Measure			Target	Actual					
	M			3.3.22	Expenditure per FTE	\$ 16,795	<	\$ 21,794		July 1 - June 30	NCES IPEDS Data Center	Total expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is to be below the national peer group median value	This is an efficiency metric that shows how much the institution spent overall for the equivalent of a full-time student in the academic year. The measure allows us to ascertain the relative costs of providing education to a single full-time student compared to other comparable institutions in the nation. The metric is used in budgetary planning.
	M			3.3.23	Inflation Adjusted Expenditure per FTE	\$ 10,367	\$	10,367		July 1 - June 30	NCES IPEDS Data Center	Total expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE adjusted by HEPI to constant dollars of the year 2000 to facilitate trend comparisons; target is to keep inflation adjusted expenditures constant over time	Similar to the Expenditure per FTE metric, this is an efficiency measure that shows how much the institution spent overall for the equivalent of a full-time student in the academic year adjusted by the buying power of a dollar (i.e., adjusted to the year 2000). The measure allows us to ascertain the inflation adjusted costs of providing instruction to a full-time student over a year compared to other comparable institutions in the nation. The inflation-adjustment allows the institution to compare efficiency over time and is used in budget preparation.
Government and Citizens	G			4	Create collaborative partnerships and innovative solutions to advance our community, region, and state								
	S			4.1	Collaborate intentionally with K-16 to build stronger educational opportunities for the region and state								

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		Goal	Strategy	Measure								
	M			4.1.1	Public Service Expenditure per FTE Student	\$ 982	\$ 790		July 1 - June 30	NCES IPEDS Data Center	Total Public Service Expenditure / Annualized Full-time Equivalent Student; target represents National peer group 75th percentile	This is an efficiency metric that shows how much the institution spent on public service (e.g., conferences, institutes, general advisory services, reference bureaus, etc) for each full-time student in the academic year. The measure allows us to ascertain the costs of providing public services relative to the annual student fte compared to other comparable institutions in the nation and relative to other expenditures within the institution.
	M			4.1.2	Amount of Service-related Grants held	\$ 973,032	> \$ 973,032		July 1 - June 30	Internal Sponsored Program records	Total amount of service related grants held for the fiscal year; target is to increase the amount over the current amount	This metric serves as an output measure of our service-related grants and as an input measure of fund available to provide services to the community in support of the university mission.
	M			4.1.3	Percent of Alumni with a Job Highly Related to their Major Following Graduation	68.09%	> 68.09%		July 1 - June 30	Internal Alumni Survey	Number of respondents on the alumni survey who indicated their employment was highly related to their major program of study divided by the number of respondents on the alumni survey	An outcome measure showcasing the university's success with relative career placement for its graduates and supporting the university's commitment to student success and community enrichment.
	M			4.1.4	Ratio of the Number of Alumni Who Take 4 Months or More to Find Employment Following Graduation to the Unemployment Rate	3.50	< 3.50		July 1 - June 30	Internal Alumni Survey	Number of respondents on the alumni survey who indicated it took 4 or more months following graduation before they found employment divided by the number of respondents on the alumni survey factored by the South Carolina unemployment rate during the period following graduation; target is to decrease the ratio over the previous values	An outcome measure that helps determine the university's effectiveness in relation to student development in career readiness objectives.

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		Goal	Strategy	Measure			Target	Actual				
	M		4.1.5		NSSE: Percent of Seniors to Report Gaining Job Skills and Knowledge		73% > 68%		August - May	National Survey of Student Engagement (NSSE)	Number of senior respondents who indicated "quite a bit" or "very much" to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to acquiring job or work related knowledge and skills divided by the number of senior respondents; target represents the percent of seniors across the Nation who completed the NSSE similarly	An outcome measure of the perceived impact the institution has had on students gaining skills and knowledge necessary to be successful. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.
	S		4.2		Leverage our intellectual capital to support and augment a dynamic region and state							
	M		4.2.1		Amount of Service-related Grants held	\$	973,032 > \$ 973,032		July 1 -June 30	Internal Sponsored Program records	Total amount of service related grants held for the fiscal year; target is to increase the amount over the current amount	This metric serves as an output measure of our service-related grants and as an input measure of fund available to provide services to the community in support of the university mission.
	M		4.2.2		Public Service Expenditure per FTE Student	\$	982 \$ 790		July 1 -June 30	NCES IPEDS Data Center	Total Public Service Expenditure / Annualized Full-time Equivalent Student; target represents National peer group 75th percentile	This is an efficiency metric that shows how much the institution spent on public service (e.g., conferences, institutes, general advisory services, reference bureaus, etc) for each full-time student in the academic year. The measure allows us to ascertain the costs of providing public services relative to the annual student fte compared to other comparable institutions in the nation and relative to other expenditures within the institution.

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Statewide Enterprise Strategic Objective	Type	Item #			Description	Base	2018-19		Actual	Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure
		Goal	Strategy	Measure			Target						
	M			4.2.3	State Appropriations per FTE	\$ 2,574	\$	4,148		July 1- June 30	NCES IPEDS Data Center	State appropriations as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is the national peer group's 25th percentile	This is an efficiency metric that shows how much the institution received in state appropriations for each full-time student in the academic year. The measure allows us to ascertain the level of state support per student compared to other comparable institutions in the nation and relative to other revenues within the institution.
	M			4.2.4	Percent of Alumni with a Job Highly Related to their Major Following Graduation			68.09% > 68.09%		July 1 -June 30	Internal Alumni Survey	Number of respondents on the alumni survey who indicated their employment was highly related to their major program of study divided by the number of respondents on the alumni survey	An outcome measure showcasing the university's success with relative career placement for its graduates and supporting the university's commitment to student success and community enrichment.
	M			4.2.5	Ratio of the Number of Alumni Who Take 4 Months or More to Find Employment Following Graduation to the Unemployment Rate			3.50 < 3.50		July 1 - June 30	Internal Alumni Survey	Number of respondents on the alumni survey who indicated it took 4 or more months following graduation before they found employment divided by the number of respondents on the alumni survey factored by the South Carolina unemployment rate during the period following graduation; target is to decrease the ratio over the previous values	An outcome measure that helps determine the university's effectiveness in relation to student development in career readiness objectives.

Agency Name: UNIVERSITY OF SOUTH CAROLINA - AIKEN

Fiscal Year 2018-2019
Accountability Report

Agency Code: H290 Section: 20B

Strategic Planning and Performance Measurement Template

Statewide Enterprise Strategic Objective	Type	Item #			Description	Base	2018-19 Target	Actual	Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure
		Goal	Strategy	Measure								
	M			4.2.6	NSSE: Percent of Seniors to Report Gaining Job Skills and Knowledge		73% > 68%		August - May	National Survey of Student Engagement (NSSE)	Number of senior respondents who indicated "quite a bit" or "very much" to the question of how much their experiences at the institution has contributed to their knowledge, skills, and personal development with respect to acquiring job or work related knowledge and skills divided by the number of senior respondents; target represents the percent of seniors across the Nation who completed the NSSE similarly	An outcome measure of the perceived impact the institution has had on students gaining skills and knowledge necessary to be successful. The metric serves as a measure of how well the institution is achieving it's educational mission, relative to a national peer group.
	M			4.2.7	Inflation Adjusted Revenue per FTE	\$	10,677 > \$10,677		July 1- June 30	NCES IPEDS Data Center	Total revenue as reported to IPEDS on the Finance Survey divided by the annualized student FTE adjusted by HEPI to constant dollars of the year 2000 to facilitate trend comparisons; target is to increase inflation adjusted revenue over time	This is an efficiency metric that shows the institution's revenue for each full-time student in the academic year and is inflation adjusted for trending purposes. The measure allows us to ascertain the relative revenue generated compared to other comparable institutions in the nation.
	M			4.2.8	Revenue per FTE	\$	17,298 \$ 22,695		July 1- June 30	NCES IPEDS Data Center	Total revenue as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is the national peer group median value	This is an efficiency metric that shows the institution's revenue for each full-time student in the academic year. The measure allows us to ascertain the relative revenue generated compared to other comparable institutions in the nation.

Agency Name: UNIVERSITY OF SOUTH CAROLINA - AIKEN

Fiscal Year 2018-2019
Accountability Report

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Strategic Planning and Performance Measurement Template

Statewide Enterprise Strategic Objective	Type	Item #			Description	Base	2018-19		Actual	Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure
		Goal	Strategy	Measure			Target						
	M			4.2.9	Expenditure per FTE	\$ 16,795	<	\$ 21,794		July 1 - June 30	NCES IPEDS Data Center	Total expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE; target is to be below the national peer group median value	This is an efficiency metric that shows how much the institution spent overall for the equivalent of a full-time student in the academic year. The measure allows us to ascertain the relative costs of providing education to a single full-time student compared to other comparable institutions in the nation. The metric is used in budgetary planning.
	M			4.2.10	Inflation Adjusted Expenditure per FTE	\$ 10,367	\$	10,367		July 1 - June 30	NCES IPEDS Data Center	Total expenditure as reported to IPEDS on the Finance Survey divided by the annualized student FTE adjusted by HEPI to constant dollars of the year 2000 to facilitate trend comparisons; target is to keep inflation adjusted expenditures constant over time	Similar to the Expenditure per FTE metric, this is an efficiency measure that shows how much the institution spent overall for the equivalent of a full-time student in the academic year adjusted by the buying power of a dollar (i.e., adjusted to the year 2000). The measure allows us to ascertain the inflation adjusted costs of providing instruction to a full-time student over a year compared to other comparable institutions in the nation. The inflation-adjustment allows the institution to compare efficiency over time and is used in budget preparation.
	M			4.2.11	Endowment value	\$ 28,459,415	>	\$28,459,415		July 1 - June 30	Internal Records	Cumulative total of endowment holdings for the University	The metric serves as both an input measure of financial resources available for scholarships and faculty support, and as an efficiency measure of efforts made by the institution to improve donor relations and to grow the endowment.
	M			4.2.12	Fundraising totals	\$ 1,501,791	>	\$1,501,791		July 1 - June 30	Internal records	Total of all dollars raised including cash, in-kind and planned gifts during the fiscal year; the target is to be above the previous years total.	An output measure of fundraising efforts relative to peer institutions across the nation.

