

**Agenda Item 3.05.B**

**Consideration of a Performance Funding Transition Plan for USC Beaufort**

**Explanation:** The Commission approved a request of USC Beaufort to become a four-year branch of USC at its meeting on June 6, 2002. USC Beaufort is at present transitioning from its status as a two-year regional campus of USC Columbia to its four-year status. Attached is a performance funding transition plan for USC Beaufort as it moves from the Regional to Teaching Sector. An attempt was made to use indicator measures and standards applicable to teaching sector institutions when possible. For some indicators, adjustment to the measure or standards was necessary. The resulting plan is attached and it applies for Year 7 (2002-03) and future years as applicable. The plan is in order of indicator, presenting those indicators currently applicable for the teaching sector and a describing the indicator as applied to USC Beaufort.

**Recommendation:** The Planning and Assessment Committee recommends for approval of the Commission the following transition plan for performance funding for USC Beaufort as it transitions from a two-year to a four-year institution within the University of South Carolina system.

**USC BEAUFORT TRANSITION PLAN FOR PERFORMANCE FUNDING**

| INDICATOR                                | INDICATOR AS PROPOSED TO APPLY TO USCB   | RESULTING YR 7 STATUS  |
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| 1B, Curricula Offered to Achieve Mission | <p>This indicator is scored for the teaching sector based on the percentage of programs that are appropriate to the degree-level authorized by Act 359 of 1996; support the institution's goals, purpose and objectives as defined in the approved mission statement; and have received full "approval" in the most recent CHE review.</p> <p>It is not possible to score this indicator until after spring 2007 graduation when USC Beaufort expects to have its first four-year program graduates.</p> <p><u>USCB Plan for the indicator:</u></p> <p>Transition for Year 7 (2002-03) - Compliance indicator as to whether progress is made toward submitting degree proposals</p> <p>Alternate indicator for Year 8 (2003-04) - Scored indicator based on the approval of degree programs with scoring such that 3-8 programs approved yields a score of "2"</p> <p>The indicator measure is to be reviewed in Year 8 for continuation as a scored indicator and whether adjustments are warranted until USCB has its first program graduates in 2007.</p> | <p>Transition Indicator in Year 7</p> <p>Compliance Indicator based on timely activity in seeking CHE program approvals.</p> |

| INDICATOR   | INDICATOR AS PROPOSED TO APPLY TO USCB  | RESULTING YR 7 STATUS   |
|---|---|---|
| 1C, Approval of a Mission Statement   | <p>This indicator applies as a compliance indicator for all institutions with compliance contingent on having a mission statement with defined characteristics approved by CHE on a five-year cycle.</p> <p><u>USCB Plan for the indicator:</u><br/>Apply indicator as it applies to all institutions.</p>  | <p>No exception needed. Indicator to apply as defined for all institutions.</p> <p>Compliance Indicator using 1C as measured currently for all institutions.</p>  |
| 1D/E, Combined, (1D) Adoption of a Strategic Plan to Support the Mission Statement and (1E) Attainment of Goals of the Strategic Plan | <p>This indicator applies to all institutions and is measured based on goals and targets set by the institutions and approved by CHE.</p> <p><u>USCB Plan for the indicator:</u><br/>Apply indicator as it applies to all institutions.</p>   | <p>No exception needed. Indicator to apply as defined for all institutions.</p> <p>Scored Indicator using 1D/E as measured currently for all institutions.</p>  |
| 2A, Academic and Other Credentials of Professors and Instructors  | <p>This indicator as applied to teaching sector institutions measures the percent of all full-time faculty who have terminal degrees as defined by SACS in their primary teaching area. Full-time faculty include those whose teaching represents more than 50% of their duties at the ranks of assistant professor, associate professor and full professor.</p> <p><u>USCB Plan for the indicator:</u><br/>Apply the indicator as it applies to teaching sector institutions.</p>  | <p>No exception needed. Indicator to apply as defined for all teaching sector institutions.</p> <p>Scored Indicator using 2A as defined and scored for Teaching Sector Institutions. Applicable standard for "achieves" in Year 7 is 70%-84% and a 3% improvement factor applies.</p> |
| 2D, Compensation of Faculty   | <p>This indicator as applied to the teaching sector measures the average faculty salary by rank for the ranks of assistant professor, associate professor, and professor.</p> <p><u>USCB Plan for the indicator:</u><br/>For Year 7 (2002-03) a transition indicator is proposed such that measurement and scoring is based on the increase in the average base salary of full-time faculty, inclusive of the ranks of assistant professor, associate professor and professor. The score for earning an "achieves" is dependent on an increase in the average base salary over the prior year by \$1,501 to \$3,000.</p> <p>During Year 7 (2002-03), the indicator will be reviewed as to the recommended status in Year 8 (2003-04).</p> | <p>Transition Indicator in Year 7</p> <p>Scored Indicator using the transition measure and standards as proposed at left.</p>   |

