

Part I – Agency Profile

Agency Overview

Founded in 1901, Idaho State University (ISU) is a Carnegie classified Doctoral University: High Research Activity. Idaho State has evolved through distinct phases—the last occurring in 1963 with the change from Idaho State College to Idaho State University—reflecting a steady trajectory of growth and development. Today, Idaho State serves a student population of 12,805 (Fall 2018-end of term), and 14,976 unduplicated annual headcount (Fiscal Year (FY) 2019), representing 43 states and 51 countries. In addition, Idaho State taught over 8,000 students (FY 2019) in professional development, Workforce Training, and Continuing Education courses. Idaho State's mission and Idaho State Board of Education (the Board) mandated service region is the result of the institution's history and Idaho's unique geography.

Idaho State's geographic service region extends from the upper-Snake River region on the east side of the state, to the Magic Valley/Twin Falls towards the west, and to the rural communities of the central mountains on the north. The University has campuses in four locations: Pocatello, Meridian, Idaho Falls, and Twin Falls. Idaho State offers more than 280-degree programs ranging from career technical education certificates to postgraduate doctoral degrees (PhDs). Idaho State's disciplinary breadth, combined with its unique degree mix, offers opportunity and access commensurate with the Board's mandate to serve its diverse, largely rural region, and to provide healthcare programming for the state. Idaho State hosts 13 men's and women's National Collegiate Athletic Association (NCAA) athletic teams and offers 138 student clubs and organizations for student participation.

Idaho State is organized into nine colleges. The colleges include the colleges of Arts and Letters, Business, Education, Science and Engineering, Technology, Pharmacy, Health Professions, Nursing, and Rehabilitation and Communication Sciences. In addition, Idaho State houses a Graduate School overseen by a graduate dean advised by graduate faculty.

Idaho State boasts many incredible facilities, including the Center for Advanced Energy Studies (CAES), the Idaho Accelerator Center, and the state-of-the-art Stephens Performing Arts Center which brings music, theatre, and cultural performances to southeastern Idaho. The Idaho Museum of Natural History, located on the Pocatello campus, provides children, families, and adults an in-depth exploration of the natural history of Idaho.

Core Functions/Idaho Code

Idaho State University is a publicly supported institution of higher education as created under the laws of the State of Idaho, Idaho Statute Title 33, Chapter 30 and is governed by the Board.

ISU's Mission:

Idaho State University is a public research-based institution that advances scholarly and creative endeavors through academic instruction, and the creation of new knowledge, research, and artistic works. Idaho State University provides leadership in the health professions, biomedical, and pharmaceutical sciences, as well as serving the region and the nation through its environmental science and energy programs. The University provides access to its regional and rural communities through the delivery of preeminent technical, undergraduate, graduate, professional, and interdisciplinary education. The University fosters a culture of diversity, and engages and impacts its communities through partnerships and services.

Central to its mission is the emphasis on health sciences education. Idaho State offers high-quality degree programs in nearly all of the health professions, as well as postgraduate residency training in family medicine, dentistry, and pharmacy. Idaho State also serves southern Idaho by providing full-service, cost-effective medical care options at its 21 health clinics. Idaho State faculty and staff provided health services for more than 52,000 patient visits and over 64,000 prescriptions during the 2019 fiscal year. The ISU Bengal Pharmacy serves as an onsite classroom lab for students in the College of Pharmacy while providing pharmacy service options to the region. The Bengal Pharmacy/Telepharmacy Operation has four telehealth pharmacies in rural southern Idaho: Arco, Challis, Council, and Kendrick, plus the "home base" pharmacy in Pocatello. These partnerships were requested by city officials concerned that pharmacy services would no longer be available in their towns.

Idaho State's commitment to access to university-level learning and discovery extends into the K-12 system in Idaho. Idaho State's Early College program, which provides dual enrollment opportunities for Idaho high school students at reduced tuition rates, continues to grow, enabling high school students to take college-level courses preparing them for their future college careers.

Idaho State is accredited by the Northwest Commission on Colleges and Universities (NWCCU). The NWCCU requires that the institution identify core themes that individually manifest elements of its mission and collectively encompass its mission. Idaho State University's Core Themes were chosen through an inclusive process that included faculty, students and staff.

ISU's core themes:



**Learning
and
Discovery**

Core Theme One:

Learning and Discovery. Idaho State University fosters student learning and discovery through teaching, research, and creative activity. ISU delivers high-quality academic programs at all levels: technical certificates; undergraduate, graduate, and professional degrees; and postgraduate professional training.



**Access
and
Opportunity**

Core Theme Two:

Access and Opportunity. Idaho State University provides diverse pathways to retention and graduation through educational preparation, academic and co-curricular opportunities, and extensive student support services.



**Leadership
in
Health Sciences**

Core Theme Three:

Leadership in the Health Sciences. Idaho State University provides statewide leadership in the health sciences. With the academic support of its colleges and the division, the University offers a broad spectrum of degree levels and provides residency training in the health professions. New knowledge is created through biomedical, translational, clinical, rural, and health services research. Teaching, research, practice, and community partnerships provide interprofessional education and excellence in patient care. University clinics provide an environment for learning, inquiry and comprehensive health care service to the community.