Agency Name: UNIVERSITY OF SOUTH CAROLINA - AIKEN

Fiscal Year 2018-2019
Accountability Report

Agency Code: H290 Section: 20B

Strategic Planning and Performance Measurement Template

Statewide Enterprise Strategic Objective	Type	Item #			Description	Base	2018-19		Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure
		Goal	Strategy	Measure			Target	Actual				
	M			4.2.13	Family Fund Participation Rates	79.0%	>= 90.0%		July 1 - June 30	Rates of giving within the USC system available at: https://giving.sc.edu/howtogive/annualgiving/familyfund.aspx	Number of full-time slotted employees who donated to the Family Fund divided by the number of full-time slotted employees	An indirect measure of employee satisfaction and belief in the university's mission.
	S			4.3	Expand our global presence through national and international collaborations							
	M			4.3.1	Rankings Given as Reason for Coming to USCA	56.7%	> 56.7%		July 1 - June 30	Internal surveys given to entering students during orientation	Number of respondents on an orientation survey who indicated that rankings in national magazines was an important and a very important factor divided by the number of respondents on the orientation survey; target is to increase the perceived importance of national rankings over the previous year	This indirect outcome measure allows the university to determine the perceived importance of its efforts to enhance its reputation and provide distinctive high quality educational experiences.
	M			4.3.2	National Rankings and Recognitions: US News & World Report (Overall - Private and Public Colleges in the South)	6	< 6		September - September	USNWR available at http://www.usnews.com/rankings	Target is to rise in the overall rankings relative to both privates and public institutions	An independent indicator of quality. The ranking assists with recruitment efforts to attract highly qualified students.
	M			4.3.3	National Rankings and Recognitions: US News & World Report (Public Colleges in the South)	1	1		September - September	USNWR available at http://www.usnews.com/rankings	Target is to remain as the top ranked public school in the southern region	An independent indicator of quality. The ranking assists with recruitment efforts to attract highly qualified students.

Agency Name: UNIVERSITY OF SOUTH CAROLINA - AIKEN

Fiscal Year 2017-2018
Accountability Report

Agency Code: H290 Section: 20B

Program Template

Program/Title	Purpose	FY 2017-18 Expenditures (Actual)				FY 2018-19 Expenditures (Projected)				Associated Measure(s)
		General	Other	Federal	TOTAL	General	Other	Federal	TOTAL	
I.A. Unrestricted E&G	Activities that directly support the primary mission of the University to educate the state's diverse citizens through teaching, research and creative activity and service. Current fund resources received by an institution that have no limitations or stipulations placed on them by external agencies or donors, and that have not been set aside for loans, endowments, or plant. These resources are normally derived from state appropriations, student fees, and institutional revenues.	\$ 6,436,897	\$ 17,036,244	\$ -	\$ 23,473,141	\$ 6,899,166	\$ 22,108,739	\$ -	\$ 29,007,905	1.1.1, 1.1.2, 1.1.3, 1.1.4, 1.1.5, 1.1.6, 1.2.1, 1.2.10, 1.2.11, 1.2.12, 1.2.13, 1.2.14, 1.2.15, 1.2.16, 1.2.2, 1.2.3, 1.2.4, 1.2.5, 1.2.6, 2.1.30, 2.2.37, 1.2.7, 1.2.8, 1.2.9, 2.1.1, 2.1.10, 2.1.11, 2.1.12, 2.1.13, 2.1.14, 2.1.15, 2.1.16, 2.1.17, 2.1.18, 2.1.19, 2.1.2, 2.1.20, 2.1.21, 2.1.22, 2.1.23, 2.1.3, 2.1.4, 2.1.5, 1.1.7, 2.1.6, 1.1.8, 2.1.7, 2.1.8, 2.1.9, 2.2.1, 2.2.10, 2.2.11, 2.2.12, 2.2.13, 2.1.41, 2.2.14, 2.1.24, 2.2.15, 2.2.16, 2.2.17, 3.1.25, 2.2.18, 3.1.26, 2.2.19, 3.1.27, 2.2.2, 2.2.20, 2.2.20, 2.1.35, 3.2.1, 3.3.20, 4.2.70, 2.2.22, 2.2.23, 2.2.24, 2.2.25, 2.2.25, 1.1.9, 2.1.27, 2.2.26, 1.1.10, 2.1.28, 2.2.27, 1.1.11, 2.1.29, 2.2.29, 2.1.30, 2.2.3, 2.1.30, 2.2.30, 2.1.30, 2.2.31, 2.1.30, 2.2.32, 2.1.30, 2.2.33, 2.1.30, 2.2.34, 2.1.30, 2.2.35, 2.1.30, 2.2.36, 2.1.30, 2.2.37, 2.1.31, 2.2.4, 2.2.5, 2.2.6, 2.2.7, 2.2.8, 2.2.9, 2.3.1, 2.3.10, 2.3.1, 4.1.3, 4.2.4, 2.1.32, 2.3.2, 4.1.4, 4.2.5, 2.1.33, 2.3.3, 3.3.19, 2.3.5, 2.3.5, 4.1.5, 4.2.6, 2.1.34, 2.3.7, 2.3.8, 2.3.9, 3.1.1, 3.1.10, 3.1.11, 3.1.12, 3.1.13, 3.1.14, 3.1.15, 3.1.16, 3.1.17, 3.1.18, 3.1.19, 3.1.2, 3.1.20, 3.1.21, 3.1.3, 3.1.4, 3.1.5, 3.1.6, 3.1.7, 3.1.8, 3.1.9, 2.1.35, 3.2.1, 3.3.20, 4.2.7, 2.1.36, 3.2.2, 3.3.21, 4.2.8, 4.2.9, 2.1.37, 3.1.28, 3.2.3, 3.3.22, 4.2.10, 2.1.38, 3.1.29, 3.2.4, 3.3.23, 3.2.5, , 3.2.6, 3.2.7, 3.2.9, 3.3.1, 3.3.10, 3.3.11, 1.2.22, 3.3.10, 3.3.11, 4.2.11, 3.3.14, 3.3.15, 3.3.16, 1.2.23, 3.3.1, 3.3.3, 3.3.4, 2.1.40, 3.3.3, 4.2.13, 3.3.4, 4.2.12, 2.1.39, 3.3.7, 3.3.8, 3.3.9, 4.2.1, 2.3.10, 4.1.1, 4.2.2, 2.1.25, 3.3.18, 4.2.3, 4.3.1

Agency Name: UNIVERSITY OF SOUTH CAROLINA - AIKEN

Fiscal Year 2017-2018
Accountability Report

Agency Code: H290 Section: 20B

Program Template

Program/Title	Purpose	FY 2017-18 Expenditures (Actual)				FY 2018-19 Expenditures (Projected)				Associated Measure(s)
		General	Other	Federal	TOTAL	General	Other	Federal	TOTAL	
I.B. Restricted E&G	Activities that directly support the primary mission of the University to educate the state's diverse citizens through teaching, research and creative activity and service. Current fund resources received by an institution that have limitations or stipulations placed on their use by external agencies or donors. These resources are normally derived from gifts, grants, and contracts and used predominantly for research and student scholarship activities.	\$ -	\$ 7,956,281	\$ 10,006,930	\$ 17,963,211	\$ -	\$ 9,557,407	\$ 10,350,000	\$ 19,907,407	1.1.1, 1.2.17, 3.1.22, 3.3.11, 4.2.11, 1.1.3, 1.2.18, 3.1.23, 3.3.14, 1.1.4, 1.2.19, 3.3.15, 1.1.5, 1.2.20, 3.3.16, 1.1.6, 1.2.21, 3.3.17, 1.2.10, 1.2.11, 1.2.12, 1.2.13, 1.2.14, 1.2.15, 1.2.16, 1.2.2, 1.2.3, 1.2.5, 3.1.24, 1.2.7, 1.2.8, 1.2.9, 2.1.1, 2.1.10, 2.1.11, 2.1.12, 2.1.13, 2.1.14, 2.1.15, 2.1.16, 2.1.17, 2.1.18, 2.1.19, 2.1.20, 2.1.21, 2.1.22, 2.1.23, 2.1.5, 1.1.7, 2.1.6, 1.1.8, 2.1.7, 2.1.8, 2.1.9, 2.2.17, 3.1.25, 2.2.18, 3.1.26, 2.2.19, 3.1.27, 2.2.20, 2.3.1, 4.1.3, 4.2.4, 2.1.32, 2.3.2, 4.1.4, 4.2.5, 2.1.33, 2.3.3, 3.3.19, 2.3.5, 4.1.5, 4.2.6, 2.1.34, 3.1.1, 3.1.10, 3.1.11, 3.1.12, 3.1.13, 3.1.14, 3.1.15, 3.1.16, 3.1.17, 3.1.18, 3.1.19, 3.1.2, 3.1.20, 3.1.21, 3.1.3, 3.1.4, 3.1.5, 3.1.6, 3.1.7, 3.1.8, 3.1.9, 2.1.35, 3.2.1, 3.3.20, 4.2.7, 2.1.36, 3.2.2, 3.3.21, 4.2.8, 4.2.9, 2.1.37, 3.1.28, 3.2.3, 3.3.22, 4.2.10, 2.1.38, 3.1.29, 3.2.4, 3.3.23, 3.3.1, 3.3.10, 3.3.11, 1.2.22, 3.3.10, 3.3.11, 4.2.11, 3.3.14, 3.3.15, 3.3.16, 1.2.23, 3.3.1, 3.3.3, 3.3.4, 2.1.40, 3.3.3, 4.2.13, 3.3.4, 4.2.12, 2.1.39, 3.3.7, 3.3.8, 3.3.9, 4.1.2, 4.1.2, 4.2.1, 2.3.11, 2.1.26, 2.3.11, 2.1.26, 4.2.2, 3.3.18, 4.2.3, 4.3.1, 4.3.2, 4.3.3
II. Auxiliary Services	Self-supporting activities that exist to furnish goods and services to students, faculty, or staff, and charge a fee directly related to the cost of the goods or services. These activities include student health, student housing, food service, bookstore, vending and concessions, athletics, parking, and other services.	\$ -	\$ 2,226,558	\$ -	\$ 2,226,558	\$ -	\$ 3,727,502	\$ -	\$ 3,727,502	1.1.3, 1.2.18, 3.1.23, 3.3.14, 1.1.4, 1.2.19, 3.3.15, 1.1.5, 1.2.20, 3.3.16, 1.1.6, 1.2.21, 3.3.17, 1.2.1, 1.2.4, 1.2.5, 3.1.24, 2.1.1, 2.1.10, 2.1.11, 2.1.12, 2.1.13, 2.1.14, 2.1.15, 2.1.16, 2.1.17, 2.1.18, 2.1.19, 2.1.2, 2.1.20, 2.1.21, 2.1.22, 2.1.23, 2.1.3, 2.1.5, 1.1.7, 2.1.6, 1.1.8, 2.1.7, 2.1.8, 2.1.9, 2.2.13, 2.1.41, 2.2.14, 2.1.24, 2.2.17, 3.1.25, 2.2.18, 3.1.26, 2.2.19, 3.1.27, 2.2.20, 2.2.20, 2.1.35, 3.2.1, 3.3.20, 4.2.70, 2.1.30, 2.2.3, 2.1.31, 2.2.4, 2.3.1, 4.1.3, 4.2.4, 2.1.32, 2.3.2, 4.1.4, 4.2.5, 2.1.33, 2.3.3, 3.3.19, 2.3.5, 4.1.5, 4.2.6, 2.1.34, 3.1.1, 3.1.10, 3.1.11, 3.1.12, 3.1.13, 3.1.14, 3.1.15, 3.1.16, 3.1.17, 3.1.18, 3.1.19, 3.1.2, 3.1.20, 3.1.21, 3.1.3, 3.1.4, 3.1.5, 3.1.6, 3.1.7, 3.1.8, 3.1.9, 2.1.35, 3.2.1, 3.3.20, 4.2.7, 2.1.36, 3.2.2, 3.3.21, 4.2.8, 4.2.9, 2.1.37, 3.1.28, 3.2.3, 3.3.22, 4.2.10, 2.1.38, 3.1.29, 3.2.4, 3.3.23, 3.2.5, , 3.2.6, 3.2.7, 3.2.9, 3.3.1, 3.3.10, 3.3.11, 1.2.22, 3.3.10, 3.3.11, 4.2.11, 3.3.14, 3.3.15, 3.3.16, 3.3.2, 3.3.3, 3.3.4, 2.1.40, 3.3.3, 4.2.13, 3.3.4, 4.2.12, 2.1.39, 3.3.7, 3.3.8, 3.3.9, 4.2.1, 2.3.10, 4.1.1, 4.2.2, 2.1.25, 3.3.18, 4.2.3, 4.3.1, 4.3.2, 4.3.3