| INDICATOR  | INDICATOR AS PROPOSED TO APPLY TO USCB   | RESULTING YR 7 STATUS  |
|--|--|--|
| 3D, Accreditation of Degree-Granting Programs  | <p>This indicator applies to the teaching sector institutions as a scored indicator measuring the percentage of accredited academic degree programs.</p> <p><u>USCB Plan for the indicator:</u><br/>For Year 7 (2002-03) a transition indicator is proposed such that 3D for USCB will be a compliance indicator. Compliance is contingent on appropriate progress made towards SACS accreditation as evident in a one page progress report to be submitted by USCB on its activities related to SACS accreditation as a four-year institution.</p> <p>During Year 7 (2002-03), the indicator will be reviewed as to the recommended status in Year 8 (2003-04).</p>   | <p>Transition Indicator in Year 7</p> <p>Compliance Indicator as indicated at left related to pursuing SACS accreditation at the 4-year level.</p>   |
| 3E, Institutional Emphasis on Quality of Teacher Education & Reform  | <p>This indicator applies to teaching sector institutions as a scored indicator. The measure relates to teacher education programs and has 3 parts including: one based on NCATE accreditation; another based on student performance on teacher licensure exams; and a third based on teacher education graduates in critical shortage areas.</p> <p><u>USCB Plan for the indicator:</u><br/>This measure cannot be assessed as it is for teaching sector institutions until USCB has a teacher education program and graduates. As a result, it is proposed that this measure be deferred until USCB has teacher education graduates.</p>   | <p>Defer indicator from scoring until USCB has sufficient teacher education program graduates.</p> <p>Deferred Indicator in Year 7.</p>  |
| 4 A/B, Combined, (4A) Sharing and Use of Technology, Programs, Equipment, Supplies and Source Matter Experts within the Institution, with other Institutions, and with the Business Community and (4B) Cooperation and Collaboration with Private Industry | <p><u>This indicator applies to teaching institutions as a scored measure.</u> The measure is defined by sector. The teaching sector measure focuses on the sector's program advisory boards and program internships/co-ops to improve the cooperation and collaboration between the sector and the profit and non-profit sectors. The measure may remain in place for up to four years if progress is being made in this area.</p> <p><u>USCB Plan for the indicator:</u><br/>The measure as drafted for the teaching sector institutions can be applied to USC Beaufort over the next four years provided that an adjustment is made to part 4 of the measure to allow for USC Beaufort's transition to four-year programs. Part 4 of the measure assesses across programs student involvement in internships/co-ops. For USC Beaufort it is proposed that part 4 be amended to provide that compliance is based on having 70% of programs with evidence of the development of internships/co-ops.</p> | <p>Apply the measure and standards as applied to teaching sector institutions with the exception of amending Part 4 of the measure to give consideration to development of internships/co-ops rather than student participation as indicated at left.</p> <p>Scored Indicator using measure and standards as applied to the teaching sector with an adjustment made to part 4.</p> |

