

Texas A&M Health Science Center

2011-2015 Strategic Plan

Our Mission

In all we do, we dedicate the full measure of our resources and abilities to advancing the knowledge and technologies of our professions, and to bringing Texans the finest in health education, promotion and care. Because of our work, people's lives are changed across our state, around the nation, and throughout the world.

Our Vision

Our university is a premier assembly of colleges devoted to educating health professionals and researchers of extraordinary competence and integrity. Our faculty, staff and students are united by a belief that all people, regardless of geography, economics or culture, deserve the benefits of compassionate care, superior science and exceptional health education.

Goal 1 - Excellence in Academics

Outcomes

- * 1.1 Promote an optimal student learning environment
- * 1.2 Develop exemplary faculty
- * 1.3 Continuously improve the quality of academic programs

Goal 2 - Excellence in Research & Scholarship

Outcomes

- * 2.1 Encourage initiatives and collaborations in research, scholarly activities, and advanced training
- * 2.2 Develop partnerships in support of core research facilities
- * 2.3 Translate scientific discoveries into practical applications through intellectual property development and commercialization

Goal 3 - Excellence in Service

Outcomes

- * 3.1 Provide community-based education and/or screening programs that target underserved populations
- * 3.2 Foster sustained collaborative initiatives and partnerships
- * 3.3 Define and operationalize the role of clinical care within the Health Science Center

Goal 4 - Excellence in Accountability & Resource Optimization

Outcomes

- * 4.1 Exercise prudent stewardship of HSC resources
- * 4.2 Develop a multi-faceted approach to institutional advancement in order to broaden the HSC's financial foundation
- * 4.3 Provide state-of-the-art facilities
- * 4.4 Provide leadership and oversight of compliance activities

Assessment Plan

Texas A&M Health Science Center

2011-2015 Strategic Plan

HSC -Strategic Plan (2011 - 2015)

Mission: In all we do, we dedicate the full measure of our resources and abilities to advancing the knowledge and technologies of our professions, and to bringing Texans the finest in health education, promotion and care. Because of our work, people's lives are changed across our state, around the nation, and throughout the world.

Goal 1: Excellence in Academics

Outcome 1.1 Promote an optimal student learning environment

Outcome Type: Strategic

Outcome Status: In Progress

Strategies to Achieve - Recruit a highly competitive, diverse student body

Outcome: - Provide infrastructure to effectively support innovative instruction

- Expand and integrate clinical training opportunities
- Provide comprehensive student services
- Promote interdisciplinary training for graduate and professional students
- Prepare for SACS reaffirmation of accreditation
- Establish military-friendly programs

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
Analysis of satisfaction survey results regarding IT academic support Assessment Year: 2010 - 2011	Analysis performed by end of FY 2011	IT	Yes
Multi-year plan in place for IT infrastructure maintenance/replacement Assessment Year: 2010 - 2011	Plan in place by end of FY 2011	IT	Yes
Increased number of clinical training opportunities to meet needs of expanded class size Assessment Year: 2010 - 2011	Increase annually as needed to correspond to class size	Clinical Affairs	Yes
SACS compliance report draft Assessment Year: 2010 - 2011	Draft completed by 4th Quarter FY 2011	Academic Affairs	Yes
Plan for implementing programs to meet needs of veteran and military students Assessment Year: 2010 - 2011	Plan in place by end of FY 2011	Academic Affairs	Yes