Agency Name: UNIVERSITY OF SOUTH CAROLINA - AIKEN

Fiscal Year 2017-2018
Accountability Report

Agency Code: H290 Section: 20B

Program Template

Program/Title	Purpose	FY 2017-18 Expenditures (Actual)				FY 2018-19 Expenditures (Projected)				Associated Measure(s)
		General	Other	Federal	TOTAL	General	Other	Federal	TOTAL	
III. C. Employee Benefits: State Employer Contributions	Fringe Benefits associated with Salaries reflected in the figures and categories above. Includes State Retirement, FICA, State Health Plan Premiums, Unemployment Compensation and Workers Compensation.	\$ 1,840,522	\$ 5,998,348	\$ 139,244	\$ 7,978,114	\$ 2,025,034	\$ 6,063,714	\$ 150,000	\$ 8,238,748	1.1.3, 1.2.18, 3.1.23, 3.3.14, 1.2.5, 3.1.24, 2.2.17, 3.1.25, 2.2.18, 3.1.26, 2.2.19, 3.1.27, 2.2.20, 3.1.1, 3.1.10, 3.1.11, 3.1.12, 3.1.13, 3.1.14, 3.1.15, 3.1.16, 3.1.17, 3.1.18, 3.1.19, 3.1.2, 3.1.20, 3.1.21, 3.1.3, 3.1.4, 3.1.5, 3.1.6, 3.1.7, 3.1.8, 3.1.9
Total		\$ 8,277,419	\$ 33,217,431	\$ 10,146,174	\$ 51,641,024	\$ 8,924,200	\$ 41,457,362	\$ 10,500,000	\$ 60,881,562	

FY 2017-18 expenditures reported as prepared for Comprehensive Annual Financial Report. FY18 financials are still under review and not final as of the due date for this report. Year-end Financial Statements will be provided to Comptroller General by no later than October 1. FY 2018-19 projected based on FY 2018-19 State Appropriation Act.

Agency Name: UNIVERSITY OF SOUTH CAROLINA - AIKEN

Fiscal Year 2017-2018
Accountability Report

Agency Code: H290 Section: 20B

Legal Standards Template

Item #	Law Number	Jurisdiction	Type of Law	Statutory Requirement and/or Authority Granted	Does this law specify who your agency must or may serve? (Y/N)	Does the law specify a product or service your agency must or may provide?	<i>If yes, what type of service or product?</i>	<i>If other service or product, please specify what service or product.</i>
1	Act No. 103 (R156, H1249) of the 1961 Session of the General Assembly	State	Statute	Establishment of the Aiken County Commission for Higher Education. Grants authority over higher education in Aiken County and adjacent areas to the Commission	Yes	Yes	Board, commission, or committee on which someone from our agency must/may serve	
2	§ 1-1-810 of SC Code of Laws	State	Statute	Annual accountability report to be submitted to the Governor and General Assembly	No	Yes	Report our agency must/may provide	
3	§ 1-1-820 of SC Code of Laws	State	Statute	Required content of annual accountability reports	No	Yes	Report our agency must/may provide	
4	§ 1-1-550 of SC Code of Laws	State	Statute	Qualified honorably discharged veterans have preference for employment	No	No - But relates to manner in which one or more agency deliverables is provided		
5	§ 11-35 of SC Code of Laws	State	Statute	Specifies procedures for procurement of goods and services	Yes	Yes	Other service or product our agency must/may provide	Procurement Services
6	§ 59-26 of SC Code of Laws	State	Statute	Establishes requirements and standards relating to the teacher education programs	Yes	Yes	Other service or product our agency must/may provide	Teacher ed programs
7	§ 59-101 of SC Code of Laws	State	Statute	Statutory recognition of colleges and institutions of higher learning	Yes	Yes	Other service or product our agency must/may provide	Teaching, research and service
8	§ 59-102 of SC Code of Laws	State	Statute	Statutory requirements for student athletes	Yes	Yes	Other service or product our agency must/may provide	Student and athletic services
9	§ 59-103 of SC Code of Laws	State	Statute	Establishment of the State Commission on Higher Education with authority over public supported higher education in the State	No	No - But relates to manner in which one or more agency deliverables is provided		
10	§ 59-104 of SC Code of Laws	State	Statute	Meeting of admissions pre-requisites, Palmetto Scholarship program, competitive grants,	Yes	Yes	Report our agency must/may provide	
11	§ 59-105 of SC Code of Laws	State	Statute	Statutory requirements for a comprehensive sexual assault policy to address prevention and awareness of sexual assault	Yes	No - But relates to manner in which one or more agency deliverables is provided		
12	§ 59-106 of SC Code of Laws	State	Statute	Statutory requirements for inclusion of information regarding registered sex offenders in	Yes	Yes	Report our agency must/may provide	
13	§ 59-107 of SC Code of Laws	State	Statute	Statutory requirements regarding remittance and application of tuition fees for permanent improvements and other expenses, regulations for issuance of State institution bonds	No	Yes	Other service or product our agency must/may provide	Business/Accounting services
14	§ 59-110 of SC Code of Laws	State	Statute	Statutory requirements for incentives to retain and attract new nurse faculty and to provide technology to increase accessibility to clinical education needs	Yes	Yes	Other service or product our agency must/may provide	HR / Payroll services
15	§ 59-111 of SC Code of Laws	State	Statute	State scholarships and loan programs	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
16	§ 59-112 of SC Code of Laws	State	Statute	Requirements for determination of tuition and fee rates and abatements	Yes	Yes	Other service or product our agency must/may provide	Business/Accounting services
17	§ 59-113 of SC Code of Laws	State	Statute	Requirements for tuition grants	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
18	§ 59-114 of SC Code of Laws	State	Statute	National Guard College Assistance requirements	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
19	§ 59-115 of SC Code of Laws	State	Statute	Authority and requirements for state student loans	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
20	§ 59-116 of SC Code of Laws	State	Statute	Authority and requirements for campus police	Yes	Yes	Other service or product our agency must/may provide	Campus Police
21	§ 59-117 of SC Code of Laws	State	Statute	Statutory authority for the University of South Carolina and its governance by a board of trustees	No	Yes	Other service or product our agency must/may provide	Research, Teaching and Public Service
22	§ 59-118 of SC Code of Laws	State	Statute	Statutory requirements over academic endowments	Yes	Yes	Other service or product our agency must/may provide	Business/Accounting services
23	§ 59-142 of SC Code of Laws	State	Statute	Statutory authority and requirements for state need-based grants	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services