| INDICATOR   | INDICATOR AS PROPOSED TO APPLY TO USCB   | RESULTING YR 7 STATUS  |
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| (4A/B continued)  | The compliance level identified in the teaching sector measure for each of the parts and for the standard for a score of "achieves" will be applied to USCB  |  |
| 5A, Percentage of Administrative Costs as Compared to Academic Costs  | <p>This indicator has applied to all institutions as a scored indicator measuring the ratio of administrative costs to the amount of academic costs expressed as a percentage. Due to federal changes in required financial reporting of public higher education institutions that have led to a lack of comparable data to past years, it is being recommended for all sectors that the measure be deferred in Year 7.</p> <p><u>USCB Plan for the indicator:</u><br/>For Year 7, it is proposed that the measure be deferred. Should the indicator not be deferred for teaching sector institutions, as is being recommended, consideration of a transition indicator for USCB will be given. Additionally, consideration of a transition measure and standards is suggested for Year 8 depending on the measure developed as the indicator is re-evaluated for application in upcoming years.</p>   | <p>Defer the indicator in keeping with the recommendation for all institutions that Indicator 5A be deferred in Year 7. Should the indicator not be deferred, consideration for a transition indicator will be given.</p> <p>Deferred Indicator in Year 7.</p>   |
| 6A/B, Combined, (6A) SAT and ACT Scores of Student Body and (6B) High School Class Standing, Grade Point Averages, and Activities of the Student Body | <p>This indicator is applied to teaching sector institutions as a scored indicator measuring the percent of first-time entering freshmen who take the SAT or ACT test or who have reported a high school grade point average or who have reported a high school class standing who "meet or exceed" the Commission-approved target score on such tests. The standard applied to the teaching sector is 50.0% to 79.9% for a score of "achieves."</p> <p><u>USCB Plan for the indicator:</u><br/>For Year 7 (2002-03) it is proposed that the indicator continue to apply to USCB with a transition standard applied to take into account USCB's transition from enrollment at the two-year level to the four-year level. It is proposed that the standards of 20.0% to 49.9% as applied to the regional campuses for a score "achieves" apply to USCB this year. An improvement factor of 5% would also apply.</p> <p>During Year 7 (2002-03), the indicator will be reviewed as to the recommended standards in Year 8 (2003-04).</p> | <p>Apply the measure per the current definition as applicable to Clemson, USC Columbia, Teaching, and Regional Campuses. Apply the standards used for regional campuses.</p> <p>Scored indicator applying the current definition of 6A/B and standards as applied to the regional campuses of 20.0%-49.9% for an "achieves" and an improvement factor of 5%.</p> |