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
Creation of database for monitoring number of active military students, military-sponsored scholarships or contracts, and veterans Assessment Year: 2010 - 2011	Database complete 3rd Quarter FY 2011	Academic Affairs	Yes
Percent enrolled students who are under-represented minorities Assessment Year: 2010 - 2011	27% enrolled students are under-represented minorities	Academic Affairs	Yes
Number of Health Careers Discovery Programs conducted Assessment Year: 2010 - 2011	At least 3 programs during FY 2011	Program Development and Community Outreach	Yes
Phase II of QEP development completed Assessment Year: 2010 - 2011	Plan drafted by 4th Quarter FY 2011	Academic Affairs	Yes
Percent minority participants in pipeline programs Assessment Year: 2010 - 2011	At least 50% participants in pipeline programs will be under-represented minorities	Program Development and Community Outreach	Yes
Percent enrolled students who are under-represented minorities Assessment Year: 2009 - 2010	25% enrolled students are under-represented minorities	Academic Affairs	No
Number of Health Careers Discovery Programs conducted Assessment Year: 2009 - 2010	At least 5 programs during summer 2010	Program Development and Community Outreach	No
Percent minority participants in pipeline programs Assessment Year: 2009 - 2010	At least 50% participants in pipeline programs will be under-represented minorities	Program Development and Community Outreach	No
HSC-wide plan for supporting innovative instruction Assessment Year: 2009 - 2010	Plan in place by 4th Q FY 2010	Academic Affairs	No
Number of meetings in activated videoconferencing rooms Assessment Year: 2009 - 2010	500 meetings by the end of FY 2010	IT	No
Surveys administered to SIM Center staff regarding IT support Assessment Year: 2009 - 2010	1 survey administered each year	IT	No

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
Points of contact at each HSC site for financial aid and international student services Assessment Year: 2010 - 2011	Contacts in place by end of FY 2011	Academic Affairs	Yes
Contracts in place for student services Assessment Year: 2009 - 2010	Contracts completed by end of FY 2010	Academic Affairs	No
Additional student services (to be added as needed) Assessment Year: 2013 - 2014	Approximately 2 to 5 new services by end of FY 2015	Academic Affairs	No
Number of courses taught by distance ed for students in all GSBS programs Assessment Year: 2009 - 2010	1 course each year	Research & Grad Studies	No
GSBS Retreat Assessment Year: 2009 - 2010	At least 1 retreat conducted annually	Research & Grad Studies	No
HSC-wide Graduate Student Organization symposium Assessment Year: 2009 - 2010	At 1 per year	Research & Grad Studies	No
QEP topic selection Assessment Year: 2009 - 2010	Topic selected by 4th Quarter FY 2010	Academic Affairs	No
Faculty database Assessment Year: 2011 - 2012	Completed by 3rd Quarter FY 2012	Academic Affairs	No
Implementation of programs that meet needs of veteran and military students Assessment Year: 2012 - 2013	Programs implemented by end of FY 2013	Academic Affairs	No
Point of contact (for military friendly programs) at each unit Assessment Year: 2009 - 2010	Point of contacts (for military friendly programs) established at each unit by 4th Quarter FY 2010	Academic Affairs	No

Related Goals

Internal - 2011-2015 Strategic Plan

Outcome 1.2 Develop exemplary faculty

Outcome Type: Strategic

Outcome Status: In Progress

Strategies to Achieve - Recruit, retain, and reward outstanding faculty

Outcome: - Promote professional development of faculty

- Recruit and retain a diverse workforce

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
Plan for competitive compensation packages based on salary study data Assessment Year: 2010 - 2011	Compensation plan 100% complete by 1st Quarter FY 11	Academic Affairs	Yes
Faculty satisfaction survey Assessment Year: 2010 - 2011	Biennial survey to be completed by 4th Quarter FY 2011	Academic Affairs	Yes
HSC policy that requires components to have a process for rewarding excellent teaching Assessment Year: 2010 - 2011	Policy in place by 2nd Quarter FY2011	Academic Affairs	Yes
Biennial faculty salary study Assessment Year: 2011 - 2012	100% complete by 1st Quarter FY 2012	Academic Affairs	Yes
MSRDP income Assessment Year: 2010 - 2011	Positive Revenue by the end of FY2011	Finance & Administration	Yes
Evaluation of post-tenure review criteria and process Assessment Year: 2010 - 2011	Review completed by 4th Quarter FY2011	Academic Affairs	Yes
HSC-wide faculty development workshop Assessment Year: 2010 - 2011	Conduct at least 1 workshop annually	Academic Affairs	Yes
Percent minority principal and clinical faculty members Assessment Year: 2010 - 2011	12% minority faculty members in FY 2011	Academic Affairs	Yes