24	§ 59-143 of SC Code of Laws	State	Statute	Establishment of a state educational endowment to fund grants and scholarship programs	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
25	§ 59-147 of SC Code of Laws	State	Statute	Requirements for higher education revenue bonds	No	Yes	Other service or product our agency must/may provide	Business/Accounting services
26	§ 59-149 of SC Code of Laws	State	Statute	Authorization and requirements for the LIFE Scholarship program	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
27	§ 59-150 of SC Code of Laws	State	Statute	Use of Lottery funds in support of higher education	Yes	No - But relates to sources of funding for one or more agency deliverables		
28	§ 9-1 of SC Code of Laws	State	Statute	Retirement system for employees	No	Yes	Distribute funding to another entity	
29	§ 13-17 of SC Code of Laws	State	Statute	Establishment and requirements of the South Carolina Research Authority to facilitate research activities at institutions of higher education	No	Yes	Other service or product our agency must/may provide	Research, activities
30	§ 59-101-210 (A)(1) of SC Code of Laws	State	Statute	Requires public colleges and universities to maintain a report of violations of the institution's	Yes	Yes	Report our agency must/may provide	
31	§ 48-52-620 of SC Code of Laws	State	Statute	Requires public colleges and universities to develop energy conservation plans and to reduce	No	Yes	Report our agency must/may provide	
32	§ 44-96-80 and § 44-96-140 of SC Code of Laws	State	Statute	Requires the submission of an annual rept of recycling data to be submitted to DHEC	No	Yes	Report our agency must/may provide	
33	119 Code of State Regulations	State	Regulation	Regulations for drivers of vehicles on campuses of the University of South Carolina System; authority to issue fines and authority of Chancellor to appoint boards, committees, and courts to oversee regulation	Yes	No - But relates to manner in which one or more agency deliverables is provided		
34	62 Code of State Regulations, Sec. 250-262	State	Regulation	State Regulations promulgated for South Carolina National Guard College Assistance Program	Yes	Yes	Other service or product our agency must/may provide	Financial Aid services
35	62 Code of State Regulations, Sec. 300-375	State	Regulation	State Regulation promulgated for Palmetto Fellows Scholarship Program	Yes	Yes	Other service or product our agency must/may provide	Financial Aid services
36	62 Code of State Regulations, Sec.450-505	State	Regulation	State Regulation promulgated for the SC Need-based Grant Program for public institutions	Yes	Yes	Other service or product our agency must/may provide	Financial Aid services
37	62 Code of State Regulations, Sec. 510-522	State	Regulation	State Regulation promulgated for the Governor's Teaching Scholarship/Loan Program	Yes	Yes	Other service or product our agency must/may provide	Financial Aid services
38	62 Code of State Regulations, Sec. 540-590	State	Regulation	State Regulation promulgated for the African-American Teacher Loan Program	Yes	Yes	Other service or product our agency must/may provide	Financial Aid services
39	62 Code of State Regulations, Sec.600-612	State	Regulation	State Regulation promulgated for the determination of rates of tuition and fees (State Residency for tuition).	Yes	Yes	Other service or product our agency must/may provide	Business/Accounting services
40	62 Code of State Regulations, Sec.700-750	State	Regulation	State Regulation for Performance Standards and Funding and the Reduction, Expansion, Consolidation, or Closure of an Institution.	No	No - But relates to manner in which one or more agency deliverables is provided		
41	62 Code of State Regulations, Sec.820-900	State	Regulation	State Regulation promulgated for matching of gifts and funds for institutional endowments	Yes	Yes	Other service or product our agency must/may provide	Business/Accounting services
42	62 Code of State Regulations, Sec.900.85-900.140	State	Regulation	State Regulation promulgated for the administration of the SC HOPE scholarship program	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
43	62 Code of State Regulations, Sec. 1000-1040	State	Regulation	State Regulation promulgated for the administration of LIFE Scholarship and Palmetto Fellows Scholarship Appeals	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
44	62 Code of State Regulations, Sec.1100-1170	State	Regulation	State Regulation promulgated for oversight and administration of the program for free tuition for residents of SC aged sixty years old and older	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
45	62 Code of State Regulations, Sec.1200.1200.75	State	Regulation	State Regulation promulgated for the administration of the LIFE Scholarship and LIFE Scholarship Enhancements	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
46	Act No. 13 (R22, H3726) of the 2017 Session of the General Assembly	State	Statute	Legislation pertaining to oversight of the South Carolina Retirement System with stipulated employer and employee contribution rates	No	Yes	Other service or product our agency must/may provide	HR / Payroll services
Aiken only	Act No. 14 (R23, H3793) of the 2017 Session of the General Assembly	State	Statute	Legislation pertaining to the missions and functions of higher educational institutions in South Carolina. The legislation specifically identified USC Aiken as being permitted to offer a	Yes	Yes	Other service or product our agency must/may provide	DNP program
48	Act No. 22 (R38, H3034) of the 2017 Session of the General Assembly	State	Statute	Legislation that extends in-state tuition to spouses and dependents of military personnel and veterans under specified circumstances	Yes	Yes	Other service or product our agency must/may provide	Business/Accounting services
49	OSH Act of 1970	Federal	Statute	Requirements to provide a safe and healthful workplace free of serious recognized hazards	Yes	Yes	Other service or product our agency must/may provide	Safety services
50	20 USC 1094, Section 487(a)(17)	Federal	Statute	Mandates the completion of IPEDS surveys in a timely and accurate manner for institutions	No	Yes	Report our agency must/may provide	
51	P.L. 109-270, Section 421(a)(1)	Federal	Statute	Mandates the collection and reporting of racial and ethnic data of students to the Department	No	Yes	Report our agency must/may provide	
52	29 C.F.R. 1602, subparts O, P, and Q	Federal	Regulation	Mandates the collection and reporting of racial and ethnic data for Institutional staff to the	No	Yes	Report our agency must/may provide	

53	34 C.F.R. Part 106.9	Federal	Regulation	Requirements to ensure nondiscrimination on the basis of sex of students and employees of educational institutions that receive federal financial assistance	Yes	No - But relates to manner in which one or more agency deliverables is provided		
54	34 C.F.R. 668.41(c)	Federal	Regulation	Requires an annual notice identifying the availability of institutional and financial aid	Yes	Yes	Report our agency must/may provide	
55	34 C.F.R. 668 Sections 43-44	Federal	Regulation	Must make available to prospective and enrolled students information regarding how and	Yes	Yes	Report our agency must/may provide	
56	34 C.F.R. 668.41 (a)-(d), 34 C.F.R. 668.42, 34 C.F.R. 668.43	Federal	Regulation	Requires institutions to make available to prospective and enrolled students information about financial aid	Yes	Yes	Report our agency must/may provide	
57	34 C.F.R. 668.40	Federal	Regulation	Requirement that students be notified that drug law violations will result in a loss of eligibility	Yes	Yes	Report our agency must/may provide	
58	34 C.F.R. 668.41(c), 34 C.F.R. Part 99	Federal	Regulation	Requirement to inform students of their rights to privacy of student records, what information	Yes	Yes	Report our agency must/may provide	
59	20 U.S.C. 1015a(i)(1)(V)	Federal	Statute	Requirement to post specified items on the U.S. Department of Education's College Navigator	No	Yes	Report our agency must/may provide	
60	34 C.F.R. 668.41(a)-(d), 34 C.F.R. 668.43	Federal	Regulation	Requirement to make available to prospective and enrolled students information about	Yes	Yes	Report our agency must/may provide	
61	HEOA Sec. 488(a)(1)(E)	Federal	Statute	Requires institutions to make available to prospective and enrolled students information	Yes	Yes	Report our agency must/may provide	
62	34 C.F.R. 668.41(a) (d), 34 C.F.R. 668.43	Federal	Regulation	Requires institutions to make available to prospective and enrolled students information	Yes	Yes	Report our agency must/may provide	
63	20 U.S.C. 1015a(a), 20 U.S.C. 1015a(h))	Federal	Statute	Requires institutions to make available on their websites a net price calculator	No	Yes	Report our agency must/may provide	
64	34 C.F.R. 668.41(a)-(d), 34 C.F.R. 668.43	Federal	Regulation	Requires institutions to make available to prospective and enrolled students information	Yes	Yes	Report our agency must/may provide	
65	HEOA Sec. 112	Federal	Statute	Requires that the ISBN and retail price information of required and recommended textbooks	Yes	Yes	Report our agency must/may provide	
66	34 CFR 668.41(a)-(d), 34 CFR 668.43	Federal	Regulation	Requires the institution to make available to prospective and enrolled students information	Yes	Yes	Report our agency must/may provide	
67	HEOA Sec. 488(g)	Federal	Statute	Requires the institution to publicly disclose information about the institution's policies	No	Yes	Report our agency must/may provide	
68	34 C.F.R. 668.41(a)-(d), 34 C.F.R. 668.43	Federal	Regulation	Requires the institution to make available to prospective and enrolled students the names of	Yes	Yes	Report our agency must/may provide	
69	HEOA Sec. 488(a)(1)(E)	Federal	Statute	Requires the institution to annually make available to current and prospective students the	Yes	Yes	Report our agency must/may provide	
70	HEOA Sec. 201	Federal	Statute	Requires the submission of an annual Teacher Preparation Program Report through the state	No	Yes	Report our agency must/may provide	
71	HEOA Sec. 107	Federal	Statute	Requires institutions to distribute in writing to each student and each employee standards of	Yes	Yes	Report our agency must/may provide	
72	HEOA Sec. 488(a)(1)(E)	Federal	Statute	Requires institutions to make available to current and prospective students information about institutional policies regarding vaccinations	Yes	Yes	Other service or product our agency must/may provide	Enrollment Management services
73	HEOA Sec. 488(e)(1)(B)-(D)	Federal	Statute	Requires for an annual security report that includes emergency response and evacuation	Yes	Yes	Report our agency must/may provide	
74	HEOA Sec. 488(g)	Federal	Statute	Requires institutions to have a policy in place regarding notification procedures for missing	Yes	Yes	Report our agency must/may provide	
75	HEOA Sec. 488(a)(1)(E)	Federal	Statute	Requirements of a fire safety report and fire log	No	Yes	Report our agency must/may provide	
76	HEOA Sec. 493(a)(1)(A)	Federal	Statute	Requires the institution to disclose to the alleged victim of any crime of violence, or a	Yes	Yes	Report our agency must/may provide	
77	HEOA Sec. 488(a)(1)(E)	Federal	Statute	Requires that institutions make available to current and prospective students the retention	Yes	Yes	Report our agency must/may provide	
78	HEOA Sec. 488(a)(2)-(3)	Federal	Statute	Requires that institution must annually make available to prospective and enrolled students	Yes	Yes	Report our agency must/may provide	
79	HEOA Sec. 488(a)(3), Sec. 488(d)	Federal	Statute	Specifies the requirements of a report on the completion, graduation, and transfer out rates	No	Yes	Report our agency must/may provide	
80	HEOA Sec. 488(a)(1)(E)	Federal	Statute	Specifies that institutions must make available to current and prospective students	Yes	Yes	Report our agency must/may provide	
81	HEOA Sec. 488(a)(1)(E)	Federal	Statute	Requires that institutions make available to current and prospective students information	Yes	Yes	Report our agency must/may provide	
82	34 CFR 668-41(a)-(b), 34 CFR 668.41(g), 34 CFR 668.47	Federal	Regulation	Specifies the details of reports to be submitted to the U.S. Department of Education and the information to be given to current and prospective students about the gender breakdown of	Yes	Yes	Report our agency must/may provide	
83	HEOA Sec. 493(a)(1)	Federal	Statute	Requires institutions to make a good faith effort to distribute mail voter registration forms for Federal and State elections	Yes	Yes	Other service or product our agency must/may provide	Voter registration services
84	34 CFR 668.14(b)(11)	Federal	Regulation	Requires that institutions inform all eligible borrowers enrolled in the institution about the availability of and their eligibility for grant assistance from the state in which the institution is	Yes	Yes	Other service or product our agency must/may provide	Financial Aid services
85	HEOA Sec. 488(c)	Federal	Statute	Requires institutions to provide information about rights and responsibilities of students and institutions under Title IV, HEA loan programs to students at any time that information	Yes	Yes	Other service or product our agency must/may provide	Financial Aid services
86	HEOA Sec. 489	Federal	Statute	Requires that potential students, students and parents of students who receive a Title IV loan	Yes	Yes	Report our agency must/may provide	
87	HEOA Sec. 488(g)	Federal	Statute	Specifies the details of disclosure required prior to the disbursement of Federal Direct loans or Parent PLUS loans	Yes	Yes	Other service or product our agency must/may provide	Financial Aid services
88	HEOA Sec. 488(b)	Federal	Statute	Specifies the details of required exit counseling to borrowers of loans under the FFEL, Federal Direct Loan, or Perkins Loan programs	Yes	Yes	Other service or product our agency must/may provide	Financial Aid services
89	HEOA Sec. 493(a)(1)	Federal	Statute	Specifies the details of disclosure required of institutions or institution-affiliated organizations (e.g., alumni organizations, foundations) that provide information regarding a private	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
90	HEOA Sec. 493(a)(1), Sec. 493(c)	Federal	Statute	Specifies the disclosure of terms and conditions and code of conduct for agents of an institution that provides educational loans	No	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
91	Americans with Disabilities Act Title II	Federal	Statute	Anti-discrimination under any education program or activity receiving Federal financial assistance	Yes	No - But relates to manner in which one or more agency deliverables is provided		