| INDICATOR  | INDICATOR AS PROPOSED TO APPLY TO USCB  | RESULTING YR 7 STATUS   |
|--|---|---|
| 7A, Graduation Rate for Clemson, USC Columbia and Teaching   | <p>This indicator is applied as a scored measure for teaching sector institutions measuring the percent of first-time, full-time degree seeking students who graduate within 150% of program time.</p> <p><u>USCB Plan for the indicator:</u><br/>For Year 7, a transition measure is proposed since the measure defined for teaching sector institutions cannot be applied until USCB has program graduates that could have completed a program within 150% of time. The transition measure proposed is Indicator 7E, Number of Graduates Who Continued Their Education, as currently defined for regional campuses. 7E assesses the percent of first-time, full-time degree-seeking students who earn a baccalaureate degree within 150% of normal program time (6 years for a baccalaureate degree) from in-state public institutions or from other institutions provided appropriate documentation can be presented by the reporting regional campus. It is suggested that the measure in its entirety and standards apply to USCB until 7A as defined for teaching sector institutions can be applied to USCB.</p> | <p>Transition indicator for Year 7 using 7E measure and standards applicable to regional campuses.</p> <p>Score indicator applying 7E measure and standards for regional campuses. The standards for achieves are 25.0% to 40.0% with an improvement factor of 3%.</p>  |
| 7D, Scores of Graduates on Post-Undergraduate Professional, or Employment Related Examinations and Certification Tests | <p>This indicator applies to the teaching sector institutions as a scored indicator measuring the percentage total students taking certification examinations who pass the examination.</p> <p><u>USCB Plan for the indicator:</u><br/>This measure cannot be assessed as it is for teaching sector institutions until USCB has a graduates from programs for which there are professional examinations. As a result, it is proposed that this measure be deferred until USCB has such gradates.</p>  | <p>Defer indicator from scoring until USCB has graduates taking professional examinations.</p> <p>Deferred Indicator in Year 7.</p>   |
| 8C, Accessibility to the Institution of All Citizens of the State  | <p>This indicator is applied to teaching sector institutions as a scored measure that assesses four areas related to accessibility: 1) percent of undergraduate headcount students who are citizens of South Carolina who are minority according to federal reporting definitions and are enrolled at an institution; 2) annual retention rate of minority, undergraduate students as defined in Part 1 of this measure, but limited to degree-seeking students; 3) percent of headcount graduate students who are enrolled at an institution who are minority according to federal reporting definitions; and 4) percent of headcount teaching faculty who are minority.</p> <p><u>USCB Plan for the indicator:</u><br/>It is proposed that the measure and standards applied to the teaching sector be applied to USCB with the exception of deferring part 3 until USCB has graduate programs.</p>   | <p>Apply the measure and standards as applied to teaching sector institutions with the exception of deferring part 3 of the measure since USCB does not have graduate programs.</p> <p>Scored indicator using the standards and measure applied to Teaching Sector institutions with the exception of deferring measurement on part 8C3 until USCB has graduate programs.</p> |

| INDICATOR   | INDICATOR AS PROPOSED TO APPLY TO USCB  | RESULTING YR 7 STATUS   |
|---|---|---|
| (8C continued)  | The standards for "achieves" that apply to all teaching sector institutions are as follows: for 8C1, 21.0% to 28.0% applies; for 8C2, 74.0% to 82.0% applies; and for 8C4, 10.0% to 13.0% applies. An improvement factor of 5% applies to parts 1 and 2 while an improvement factor of 3% applies to part 4.  |   |
| 9A, Financial Support for Reform in Teacher Education | <p>This indicator applies to teaching sector institutions as a scored indicator measuring the amount of grants and awards expended to support teacher preparation or training, including applied research, professional development and training grants, as compared to the average from the prior three years.</p> <p><u>USCB Plan for the indicator:</u><br/>This measure cannot be assessed as it is for teaching sector institutions until USCB has a teacher education program. As a result, it is proposed that this measure be deferred for USCB. Consideration in future years may be given to a transition indicator until such time that the indicator as applied to teaching sector institutions can be applied to USCB.</p> | <p>Defer indicator until USCB has a teacher education program.</p> <p>Deferred indicator in Year 7.</p> |

**Net Result for Year 7 (2002-03) for USCB as based on the last column above:**

Number of Indicators Scored            7 (1D/E, 2A, 2D, 4A/B, 6A/B, 7A, 8C)  
Number of Indicators Compliance    3 (1B, 1C, 3D)  
Number of Indicators Deferred        4 (3E, 5A, 7D, 9A)

Of the 10 scored/compliance indicators:

5 (1C, 1D/E, 2A, 4A/B\*, 6A/B, 8C\* \*slight adjustment to 4A/B and 8C) are applied per the teaching sector measure.

5 (1B, 2D, 3D, 6A/B, 7A) are applied by using a transition indicator.

**Indicators applied to Teaching Sector Institutions for Year 7 (2002-03)**

Number of Indicators Scored            12 (1B, 1D/E, 2A, 2D, 3D, 3E, 4A/B, 6A/B, 7A, 7D, 8C, 9A)  
Number of Indicators Compliance      1 (1C)  
Number of Indicators Deferred        1 (5A – pending action of PA Committee)