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
Percent under-represented minority employees Assessment Year: 2010 - 2011	25% of HSC employees are under-represented minorities in FY	Finance & Administration	Yes
Dollars expended for faculty merit payment plans Assessment Year: 2009 - 2010	\$300,000 during FY 2010	Academic Affairs	No
Faculty salary study Assessment Year: 2009 - 2010	100% complete by 1st Quarter FY 2010	Academic Affairs	No
MSRDP income Assessment Year: 2009 - 2010	\$3 million by the end of FY2010	Academic Affairs	No
HSC-wide faculty development workshop Assessment Year: 2009 - 2010	Conduct at least 1 workshop annually	Academic Affairs	No
Statistical review of effectiveness of post-tenure review process Assessment Year: 2009 - 2010	Review completed by 4th Quarter FY2010	Academic Affairs	No
Number of individual faculty development grants Assessment Year: 2009 - 2010	At least 2 to 5 grants per year	Academic Affairs	No
Establishment of center for teaching excellence Assessment Year: 2013 - 2014	Center established by end of FY 2015	Academic Affairs	No
Dollars expended for individual faculty development grants Assessment Year: 2009 - 2010	\$50,000 to \$60,000 each year	Academic Affairs	No
Percent minority faculty members Assessment Year: 2009 - 2010	12% minority faculty members in FY 2010	Academic Affairs	No
Percent under-represented minority employees Assessment Year: 2009 - 2010	25% of HSC employees are under-represented minorities in FY	Finance & Administration	No

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
Faculty satisfaction survey Assessment Year: 2012 - 2013	Biennial survey to be completed by 4th Quarter FY 2013	Academic Affairs	No

Related Goals

Internal - 2011-2015 Strategic Plan

* Strategic Plan Goal - 1. Excellence in Academics

Outcome 1.3 Continuously improve the quality of academic programs

Outcome Type: Strategic

Outcome Status: In Progress

Strategies to Achieve - Coordinate assessment information related to program-specific accreditations

Outcome: - Establish a process to develop new programs in the face of limited resources

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
HSC-wide master plan for program development and academic support Assessment Year: 2010 - 2011	Plan in place by 4th Quarter FY 2011	Academic Affairs	Yes
Semi-annual review of HSC academic plan Assessment Year: 2010 - 2011	Plan reviewed in fall and spring each year	Academic Affairs	Yes
Desired outcomes and assessment information for all administrative departments entered into TracDat Assessment Year: 2010 - 2011	Completed by end of FY 2011	Finance & Administration	Yes
Clearinghouse or website with desired outcomes and assessment information for all academic programs and departments Assessment Year: 2010 - 2011	Completed by end of FY 2011	Academic Affairs	Yes
HSC-wide assessment committee established to collaborate and share information Assessment Year: 2009 - 2010	Committee in place by end of FY 2010	Academic Affairs	No
Clearinghouse or website with assessment information from all programs Assessment Year:	Established by end of FY 2010	Academic Affairs	No

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
2009 - 2010			
HSC-wide process to document use of data to make improvements Assessment Year: 2009 - 2010	Process in place by end of FY 2010	Academic Affairs	No
Semi-annual review of HSC academic plan Assessment Year: 2009 - 2010	Plan reviewed in fall and spring each year	Academic Affairs	No

Related Goals

Internal - 2011-2015 Strategic Plan

* Strategic Plan Goal - 1. Excellence in Academics

Goal 2: Excellence in Research and Scholarship

Outcome 2.1 Encourage initiatives and collaborations in research, scholarly activities, and advanced training