92	Civil Rights Act Title VII	Federal	Statute	Prohibits employment discrimination	Yes		No - But relates to manner in which one or more agency deliverables is provided	
93	Education Amendments Act Title IX	Federal	Statute	Anti-discrimination under any education program or activity receiving Federal financial assistance	Yes		No - But relates to manner in which one or more agency deliverables is provided	
94	Proviso 1A.2	State	FY 2018-19 Proviso	Funds provided to develop instructional material and programs and to implement professional learning opportunities related to African-American history	No	Yes	Other service or product our agency must/may provide	Higher Education institutions may apply for a grant from the Department of Education to develop curriculum
95	Proviso 1A.6	State	FY 2018-19 Proviso	Specifies funding allocation by CHE to Teaching Fellows Program for the purpose of recruiting teachers	No		No - But relates to sources of funding for one or more agency deliverables	
96	Proviso 1A.7	State	FY 2018-19 Proviso	Specifies that appropriations for all 1A provisos be disbursed on a quarterly basis	No		No - But relates to sources of funding for one or more agency deliverables	
97	Proviso 1A.38	State	FY 2018-19 Proviso	Specifies that institutions may provide a tuition waiver for one three-hour course for public school teachers who serve as supervisors for full-time students completing education degree	Yes	Yes	Other service or product our agency must/may provide	Tuition waivers
98	Proviso 1A.40	State	FY 2018-19 Proviso	STEM centers that provide professional development and science programming to teachers and students are to be included in the state's STEM strategic plan	Yes		No - But relates to sources of funding for one or more agency deliverables	
99	Proviso 1A.47	State	FY 2018-19 Proviso	Specifies a periodic evaluation of any institution currently hosting a Teaching Fellows program	Yes	Yes	Other service or product our agency must/may provide	Appropriate evaluative documents requested by the Center for Educator Recruitment, Retention and Advancement
100	Proviso 1A.55	State	FY 2018-19 Proviso	Directs CERRA to develop educational, professional development and incentives and to publish eligibility criteria for higher ed institutions to provide services to support rural teacher	Yes	Yes	Other service or product our agency must/may provide	Educational services
101	Proviso 3.1	State	FY 2018-19 Proviso	Requires state agencies receiving lottery funds develop and implement procedures to monitor expenditures of the funds	No	Yes	Report our agency must/may provide	
102	Proviso 3.4	State	FY 2018-19 Proviso	All institutions of higher education receiving lottery funds must collect and retain the SUNS number of students that was assigned in high school.	Yes	Yes	Report our agency must/may provide	
103	Proviso 3.6	State	FY 2018-19 Proviso	States appropriated Lottery funding and allocations to institutions of higher education	No	Yes	Other service or product our agency must/may provide	Technology repair and maintenance
104	Proviso 11.3	State	FY 2018-19 Proviso	Requires higher ed institutions to cooperate with CHE in providing service for the GEAR-UP program	Yes	Yes	Other service or product our agency must/may provide	Teacher ed programs to reach disadvantaged middle school students
105	Proviso 11.4	State	FY 2018-19 Proviso	Creates an executive committee for EPSCoR with representation from research institutions and four-year teaching universities	No	Yes	Board, commission, or committee on which someone from our agency must/may serve	
106	Proviso 11.7	State	FY 2018-19 Proviso	Specifies an in-state tuition rate for military and veterans who participate in the Troop to Teachers program	Yes	Yes	Other service or product our agency must/may provide	Business/Accounting services
107	Proviso 11.8	State	FY 2018-19 Proviso	Additional need-based funding provided to foster youth attending higher educational institutions	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
108	Proviso 11.9	State	FY 2018-19 Proviso	Waives the age restriction for children of certain war veterans to be admitted to higher education with free tuition	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
109	Proviso 11.10	State	FY 2018-19 Proviso	Mandates that institutions certify that students are meeting all requirements for their declared major and are eligible programs making progress toward completion if they are	Yes	Yes	Report our agency must/may provide	
110	Proviso 11.12	State	FY 2018-19 Proviso	Require that students with disabilities use all other sources of funding before college transition need-based grants are provided	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
111	Proviso 11.13	State	FY 2018-19 Proviso	Authorizes the use of Palmetto Fellows and LIFE scholarship awards in the summer	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
112	Proviso 11.14	State	FY 2018-19 Proviso	Requirement that requests for full-time equivalent positions be covered by sufficient revenue to fund the salary, fringe, future pay increases, and health insurance adjustments	No		No - But relates to manner in which one or more agency deliverables is provided	
113	Proviso 11.15	State	FY 2018-19 Proviso	Requirement to report to the Commission on Higher Education metrics associated with out of state abatements and fee waivers	Yes	Yes	Report our agency must/may provide	

114	Proviso 11.16	State	FY 2018-19 Proviso	Requirement to report on institutional debt to the Chariman of the Senate Finance Committee, the Chairman of the House Ways and Means Committee and the Commission on	Yes	Yes	Report our agency must/may provide	
115	Proviso 11.17	State	FY 2018-19 Proviso	Requires a logitudinal report from CHE showing 5 year trends in tuition and fees for public colleges and universities in the State and for all SREB states during the same time period	Yes	Yes	Report our agency must/may provide	
116	Proviso 11.19	State	FY 2016-17 Proviso	Authorizes the use of Palmetto Fellows and LIFE scholarship awards in the summer	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
117	Proviso 11.21	State	FY 2018-19 Proviso	Requires that all institutions take into consideration the definition of anti-Semitism when reviewing, investigating and determining if conduct on campus is in violation of anti-	No	Yes	Other service or product our agency must/may provide	Judicial reviews of conduct
118	Proviso 11.25	State	FY 2016-17 Proviso	Requirement that requests for full-time equivalent positions be covered by sufficient revenue to fund the salary, fringe, future pay increases, and health insurance adjustments	No	No - But relates to manner in which one or more agency deliverables is provided		
119	Proviso 11.29	State	FY 2016-17 Proviso	Requirement to report to the Commission on Higher Education metrics associated with out of state abatements and fee waivers	Yes	Yes	Report our agency must/may provide	
120	Proviso 11.30	State	FY 2016-17 Proviso	Requirement to report on institutional debt to the Chariman of the Senate Finance Committee, the Chairman of the House Ways and Means Committee and the Commission on	Yes	Yes	Report our agency must/may provide	
121	Proviso 11.42	State	FY 2016-17 Proviso	Authorizes the reimbursement of loss tuition associated with differential charges to out-of-state veteran students	Yes	No - But relates to sources of funding for one or more agency deliverables		
122	Proviso 61.2	State	FY 2018-19 Proviso	Restricts the use of appropriate funds for Defence of Indigents as compensation to any state employee providing services	Yes	No - But relates to sources of funding for one or more agency deliverables		
123	Proviso 83.6	State	FY 2018-19 Proviso	Requires state agencies to enter into data sharing agreements with the Department of Employment and Workforce to track employment training outcomes	Yes	Yes	Report our agency must/may provide	
124	Proviso 91.25	State	FY 2018-19 Proviso	Requires the immediate furnishing of any information related to the institution when requested by the President Pro Tempore of the Senate or the Speaker of the House of	Yes	Yes	Report our agency must/may provide	
125	Proviso 93.14	State	FY 2018-19 Proviso	Requires that the conditions and amount of supplemental pay made to CEO of a college or university be set by the Board of Trustees and be reported to the Department of	Yes	Yes	Report our agency must/may provide	
126	Proviso 93.15	State	FY 2018-19 Proviso	Limits compensation incrases to classified and unclassified employees to the ratio of that the employee's base salary is paid from appropriated funds	Yes	Yes	Other service or product our agency must/may provide	HR / Payroll services
127	Proviso 93.17	State	FY 2018-19 Proviso	Permits employes who are serving on active military service as a result of an emergency or conflict to use a specified amount of annual leave and up to 90 days of sick leave as if it were	Yes	Yes	Other service or product our agency must/may provide	HR / Payroll services
128	Proviso 93.20	State	FY 2018-19 Proviso	Requires institutions to provide evidence when requested that cyber security policies and standards meet or exceed those set by the state	No	Yes	Report our agency must/may provide	
129	Proviso 93.21	State	FY 2018-19 Proviso	Specifies when holidays are to be observed when they fall on a Saturday or Sunday. Directs the payment of any bills or promissory notes that fall due on observed holidays to be payable on	No	Yes	Other service or product our agency must/may provide	Business/Accounting services
130	Proviso 97.2	State	FY 2018-19 Proviso	Requires agencies to follow accounting policy directives issued by the State Comptroller General in conformance with Generally Accepted Accounting Principles (GAAP)	No	Yes	Other service or product our agency must/may provide	Business/Accounting services
131	Proviso 98.8	State	FY 2018-19 Proviso	Restricts new enrollments into the SC tuition prepayment program for the year and limits the tuition increase for students in the prepayment program to 7% of the tuition and fee level of	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
132	Proviso 102.5	State	FY 2018-19 Proviso	Authorizes state agencies such as institutions of higher education to provide services to the Revenue and Fiscal Affairs Office in an effort to promote efficient and economical operations	Yes	Yes	Other service or product our agency must/may provide	Business/Accounting services
133	Proviso 104.2	State	FY 2016-17 Proviso	Authorizes the State Fiscal Accountability Authority to remove any permanent position in a state agency that remains vacant for more than 12 months	No	No - But relates to manner in which one or more agency deliverables is provided		
134	Proviso 104.9	State	FY 2018-19 Proviso	Limits the salary of agency heads to rates established by the Agency Head Salary Commission and mandates the State Fiscal Accounting Authority to conduct a study of agency head and technical college president comprensitaion every 4 years with the costs of the study being	No	No - Does not relate directly to any agency deliverables		
135	Proviso 105.1	State	FY 2018-19 Proviso	Requires that the costs of an annual audit of federal funds received contracted to a nationally recognized CPA firm be covered in equitable portion by each state agency	No	Yes	Distribute funding to another entity	
136	Proviso 108.6	State	FY 2018-19 Proviso	Specifies an employer premium increase of 7.4% and a subscriber increase of 0% for the State Health plan and authorizes the Public Employee Benefit Authority to adjust the plan and	Yes	Yes	Other service or product our agency must/may provide	HR and Business/Accounting services
137	Proviso 117.5	State	FY 2018-19 Proviso	Mandates all state agencies to provide a list of their employees who are competent to serve as court examiners to the Judicial Department and for courts to use state employees whenever	No	Yes	Report our agency must/may provide	
138	Proviso 117.8	State	FY 2018-19 Proviso	Requires the remittance of all revenues and income collected, except fees received as tuition, matriculation and registration, to the State Treasurer. Requires that fees levied to be used to	No	Yes	Other service or product our agency must/may provide	Business/Accounting services

