1. **Problem Statement.**
Idaho State University’s (ISU) Core Themes’ 1 and 2 are university-centric instead of being student-centric, and as a result, they do not support the University achieving mission fulfillment and the Northwest Commission on Colleges and Universities’ (NWCCU) mission fulfillment evaluation expectations.

2. **Background.**
In March 2018, at the NWCCU annual workshop, NWCCU Vice President Dr. Pam Goad provided updates regarding the Year-7 Evaluation. As previously identified in the guidance, Standards 1B (Core Themes) and 5A (Mission Fulfillment) (NWCCU Standards) are closely aligned to measure the Universities’ accomplishment of mission fulfillment. This year, however, Dr. Goad explained that universities should use the core theme objectives and their indicators to demonstrate mission fulfillment by measuring student learning and achievement outcomes. Examples of required student learning outcomes are essential or institutional learning outcomes and program outcomes. Examples of required student achievement include: graduation rates, retention rates, employment rates, and default rates.

In 2016, ISU used the NWCCU standards to revise its core themes and their associated objectives and indicators. Core Themes 1 (Learning and Discovery) and 2 (Access and Opportunity) concentrate primarily on student success, while Core Themes 3 (Leadership in Health Sciences) and 4 (Community Engagement and Impact) focus on ISU’s statewide educational responsibilities and its relationships within Idaho’s communities.

Upon review of Core Theme 1 and 2’s objectives and indicators, it was identified that most measure university successes instead of being student-centric. As a result, it requires the Institutional Effectiveness and Assessment Council’s (IEAC) Core Theme Subcommittees to those that demonstrate assessment of student learning and achievement.

3. **Process.**
For the revision of the core themes’ objectives and indicators to occur, the IEAC Core Theme 1 and 2 Subcommittees will assemble. These groups will create objectives and indicators that concentrate directly on student learning outcomes and student achievements. The subcommittee chair should review the subcommittee representation to ensure it has the expertise necessary to shift their emphasis. A change in representation should occur at least 30-days before beginning the revisions.

Also before the core theme subcommittees’ meetings, the two subcommittees’ leadership should work together with Institutional Effectiveness (IE) to outline a framework that each group will use to create their objectives and indicators to prevent them from overlapping. This coordination should happen over the summer of 2018 to support the revision of the objectives and indicators in the fall of 2018.
Upon completion of the revised objectives and indicators, the subcommittee chairs will report to the IEAC Steering Committee to present their updates. If the Steering Committee agrees to changes, the Steering Committee Chair will present the updates to the ISU’s president for approval. If the Steering Committee does not agree to the changes, then the Subcommittee Chair will have approximately 60 days to assemble the subcommittee and complete the updates. The Steering Committee should provide guidance to the subcommittee but not unilaterally direct any major changes.

4. Requirements.
Core Theme Subcommittee Chairs 1 and 2 will review their existing objectives and indicators to ensure they focus on the student learning outcomes and achievements. They also must meet the standards of the indicators as described in the training document ISU Creating Performance Measures.

   a. Each Core Theme should not exceed four objectives and four indicators per objective
   b. Each indicator requires a five-year goal and annual benchmarks that are realistic and achievable but also challenge the University
   c. Indicators will be composed of a single measure
   d. Tracking the indicators will begin either Fiscal Year 2020 (July 2019) or Academic Year 2019 (August 2019); whichever is appropriate

5. Timeline.

<table>
<thead>
<tr>
<th>May 15</th>
<th>June 1-July 30</th>
<th>August 7</th>
<th>September 1-November 30</th>
<th>December 11</th>
<th>February 6</th>
<th>March 15</th>
</tr>
</thead>
<tbody>
<tr>
<td>IEAC Plan Presentation</td>
<td>Subcom. Chairs create framework</td>
<td>IEAC SC Approves Framework</td>
<td>Subcom. revises objectives &amp; indicators</td>
<td>Subcom. Chairs presents revisions to IEAC SC</td>
<td>Subcom. makes changes as necessary &amp; presents to IEAC SC</td>
<td>President approval of updates</td>
</tr>
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6. Outcome.
Upon approval of the revised core themes’ objectives and measures, the IE Project Manager will incorporate changes into ISU’s mission fulfillment tracking program. Institutional Research will integrate the tracking of the new measures into its annual collection of data from the designated units. The core theme subcommittees will meet annually in September to review their data and ensure the outcomes meet the intent of their core theme and objectives and that they remain aligned. They will document their reviews and provide them to the IE project manager.