Outcome Type: Strategic

Outcome Status: In Progress

Strategies to Achieve - Provide seed/bridge/matching research funding

Outcome: - Support submission of research and training grants

- Support development and review of interdisciplinary centers/institutes

- Support interdisciplinary symposium for research/scholarly activities

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
Dollars expended for intramural research enhancement funding Assessment Year: 2010 - 2011	\$300,000 per year	Research	Yes
Number of grant submissions Assessment Year: 2010 - 2011	685 in FY 2011	Research	Yes
Dollars expended for intramural research enhancement funding Assessment Year: 2009 - 2010	\$300,000 per year	Research & Grad Studies	No
Renewed affiliation agreement with TAMU Research Foundation Assessment Year: 2009 - 2010	Contract renewed by end of FY 2010	Research & Grad Studies	No

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
Number of grant submissions Assessment Year: 2009 - 2010	685 in FY 2010	Research & Grad Studies	No
Number of reviews of centers and institutes Assessment Year: 2009 - 2010	2 reviews conducted each year	Research & Grad Studies	No
HSC-wide research symposium Assessment Year: 2009 - 2010	Sponsor 1 HSC-wide symposium per year	Research & Grad Studies	No

Related Goals

Internal - 2011-2015 Strategic Plan

* Strategic Plan Goal - 2. Excellence in Research & Scholarship

Outcome 2.2 Develop partnerships in support of core research facilities

Outcome Type: Strategic

Outcome Status: In Progress

Strategies to Achieve - Provide leadership and partner with other universities in supporting shared research resources

Outcome:

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
Master plan to identify core research facilities needed Assessment Year: 2010 - 2011	Plan in place by end of FY 2011	Research	Yes
Number of sites/resources available through Shibboleth access Assessment Year: 2010 - 2011	40 sites/resources in FY 2011	IT	Yes
Awareness campaign regarding resources available through Shibboleth access Assessment Year: 2010 - 2011	Campaign implemented by end of FY 2011	IT	Yes
Number of programs supported by core research facilities Assessment Year: 2009 - 2010	5 programs by end of FY 2010	Research & Grad Studies	No

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
Number of core research facilities shared by HSC and partnering institutions Assessment Year: 2009 - 2010	5 by end of FY 2010	Research & Grad Studies	No
Number of sites/resources available through Shibboleth access Assessment Year: 2009 - 2010	10 sites/resources in FY 2010	IT	No
Expenditures on core scientific infrastructure Assessment Year: 2009 - 2010	\$3 million in FY 2010	Research & Grad Studies	No

Related Goals

Internal - 2011-2015 Strategic Plan

* Strategic Plan Goal - 2. Excellence in Research & Scholarship

Outcome 2.3 Translate scientific discoveries into practical applications through intellectual property development and commercialization

Outcome Type: Strategic

Outcome Status: In Progress

Strategies to Achieve - Develop written guidelines to assist all HSC components with intellectual property

Outcome: - Ensure accountability for funding of intellectual property

- Support a commercialization program

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
Licensing/royalty revenues Assessment Year: 2010 - 2011	\$100,000 in FY 2011	Research	Yes
Written guidelines to assist all HSC components with intellectual property Assessment Year: 2009 - 2010	Guidelines in place by end of FY 2010	Research & Grad Studies	No
Dollars expended in support of commercialization efforts Assessment Year: 2010 - 2011	\$300,000 in FY 2011	Research	Yes
HSC-wide commercialization symposium Assessment Year: 2009 - 2010	At least 1 symposium annually	Research & Grad Studies	No

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
Licensing/royalty revenues Assessment Year: 2009 - 2010	\$50,000 in FY 2010	Research & Grad Studies	No
Licensing/royalty revenues Assessment Year: 2011 - 2012	\$200,000 in FY 2012	Research & Grad Studies	No
Licensing/royalty revenues Assessment Year: 2012 - 2013	\$300,000 in FY 2013	Research & Grad Studies	No
Dollars expended in support of commercialization efforts Assessment Year: 2011 - 2012	\$350,000 in FY 2012	Research & Grad Studies	No
Dollars expended in support of commercialization efforts Assessment Year: 2009 - 2010	\$250,000 in FY 2010	Research & Grad Studies	No