139	Proviso 117.9	State	FY 2018-19 Proviso	Authorizes the transfer of appropriations within programs and within the agency with notification to the Executive Budget Office and Comptroller General. Limits transfer to not	No	Yes	Report our agency must/may provide	
140	Proviso 117.11	State	FY 2018-19 Proviso	Directs the fixation of student fees applicable to student housing, dining halls, health services, parking, and personal subsistence by the appropriate Board of Trustees	No	No - But relates to sources of funding for one or more agency deliverables		
141	Proviso 117.13	State	FY 2018-19 Proviso	Requires State Agencies to report filled vacant positions broken out by race and gender by October 31st to the State Human Affairs Commission.	No	Yes	Report our agency must/may provide	
142	Proviso 117.14	State	FY 2018-19 Proviso	Authorizes the Executive Budget Office to monitor FTE employee positions at state agencies and to reduce the number of authorized positions when agencies are carry an excess of	No	Yes	Report our agency must/may provide	
143	Proviso 117.15	State	FY 2018-19 Proviso	Provides for a housing allowance to presidents of state institutions of higher learning and establishes compensation restrictions	No	Yes	Other service or product our agency must/may provide	Business/Accounting services
144	Proviso 117.20	State	FY 2018-19 Proviso	Establishes conditions and rates for reimbursement of travel and subsistence expenses for state employees and relocation expenses for new employees	No	Yes	Other service or product our agency must/may provide	Business/Accounting services
145	Proviso 117.21	State	FY 2018-19 Proviso	Requires that institutions that provide appropriate funds to another organization collect a report that includes an accounting of how the funds were spent and the outcome measures	No	Yes	Report our agency must/may provide	
146	Proviso 117.23	State	FY 2018-19 Proviso	Authorizes the carrying forward of unspent general fund appropriations from the prior fiscal year to the current fiscal year. Limits the carry forward to a maximum of 10% of the original general fund.	No	No - But relates to sources of funding for one or more agency deliverables		
147	Proviso 117.25	State	FY 2018-19 Proviso	Requires agencies to first consider contracting for services or purchasing goods and services through the Department of Corrections Prison Industries Program when procuring goods and	No	Yes	Other service or product our agency must/may provide	Procurement Services
148	Proviso 117.26	State	FY 2018-19 Proviso	Mandates the reporting of the top 10%, not to exceed 25 employees who have incurred travel expences along with a brief summary of the type of travel incurred	No	Yes	Report our agency must/may provide	
149	Proviso 117.28	State	FY 2018-19 Proviso	Requires institutions that operate a day-care center charge fees comparable to those charged by private entities and to not set lower rates for faculty, staff, or students of the institution	Yes	Yes	Other service or product our agency must/may provide	Business/Accounting services
150	Proviso 117.29	State	FY 2018-19 Proviso	Requirement to identify key program area descriptions and expenditures and to link these to key financial and performance measures in an Annual State Accountability Report	No	Yes	Report our agency must/may provide	
151	Proviso 117.30	State	FY 2018-19 Proviso	Allows for the collection of service charges to cover costs associated with processing and collecting of unpaid balances due to dishonored instruments or electronic payments.	No	Yes	Other service or product our agency must/may provide	Business/Accounting services
152	Proviso 117.34	State	FY 2018-19 Proviso	Mandates the reporting of outstanding amounts due to an institution and methods used to collect that debt	No	Yes	Report our agency must/may provide	
153	Proviso 111.41	State	FY 2018-19 Proviso	Mandates agencies to purchase of recycled steel when it can be acquired at a competitvely reasonable price	No	No - Does not relate directly to any agency deliverables		
154	Proviso 117.42	State	FY 2018-19 Proviso	Authorizes the waiver of all provisions tha require additional general fund appropriations except those specified for LIFE and Palmetto Fellows Scholarships	No	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
155	Proviso 117.45	State	FY 2018-19 Proviso	Provides an exception for universities and colleges to a provision preventing an increase in parking fees	No	Yes	Other service or product our agency must/may provide	Parking servi ces and Business/Accounting services
156	Proviso 117.47	State	FY 2018-19 Proviso	Authorizes the use of insurance reimbursement to offset expenses related to a claim, permitting the funds to be retained, expended and carried forward	No	Yes	Other service or product our agency must/may provide	HR and Business/Accounting services
157	Proviso 117.48	State	FY 2018-19 Proviso	Requires all state agencies to furnish to the Human Resources Division an organizational chart showing all authorized positions, class title, class code, position number and indications as to	No	Yes	Report our agency must/may provide	
158	Proviso 117.50	State	FY 2018-19 Proviso	Mandates that state agencies actively pursue cost savings through collaborative efforts and where feasible to combine administrative support functions to maximize efficiency and effectiveness.	No	No - But relates to manner in which one or more agency deliverables is provided		
159	Proviso 117.55	State	FY 2018-19 Proviso	Permits state agencies to spend state, federal, and other sources of revenue to provide lump sum bonuses, not to exceed \$3,000 per year. Limits bonuses to employees earning under	No	Yes	Other service or product our agency must/may provide	HR and Business/Accounting services
160	Proviso 117.58	State	FY 2018-19 Proviso	Requires the submission of annual audited financial statements to the State Auditor's Office	No	Yes	Report our agency must/may provide	
161	Proviso 117.65	State	FY 2018-19 Proviso	Authorizes the use of state, federal and other sources of revenue to provide lump sum bonuses to recruit or retain workers in critical needs jobs. Bonuses cannot exceed \$10,000 per	Yes	Yes	Other service or product our agency must/may provide	HR and Business/Accounting services
162	Proviso 117.68	State	FY 2018-19 Proviso	Authorizes agency heads to institute voluntary employee furlough programs of not more than 90 days per fiscal year	No	Yes	Other service or product our agency must/may provide	HR and Business/Accounting services
163	Proviso 117.70	State	FY 2018-19 Proviso	Mandates compliance with antidiscrimination laws in the event of a reduction in force	No	Yes	Other service or product our agency must/may provide	HR and Business/Accounting services
164	Proviso 117.71	State	FY 2018-19 Proviso	Requires that the agency head take 5 days furlough in the current fiscal year in the event of a reduction in force.	No	Yes	Other service or product our agency must/may provide	HR and Business/Accounting services

165	Proviso 117.72	State	FY 2018-19 Proviso	Waives the requirement to submit printed copies of reports mandated by Sections 2-47-40, 2-47-50, and 59-103-110 of the 1976 Code of Laws and to submit documents electronically.	No	Yes	Report our agency must/may provide	
166	Proviso 117.74	State	FY 2018-19 Proviso	Requires that a report be made available to the public on the institution's website showing aggregate amounts of fines and fees that were charge and collected in the prior fiscal year	No	Yes	Report our agency must/may provide	
167	Proviso 117.75	State	FY 2018-19 Proviso	Requires mandatory furloughs and establishes guidelines for implementation in the event general funds appropriated to a state agency are less than the general funds appropriated for the agency in the prior fiscal year. The requirement includes situations where there is a midyear across-the-board reduction	No	No - But relates to manner in which one or more agency deliverables is provided		
168	Proviso 117.76	State	FY 2018-19 Proviso	Establishes guidelines for implementation of furloughs in the event general funds appropriated to a state agency are less than the general funds appropriated for the agency in	No	Yes	Other service or product our agency must/may provide	HR and Business/Accounting services
169	Proviso 117.77	State	FY 2018-19 Proviso	Requires that state agencies realize a cost savings of at least 25% in the aggregate when managing positions that become vacant due to retirements. Requires agencies to review	No	Yes	Other service or product our agency must/may provide	HR and Business/Accounting services
170	Proviso 117.80	State	FY 2018-19 Proviso	Prevents state agencies from dismissing, suspending, demoting, or reducing the compensation of an employee solely because of sworn testimony regarding alleged	No	Yes	Other service or product our agency must/may provide	HR / Payroll services
171	Proviso 117.81	State	FY 2018-19 Proviso	Mandates that state agencies operate within approved limits and to avoid operating deficits for the fiscal year.	No	Yes	Other service or product our agency must/may provide	Business/Accounting services
172	Proviso 117.84	State	FY 2018-19 Proviso	Requires state agencies to provide a link online to monthly reports containing substantially all information contained in the monthly state procurement card statements. Stipulates what	No	Yes	Report our agency must/may provide	
173	Proviso 117.85	State	FY 2018-19 Proviso	Requires tht any proposal or regulation that levies or icnreases a fee, fine or that otherwise generates revenue be titled to indicate the fee, fine or revenue source	No	No - But relates to manner in which one or more agency deliverables is provided		
174	Proviso 117.88	State	FY 2018-19 Proviso	Requires state agencies to pay from recovered monies the cost associated with the State Fiscal Accountability Authority contracting with firms to conduct recovery audits of payments made by state agencies to vendors for good and services.	No	No - But relates to manner in which one or more agency deliverables is provided		
175	Proviso 117.91	State	FY 2018-19 Proviso	In the event of a base reduction, agencies are to first institute payroll management strategies such as furloughs, employee compensation reduction and hiring freezes; followed by eliminating administrative overhead costs; and as a last resort, reducing programmatic funding	No	No - But relates to manner in which one or more agency deliverables is provided		
176	Proviso 117.92	State	FY 2017-18 Proviso	Stipulates how to manage agency reductions in the event agencies are assessed a base reduction.	No	Yes	Other service or product our agency must/may provide	HR / Payroll services
177	Proviso 117.98	State	FY 2018-19 Proviso	Requires agencies to provide either a separate audit of federal expenditures or a schedule of all federal program expenditures to the Office of the State Auditor bo later than August 15th	No	Yes	Report our agency must/may provide	
178	Proviso 117.101	State	FY 2018-19 Proviso	Allows higher education institutions to use state aircraft for the purpose of athletic recruitment provide the institution fully reimburses all costs using non-general funds.	No	No - But relates to sources of funding for one or more agency deliverables		
179	Proviso 117.102	State	FY 2017-18 Proviso	Allows higher education institutions to use state aircraft for the purpose of athletic recruitment provide the institution fully reimburses all costs using non-general funds.	No	No - But relates to sources of funding for one or more agency deliverables		
180	Proviso 117.05	State	FY 2018-19 Proviso	Mandates the conditions and details of disclosure of any breach of security of data systems.	Yes	Yes	Report our agency must/may provide	
181	Proviso 117.106	State	FY 2017-18 Proviso	Mandates the conditions and details of disclosure of any breach of security of data systems.	Yes	Yes	Report our agency must/may provide	
182	Proviso 117.112	State	FY 2018-19 Proviso	Mandates all state agencies to submit an information technology plan and an information security plan to the Department of Adminsitration by August 1st of the fiscal year and to	No	Yes	Report our agency must/may provide	
183	Proviso 117.113	State	FY 2017-18 Proviso	Mandates all state agencies to submit an information technology plan and an information security plan to the Department of Adminsitration by August 1st of the fiscal year and to	No	Yes	Report our agency must/may provide	
184	Proviso 117.122	State	FY 2018-19 Proviso	Allowance for state employees to donate annual or sick leave to specific state employees in the event of a medical emergency rather than to a leave pool account. Establishes conditions	No	Yes	Other service or product our agency must/may provide	HR / Payroll services
185	Proviso 117.124	State	FY 2017-18 Proviso	Allowance for state employees to donate annual or sick leave to specific state employees in the event of a medical emergency rather than to a leave pool account. Establishes conditions	No	Yes	Other service or product our agency must/may provide	HR / Payroll services
186	Proviso 117.131	State	FY 2016-17 Proviso	Authorizes funds allocated for proviso 118.16 of Act 286 of 2014 be redirected for the purpose of energy efficiency repair and maintenance	No	No - But relates to sources of funding for one or more agency deliverables		

187	Proviso 117.148	State	FY 2018-19 Proviso	Directs the Department of Administration (DOA) to implement updated policies to protect mobile technologies such as cellular phone, tablets and laptops and to consolidate all existing protection plans in effect at state agencies. The DOA is to implement a statewide contract for protecting all state owned mobile devices.	No	No - But relates to manner in which one or more agency deliverables is provided		
188	Proviso 117.153	State	FY 2018-19 Proviso	Directs state agencies to employ guidelines established by the State Fiscal Authority for contracts exceeding \$50,000 in which the agency takes into consideration a prospective oversight committee to link industry, workforce and education data. Procedures shall be developed for the sharing of personal information currently held by state agencies.	No	Yes	Other service or product our agency must/may provide	Procurement Services
189	Proviso 117.155	State	FY 2018-19 Proviso	Specifies the creation of a SC Industry, Workforce and Education Data Warehouse and	Yes	Yes	Board, commission, or committee on which someone from our agency must/may serve	
190	Proviso 118.1	State	FY 2018-19 Proviso	Mandates that state agencies submit all fiscal documents and electronic workflow for accounts payable transactions to the Office of Comptroller General by July 12, 2019 for the	No	Yes	Report our agency must/may provide	
191	Proviso 118.6	State	FY 2018-19 Proviso	Prohibits institutions from using general appropriated funds to compensate employees engaged in lobbying on behalf of the institution or from using state funds to enter into contracts for lobbying services	No	No - But relates to manner in which one or more agency deliverables is provided		

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Customer Template

Divisions or Major Programs	Description	Service/Product Provided to Customers	Customer Segments	<i>Specify only for the following Segments: (1) Industry: Name; (2) Professional Organization: Name; (3) Public: Demographics.</i>
I.A. Unrestricted E&G; I.B. Restricted E&G; II. Auxiliary Services; III. C. Employee Benefits	Responsible for effectively and efficiently educating and enriching the lives of residents of SC and beyond	Reporting data, analyses, and metric performance to ensure sound financial management, academic excellence, public accountability, and integrity	Industry	US Department of Education/IPEDS
I.A. Unrestricted E&G; I.B. Restricted E&G; II. Auxiliary Services; III. C. Employee Benefits	Responsible for effectively and efficiently educating and enriching the lives of residents of SC and beyond	Reporting data, analyses, and metric performance to ensure sound financial management, academic excellence, public accountability, and integrity	Executive Branch/State Agencies	
I.A. Unrestricted E&G; I.B. Restricted E&G; II. Auxiliary Services; III. C. Employee Benefits	Responsible for effectively and efficiently educating and enriching the lives of residents of SC and beyond	Reporting data, analyses, and metric performance for compliance and improvement initiatives	Professional Organization	SACSCOC, CAEP, CCNE, NASM, MPCAC, AACSB
I.A. Unrestricted E&G; I.B. Restricted E&G; II. Auxiliary Services; III. C. Employee Benefits	Responsible for effectively and efficiently educating and enriching the lives of residents of SC and beyond	Providing quality, affordable academic and support programs leading to a baccalaureate and masters degrees	General Public	Students: racially and culturally diverse individuals of all ages, including military personnel and students from South Carolina, the nation, and the world.
I.A. Unrestricted E&G; I.B. Restricted E&G; II. Auxiliary Services; III. C. Employee Benefits	Responsible for effectively and efficiently educating and enriching the lives of residents of SC and beyond	Providing quality programs and services to enhance K-12 instruction in and a general appreciation for Science, Technology, Engineering and Mathematics	School Districts	
I.A. Unrestricted E&G; I.B. Restricted E&G; II. Auxiliary Services; III. C. Employee Benefits	Responsible for effectively and efficiently educating and enriching the lives of residents of SC and beyond	Providing quality, affordable academic and support programs leading to a baccalaureate and masters degrees	General Public	Parents: racially and culturally diverse individuals , including military personnel, from South Carolina, the nation, and the world.
I.A. Unrestricted E&G; I.B. Restricted E&G; II. Auxiliary Services; III. C. Employee Benefits	Responsible for effectively and efficiently educating and enriching the lives of residents of SC and beyond	Providing quality, affordable personal; athletics; general wellness; and cultural enrichment programs	General Public	Community members; racially and culturally diverse individuals of all ages, including military personnel, from South Carolina, the nation, and the world.
I.A. Unrestricted E&G; I.B. Restricted E&G; II. Auxiliary Services; III. C. Employee Benefits	Responsible for effectively and efficiently educating and enriching the lives of residents of SC and beyond	Providing highly skilled student interns and graduates to meet the demands of the job market	Industry	Employers (hospitals, social service agencies, K-12, etc...)

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Partner Template

Name of Partner Entity	Type of Partner Entity	Description of Partnership	Associated Goal(s)
South Carolina Legislature	State Government	Provides state appropriations to fund educational initiatives	1, 2, 3, 4
Aiken County Commission for Higher Education	State Government	Provides administrative oversight of higher Education offerings at the campus	1, 3, 4
University of South Carolina Board of Trustees	State Government	Provides oversight of university operations, policies, long-range planning and public accountability	1, 2, 3, 4
South Carolina Commission on Higher Education	State Government	Works as a channel through which information about SC institutions higher education is provided to state entities	1, 2, 3, 4
United States Department of Education	Federal Government	Federal Financial Aid	2
Southern Association of Colleges and Schools Commission on Colleges	Professional Association	Accredits the institution, ensures quality of academic programs administration, and compliance with federal	1, 2, 3
USC Columbia	Higher Education Institute	Collaboration on infrastructure (e.g., information	1, 2, 3
USC Columbia	Higher Education Institute	Offering a joint online Master of Education in Educational	1, 2, 4
Palmetto College	Higher Education Institute	Partnership for online completion of baccalaureate degree in	1, 2, 3, 4
USC Sumter	Higher Education Institute	Partnership for on campus completion of baccalaureate	1, 2, 4
USC Salkehatchie	Higher Education Institute	Partnership for on campus completion of baccalaureate	1, 2, 4
USC Union	Higher Education Institute	Partnership with the Pacer Path program - designed to provide	1, 2, 4
South Carolina Technical Colleges	Higher Education Institute	Various articulation agreements and MOUs to specify transfer	2, 4
South Carolina School Districts	K-12 Education Institute	Collaborate on college fairs, recruitment events, teacher cadet	1, 2, 4
Granting Agencies	Federal Government	Collaborate on college fairs, recruitment events, teacher cadet	1, 3
Community members	Individual	Donors, support of USC Aiken events/cultural offerings,	2, 3, 4
Business and Industry	Private Business Organization	USC Aiken prepares graduates to meet employment needs of	1, 2
Aiken Regional Medical Center	Private Business Organization	USC Aiken provides rehabilitation services to heart patients	4
Cumbee Center	Non-Governmental Organization	Collaborate on awareness programs of domestic violence and	2, 4
Aiken Downtown Development Association	Professional Association	Partnership for joint events such as Oktoberfest, local economic development initiatives	4
Local hospitals	Private Business Organization	Partnerships for internship placement and nursing practicums	1, 2, 4
Council of Public Liberal Arts Colleges	Professional Association	Collaborate with other liberal arts colleges across the nation	1, 2, 3

Aiken Partnership Board	Professional Association	Raises funds to support the continuous improvement of the	1, 2, 3
The Travel Mechanic	Private Business Organization	Provides support to the USC Aiken travel club with excursions	3
Sanjay Ghodawat Group of Institutions	Higher Education Institute	Partnerships with three Higher Education institutions in India	1, 2, 4
T.A. Marryshow Community College in Grenada	Higher Education Institute	A partnership that allows students from TAMC College to articulate to USC Aiken after their first two years	1, 2, 4
Local Equestrian Community	Private Business Organization	Partnership with Equine Facilities in the Aiken area to board	2, 3, 4
Aiken/Augusta Warrior Project	Non-Governmental Organization	Partnership to ensure transition from the military to civilian	2, 3, 4
University of Central Lancashire	Higher Education Institute	Partnership for student and faculty exchanges to the United	1, 2, 4
Partners in Friendship	Non-Governmental Organization	A group of business and civic leaders, elected officials and	1, 2, 4
Savannah River Nuclear Solutions	Private Business Organization	Opportunities for internships, funding and scholarship support	1, 2, 3, 4
Savannah River National Laboratory	Federal Government	Opportunities for internships, funding and scholarship support	1, 2, 3, 4

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Report and External Review Template