Related Goals

Internal - 2011-2015 Strategic Plan

* Strategic Plan Goal - 2. Excellence in Research & Scholarship

Goal 3: Excellence in Service

Outcome 3.1 Provide community-based education and/or screening programs that target underserved populations

Outcome Type: Strategic

Outcome Status: In Progress

Strategies to Achieve - Support service efforts through programs offered by CBHEC

Outcome: - Provide programs that assist the efforts of rural physicians and medical communities

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
Total dollars saved through the CBHEC prescription assistance program Assessment Year: 2010 - 2011	\$950,000 in FY 2011	Program Development & Community Outreach	Yes

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
Number of participants served by CBHEC Diabetes Wellness program Assessment Year: 2010 - 2011	1500 participants in FY 2011	Program Development & Community Outreach	Yes
Number of physicians served through RCHI's KSTAR program Assessment Year: 2010 - 2011	22 physicians served in FY 2011	Program Development & Community Outreach	Yes
Number of physicians participating in RCHI's Physician Peer Review program Assessment Year: 2010 - 2011	300 participants in FY 2011	Program Development & Community Outreach	Yes
Number of hospitals served by RCHI's data initiative Assessment Year: 2010 - 2011	28 served in FY 2011	Program Development & Community Outreach	Yes
Total dollars saved through the CBHEC prescription assistance program Assessment Year: 2009 - 2010	\$950,000 in FY 2010	Program Development & Community Outreach	No
Number of physicians served through RCHI's KSTAR program Assessment Year: 2009 - 2010	22 physicians served in FY 2010	Program Development & Community Outreach	No
Number of participants served by CBHEC Diabetes Wellness program Assessment Year: 2009 - 2010	1500 participants in FY 2010	Program Development & Community Outreach	No
Number of physicians participating in RCHI's Physician Peer Review program Assessment Year: 2009 - 2010	250 participants in FY 2010	Program Development & Community Outreach	No
Number of hospitals served by RCHI's data initiative Assessment Year: 2009 - 2010	18 served in FY 2010	Program Development & Community Outreach	No

Related Goals

Internal - 2011-2015 Strategic Plan

* Strategic Plan Goal - 3. Excellence in Service

Outcome 3.2 Foster sustained collaborative initiatives and partnerships

Outcome Type: Strategic

Outcome Status: In Progress

Strategies to Achieve - Continually evaluate partnerships with community-based organizations and agencies with respect to the HSC mission

Outcome:

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
Number of community outreach events sponsored/coordinated by HSC Assessment Year: 2010 - 2011	4 events in FY 2011	Program Development & Community Outreach	Yes
Number of legislative (elected officials and/or staffers) visits to HSC campuses Assessment Year: 2010 - 2011	2 visits in FY 2011	Governmental Affairs	Yes
Development of rating system for partnerships based on benefit to HSC (i.e., high, medium, low or primary vs. secondary, etc.) Assessment Year: 2009 - 2010	Rating system developed by 4th Quarter FY 2010	Program Development & Community Outreach	No
Policy created that requires periodic reviews of partnerships with respect to HSC mission Assessment Year: 2009 - 2010	Policy created by 4th Quarter FY 2010	Program Development & Community Outreach	No
Number of community outreach events sponsored/coordinated by HSC Assessment Year: 2011 - 2012	3 events in FY 2011	Program Development & Community Outreach	No
Number of legislative (elected officials and/or staffers) visits to HSC campuses Assessment Year: 2011 - 2012	4 visits in FY 2012	Governmental Affairs	No

Related Goals

Internal - 2011-2015 Strategic Plan

* Strategic Plan Goal - 3. Excellence in Service

Outcome 3.3 Define and operationalize the role of clinical care within the HSC

Outcome Type: Strategic

Outcome Status: In Progress

Strategies to Achieve - Promote continuing professional education opportunities for clinical faculty and community health professionals

Outcome:

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
Assessment of continuing professional education needs across all disciplines Assessment Year: 2010 - 2011	Assessment completed by 1st Quarter FY 2011	Clinical Affairs	Yes
Development of plan to address needs for continuing professional education Assessment Year: 2010 - 2011	Plan developed by 2nd Quarter FY 2011	Clinical Affairs	Yes

Related Goals

Internal - 2011-2015 Strategic Plan

* Strategic Plan Goal - 3. Excellence in Service

Goal 4: Excellence in Accountability and Resource Optimization

Outcome 4.1 Exercise prudent stewardship of HSC resources

Outcome Type: Strategic

Outcome Status: In Progress

Strategies to Achieve - Conduct activities that assure fiscal integrity and viability of the HSC

Outcome: - Match growth in programs to infrastructure required to support the growth

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
Administrative support expenses as a percent of HSC budget Assessment Year: 2010 - 2011	Less than 10 percent of HSC budget each year	Finance & Administration	Yes
CFI score (as an indicator of current fiscal health and fund balances) Assessment Year: 2010 - 2011	Score of 3 or above for FY 2011	Finance & Administration	Yes
Centralized and automated processes in place to increase efficiency (travel, consolidated purchasing contracts, leased services, etc.) Assessment Year: 2010 - 2011	Processes in place by end of FY 2011	Finance & Administration	Yes
Internal controls in place to monitor fiscal compliance Assessment Year: 2009 - 2010	Controls in place by end of FY 2010	Finance & Administration	No
Administrative support expenses as a percent of HSC budget Assessment Year:	Less than 10 percent of HSC budget each year	Finance & Administration	No

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
2009 - 2010			
CFI score (as an indicator of current fiscal health and fund balances) Assessment Year: 2009 - 2010	Score of 3 or above for FY 2010	Finance & Administration	No

Related Goals

Internal - 2011-2015 Strategic Plan

* Strategic Plan Goal - 4. Excellence in Accountability & Resource Optimization

Outcome 4.2 Develop a multi-faceted approach to institutional advancement in order to broaden the HSC's financial foundation

Outcome Type: Strategic

Outcome Status: In Progress

Strategies to Achieve - Initiate and sustain an annual giving, planned giving, and major gifts fundraising programs

Outcome: - Implement the continuing phases of the HSC's comprehensive capital campaign

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
Annual benchmark metrics in place for each fundraising program Assessment Year: 2010 - 2011	Metrics in place by 1st Quarter of FY 2011	Institutional Advancement	Yes
Review and/or revision of capital fundraising plans with each component Assessment Year: 2010 - 2011	Reviews/revisions conducted bi-annually	Institutional Advancement	Yes
Strategic priorities for annual giving and planned giving Assessment Year: 2010 - 2011	Plan with priorities in place by end of FY 2011	Institutional Advancement	Yes
Benchmark metrics in place for each fundraising program Assessment Year: 2009 - 2010	Metrics in place by end of FY 2010	Institutional Advancement	No
Review and/or revision of capital fundraising plans with each component Assessment Year: 2009 - 2010	Reviews/revisions conducted annually	Institutional Advancement	No

Related Goals

Internal - 2011-2015 Strategic Plan

* Strategic Plan Goal - 4. Excellence in Accountability & Resource Optimization

Outcome 4.3 Provide state-of-the-art facilities

Outcome Type: Strategic

Outcome Status: In Progress

Strategies to Achieve - Provide a unified communication infrastructure for all HSC campuses