Item	Is this a Report, Review, or both?	Report or Review Name	Name of Entity Requesting the Report or Conducting Review	Type of Entity	Reporting Frequency	Current Fiscal Year: Submission Date or Review Timeline (MM/DD/YYYY)	Summary of Information Requested in the Report or Reviewed	Method to Access the Report or Information from the Review
	External Review and Report	Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)	Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)	Outside Organization	Other	07/01/2011 - 04/02/2018	The SACSCOC reaffirmation process requires interim reports demonstrating continued compliance with SACSCOC standards.	contact the USC Aiken Office of Institutional Effectiveness, Research & Compliance
	External Review only	USCA Financial Statements Audit	Elliott Davis	Outside Organization	Annually	07/-1/2017 - 06/30/2018	An audit of the business-type activities of the University of South Carolina - Aiken and related notes to the USCA's financial statements.	http://web.admin.sc.edu/fr/reports.php
1	External Review and Report	Institutional Profile	Southern Association of Colleges and Schools Commission on Colleges	Outside Organization	Annually	11/30/2017	Headcount and FTE for credit and non-credit offerings; general institutional information and personal information of university officials; graduation rates	http://ie.usca.edu/assessment/AAC/sacsinstitutionalprofiles.html
2	External Review and Report	Financial Profile	Southern Association of Colleges and Schools Commission on Colleges	Outside Organization	Annually	5/29/2018	Revenues and Expenditures broken out by program area; key financial indicators such as total assets, total liabilities, net assets, net tuition and fees, and debt	http://ie.usca.edu/assessment/AAC/sacsfinancialprofiles.html
3	External Review and Report	Refferal Report	Southern Association of Colleges and Schools Commission on Colleges	Outside Organization	Other	4/2/2018	A follow up report addressing recommendations from the SACSCOC Committee on Fifth-Year Interim Reports. Including data from academic units' annual reviews, educational program requirements, curriculum maps, academic program review reports, professional accreditation reports, program enrollment, course completion rates, graduation rates, persistence, degrees awarded by major, time to completion, state licensing exam results, and job placement.	contact the USC Aiken Office of Institutional Effectiveness, Research & Compliance
4	External Review and Report	IPEDS: Institutional Characteristics	U.S. Department of Education	Federal	Annually	10/18/2017	Report includes basic institutional contact information, tuition and fees, room and board charges, control or affiliation, type of calendar system, levels of awards offered, types of programs, and admissions requirements	https://iesecure.usca.edu/IPEDS_Data/index.asp
5	External Review and Report	IPEDS: Completions	U.S. Department of Education	Federal	Annually	10/18/2017	Report on the number of students who complete a postsecondary education program by type of program and level of award	https://iesecure.usca.edu/IPEDS_Data/index.asp
6	External Review and Report	IPEDS: 12-month Enrollment	U.S. Department of Education	Federal	Annually	10/18/2017	Report of unduplicated enrollment and instructional activity for an entire 12 month period of July 1 through June 30	https://iesecure.usca.edu/IPEDS_Data/index.asp
7	External Review and Report	IPEDS: Student Financial Aid	U.S. Department of Education	Federal	Annually	2/14/2018	Report of the number of undergraduate students who receive different types of student financial aid, including grants and loans from different sources, how much money they receive as well as metrics to allow for the calculation of net cost to the students	https://iesecure.usca.edu/IPEDS_Data/index.asp
8	External Review and Report	IPEDS: Graduation Rates	U.S. Department of Education	Federal	Annually	2/14/2018	Report of the rate of graduation at 4, 5, and 6 year periods; includes transfer out rates and exclusions	https://iesecure.usca.edu/IPEDS_Data/index.asp

9	External Review and Report	IPEDS: 200% Graduation Rates	U.S. Department of Education	Federal	Annually	2/14/2018	Report that extends the Graduation Rate report to a period between 151% and 200% of the normal time for degree completion	https://iesecure.usca.edu/IPEDS_Data/index.asp
10	External Review and Report	IPEDS: Admissions	U.S. Department of Education	Federal	Annually	2/14/2018	Report on the applications, admissions considerations, yields, and standardized test scores of students applying, being admitted and enrolling at the institution	https://iesecure.usca.edu/IPEDS_Data/index.asp
11	External Review and Report	IPEDS: Outcome Measures	U.S. Department of Education	Federal	Annually	2/14/2018	Report of award and enrollment data at the 6-year and eight year period for four cohorts of degree-seeking students: full-time, first-time; part-time, first-time; fulltime, transfer; and part-time, transfer	https://iesecure.usca.edu/IPEDS_Data/index.asp
12	External Review and Report	IPEDS: Fall Enrollment	U.S. Department of Education	Federal	Annually	4/11/2018	Report of Fall enrollment data cbroken out by race/ethnicity; gender; enrollment status (part-time or full-time), and or level of study (undergraduate or graduate	https://iesecure.usca.edu/IPEDS_Data/index.asp
13	External Review and Report	IPEDS: Finance	U.S. Department of Education	Federal	Annually	4/11/2018	Report of financial data from items associated with an institution's general purpose financial statements from the previous fiscal year	https://iesecure.usca.edu/IPEDS_Data/index.asp
14	External Review and Report	IPEDS: Human Resources	U.S. Department of Education	Federal	Annually	4/11/2018	Report on the instructional and non-instructional, fulltime an dpart-time staff broken out by gender and race/ethnicity	https://iesecure.usca.edu/IPEDS_Data/index.asp
15	External Review and Report	IPEDS: Academic Libraries	U.S. Department of Education	Federal	Annually	4/11/2018	Report on library collections, expenses, and services provided	https://iesecure.usca.edu/IPEDS_Data/index.asp
16	External Review and Report	Institutional Effectiveness Report	South Carolina Commission for Higher Education	State	Annually	10/20/2017	Results of Professional Examinations	http://ie.usca.edu/assessment/IEReports/index.htm
17	External Review and Report	State Accountability Report	South Carolina Department of Administration	State	Annually	9/15/2017	Provides information related to strategic planning efforts and public accountability	https://www.admin.sc.gov/budget/agency-accountability-reports
18	External Review and Report	Clery Report	U.S. Department of Education	Federal	Annually	10/1/2017	Crime stats for the campus	https://www.usca.edu/university-police/campus-crime-statistics.dot
19	External Review and Report	ACRL 2015-16 Academic Library Trends and Statistics Survey	Association of College and Research Libraries	Outside Organization	Annually	10/1/2017	Statistics reported by the library as well as selected per capita computations are included	https://acrl.countingopinions.com/ (requires password login)
20	External Review and Report	End of Fiscal Year Energy Report	Office of Regulatory Staff	State	Annually	8/11/2017	Report on energy efficiency measures for the year	http://www.energy.sc.gov/edata
21	External Review and Report	End of Fiscal Year Recycling Report	Department of Health and Environmental Control	State	Annually	8/11/2017	Report on recycling efforts	http://www.scdhec.gov/HomeAndEnvironment/Recycling/DataReports/
22	External Review and Report	S.C. Colleges and Universities Annual Library Statistics	B&T Bibliostat Collection	Outside Organization	Annually	5/30/2018	Statistics reported by the library as well as selected per capita computations are included	Contact the USC Aiken Library
23	External Review and Report	Title II Report	South Carolina Department of Education	State	Annually	4/30/2018	Title II provides a Compete Report Card with institutional information. Title II data provides program information including undergraduate requirements, enrollment data, median GPA of accepted candidates, completers and number of students by major, diversity information, annual goals, and assessment pass rates. It provides a detailed and organized report regarding institutional data, diversity information, and demonstrates an accurate representation of program goals and assurances.	https://www.usca.edu/education/about/reports/title-ii.dot

24	External Review and Report	EPP Annual Report	CAEP (Council for the Accreditation of Educator Preparation)	Outside Organization	Annually	4/15/2018	The EPP Annual Report provides a detailed analysis of program information to CAEP for accreditation purposes. The report highlights any substantive program changes, displays candidate performance data, and summarizes any areas for improvement. It provides the number of program completers, link to Title II data, number of candidates enrolled during last 5 years, employment status and assurances. The report serves to demonstrate that we continuing to meet CAEP standards.	Contact the USC Aiken School of Education
25		IHE ADEPT Program Evaluation	South Carolina Department of Education	State	Annually	7/1/2017	IHE Educator Preparation Program Performance reports comply to provide accurate data for detailed program evaluation. The report provides information to ensure that each IHE adheres to ADEPT Performance standards to meet the general requirements and expectations in each preparation program. It provides a statement of assurances and IHE ADEPT Program Documentation.	Contact the USC Aiken School of Education
26		NCAA Graduation and Academic Success Report	NCAA	Outside Organization	Annually	6/1/2018	Graduation Rate Report shows the 6 year graduation rate of students who had initially entered the university as a full-time freshman with an athletics scholarship. Rates are based upon tracking the student, even if they quit athletics at any point. The Academic Success Rate Reports are calculated for student athletes only and includes not only freshmen, but also transfers into the institution, mid-year athletic enrollees, and non-scholarship holding athletes.	http://ie.usca.edu/Athletics/index.html
27		Equity in Athletics Disclosure Act Report	U.S. Department of Education	Federal	Annually	10/15/2017	Complete financial disclosure reporting for the USCA athletic department; reported as comparative data of expenses/revenues by female sports as compared to male sports	http://ie.usca.edu/Athletics/index.html
28		NCAA Financial Report	NCAA	Outside Organization	Annually	1/15/2018	Complete financial disclosure reporting for the USCA athletic department; reported in a variety of categories by sport; not made public, but a "dashboard" view is available to university administration, where comparative data is shown anonymously and the user can compare USCA to the Peach Belt Conference and other regional peers.	Contact the USC Aiken Athletic Department
29		CHE Admissions Report	South Carolina Commission on Higher Education	State	Annually	1/10/2018	Application numbers, rationale for standards, minimum SAT/ACT scores	http://www.che.sc.gov/DataPublications.aspx
30		CHEMIS Prerequisite Error Report	South Carolina Commission on Higher Education	State	Annually	10/30/2017	Review of missing required high school prerequisite classes for university	http://www.che.sc.gov/DataPublications.aspx
31		Fiscal Operations Report and Application to Participate (FISAP)	U.S. Department of Education Federal Student Aid	Federal	Annually	9/29/2017	Request for funding from the Department of Education for future aid years and report of expenditures for the previous aid year	https://ifap.ed.gov/cbawards/1718CBAwards.html
32		AACSB International Annual Report	AACSB	Outside Organization	Annually	2/14/2018	Annual report on metrics associated with professional accreditation	Contact the USC Aiken School of Business Administration
33		American Chemical Society Annual Report	American Chemical Society	Outside Organization	Annually	8/15/2017	Annual report on metrics associated with certification by the American Chemical Society	Contact the USC Aiken Department of Physics and Chemistry