Outcome: - Monitor and maintain new construction and renovations

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
Semi-annual review of capital plan Assessment Year: 2010 - 2011	2 reviews completed--one in fall and one in summer FY 2011	Finance & Administration	Yes
Evaluation criteria for potential industry partnerships Assessment Year: 2010 - 2011	Evaluation criteria in place by end of FY 2011	Finance & Administration	Yes
Plan for tracking and responding to deferred maintenance Assessment Year: 2010 - 2011	Plan in place by 4th Quarter FY 2011	Finance & Administration	Yes
Internal review of telecommunication systems Assessment Year: 2009 - 2010	Review completed by end of FY 2010	IT	No
Completion of master capital plan Assessment Year: 2009 - 2010	Capital plan completed by 4th Quarter FY 2010	Finance & Administration	No
Semi-annual review of capital plan Assessment Year: 2009 - 2010	2 reviews completed--one in fall and one in summer FY 2010	Finance & Administration	No
Number of industry partnerships for use of shared facilities Assessment Year: 2009 - 2010	3 partnerships in FY 2010	Finance & Administration	No

Related Goals

Internal - 2011-2015 Strategic Plan

* Strategic Plan Goal - 4. Excellence in Accountability & Resource Optimization

Outcome 4.4 Provide leadership and oversight of compliance activities

Outcome Type: Strategic

Outcome Status: In Progress

Strategies to Achieve - Ensure research compliance

Outcome: - Ensure information technology compliance

- Ensure fiscal compliance

- Ensure academic compliance

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
Annual ISAAC report of HIPAA compliance Assessment Year: 2010 - 2011	Report completed by end of each year	IT	Yes
Automation of financial records to comply with retention schedules (i.e. laserfische) Assessment Year: 2010 - 2011	100% of applicable records automated by 1st Quarter FY 2011	Finance & Administration	Yes
Scores on System audit reviews as a reflection of changes/improvements in institutional processes Assessment Year: 2010 - 2011	Target score is 3 or less on each audit	Finance & Administration	Yes
Quarterly tests of internal IT compliance processes Assessment Year: 2010 - 2011	4 tests per year	IT	Yes
Random audit of component faculty files (to verify SACS roster) Assessment Year: 2010 - 2011	Audit completed by 3rd Quarter FY 2011	Academic Affairs	Yes
Development of log and database for all HSC academic compliance actions (BOR, THECB, SACS, etc.) Assessment Year: 2010 - 2011	Log and database completed by 1st Quarter FY 2011	Academic Affairs	Yes
Drafts, reviews, or revisions of all contracts and other legal documents Assessment Year: 2010 - 2011	Completed within 2 business days of receipt	Legal Affairs	Yes
Develop a master plan for monitoring research compliance Assessment Year: 2010 - 2011	Plan in place by end of FY 2011	Research	Yes

Means of Assessment			
Assessment Measure	Performance Target	Notes	Active
Compliance audit of activities related to HSC growth to ensure compliance in all research areas is maintained throughout expansion Assessment Year: 2009 - 2010	Audit completed by end of each year	Research	No
Quarterly tests of internal IT compliance processes Assessment Year: 2009 - 2010	4 tests per year	IT	No
Hiring of program coordinator for research compliance Assessment Year: 2009 - 2010	Program coordinator hired by 2nd Quarter FY 2010	Research	No
Creation of standing EROM committee with shared governance with faculty Assessment Year: 2009 - 2010	Committee created by 4th Quarter FY 2010	Finance & Administration	No
Annual ISAAC report of HIPAA compliance Assessment Year: 2009 - 2010	Report completed by end of each year	IT	No
Review of MOUs in place with collaborative institutions to ensure research compliance support in the areas of biosafety, animal subjects, and human subjects Assessment Year: 2009 - 2010	Review completed by 2nd Quarter FY 2010	Research	No
Automation of financial records to comply with retention schedules (i.e. laserfische) Assessment Year: 2009 - 2010	80% of applicable records automated by 4th Quarter FY 2010	Finance & Administration	No
Scores on System audit reviews as a reflection of changes/improvements in institutional processes Assessment Year: 2009 - 2010	Target score is 3 or less on each audit	Finance & Administration	No

Related Goals

Internal - 2011-2015 Strategic Plan

* Strategic Plan Goal - 4. Excellence in Accountability & Resource Optimization