**Community Engagement
and
Impact**

Core Theme Four:

Community Engagement and Impact. As an integral component of the community, Idaho State University develops partnerships and affiliations through the exchange of knowledge, resources, research, and expertise. Through a diverse university staff, faculty, and student body, ISU provides cultural, social, economic, and other opportunities to enrich the lives of citizens.

Revenue and Expenditures

Revenue	FY 2016	FY 2017	FY 2018	FY 2019
Operating revenues				
Student tuition and fees (Gross)	113,156,314	107,743,545	105,380,000	104,794,000
Scholarship discounts and allowances	(25,947,403)	(27,912,077)	(30,218,000)	(30,516,000)
Federal grants and contracts	10,019,841	8,890,478	8,525,000	8,832,000
State and local grants and contracts	12,249,400	11,643,584	10,220,000	8,764,000
Private grants and contracts	7,251,844	6,495,621	5,922,000	5,791,000
Sales and services of education activities	6,979,623	6,153,003	4,976,000	6,030,000
Sales and services of auxiliary enterprises	14,236,801	13,195,581	14,015,000	14,679,000
Other	3,858,144	3,728,134	4,557,000	4,713,000
Total operating revenues	141,804,564	129,937,869	123,377,000	123,087,000
Expenditure	FY 2016	FY 2017	FY 2018	FY 2019
Operating expenses	248,285,034	247,447,738	249,231,000	252,645,000
Instruction	98,132,438	103,495,686	103,664,000	105,022,000
Research	21,309,539	17,515,982	16,371,000	14,878,000
Public Services	5,625,710	3,980,365	3,612,000	3,812,000
Academic Support	15,894,795	16,313,115	17,464,000	18,224,000
Libraries	4,069,737	3,738,191	3,718,000	3,776,000
Student Services	9,591,103	9,940,752	9,562,000	10,490,000
Institutional Support	24,628,478	24,107,401	25,855,000	25,874,000
Maintenance & Operations	19,876,589	18,606,282	20,241,000	18,666,000
Auxiliary Enterprises	24,419,457	24,196,157	22,477,000	25,243,000
Scholarships and Fellowships	11,960,896	13,395,827	14,103,000	13,993,000
Depreciation	12,776,292	12,157,980	12,163,000	12,667,000
Operating income/(loss)	(106,480,470)	(117,509,869)	(125,854,000)	(129,558,000)
Nonoperating revenues/(expenses)				
State appropriations:	90,181,594	99,808,227	96,604,000	100,023,000
State General Account	71,057,200	76,473,502	77,405,000	80,244,000
Endowment Income	3,004,200	3,609,600	3,610,000	3,739,000
Other State Appropriations	2,970,873	3,092,487	3,485,000	3,704,000
Professional Technical Education	9,740,822	12,400,573	12,104,000	12,336,000
State Department of Public Works	3,408,499	4,232,065	6,055,000	6,925,000
Title IV grants	16,668,145	15,792,869	16,682,000	16,221,000
Gifts	5,632,083	7,653,184	4,390,000	10,618,000
Net investment income	189,275	126,422	235,000	908,000
Amortization of bond financing costs	(6,936)	(4,566)	(3,000)	(2,000)
Bond issuance costs	(185,960)	0	0	0
Interest on capital asset-related debt	(1,704,084)	(1,312,674)	(1,208,000)	(1,115,000)
Net nonoperating revenues/(expenses)	110,774,117	122,063,462	122,755,000	133,578,000
Other Revenue and Expenses	FY 2016	FY 2017	FY 2018	FY 2019
Capital gifts and grants	0	0	2,730,000	48,000
Gain or (loss) on disposal of fixed assets	(164,351)	(98,718)	(196,000)	(149,000)
Net other revenues and expenses	(164,351)	(98,718)	2,534,000	(101,000)
Increase in net assets	4,129,296	4,454,875	(565,000)	3,919,000
Net assets - beginning of year (*-restated)	241,107,434	245,236,730	*248,744,000	248,179,000
Net assets – end of year (*-restated)	245,236,730	249,691,605	*248,179,000	252,098,000

Profile of Cases Managed and/or Key Services Provided

Cases Managed and/or Key Services Provided	FY 2016	FY 2017	FY 2018	FY 2019
¹ Grand Total Number of Students	24,440	23,384	24,001	23,210
Total number of enrolled ISU students in a fiscal year	15,777	15,648	15,113	14,976
Total number of College of Education K-12 professional development students in a fiscal year	923	819	1,664	2,005
Total number of Workforce Training / Continuing Education students in a fiscal year	7,740	6,917	7,224	6,229
Percentage of undergraduates (based on fall term)				
- Full-time	60%	57%	56%	57%
- Part-time	40%	43%	44%	43%
Total annual full-time equivalency (FTE) enrollment ²	10,589	10,233	9,960	9,775
- Career Technical	788	771	747	828
- Undergraduate	7,759	7,378	7,108	6,864
- Graduate	2,042	2,084	2,105	2,083
Total credit hours taught: ³	305,413	294,476	286,161	280,770
- Career Technical credit hours	23,626	23,130	22,401	24,852
- Academic credit hours	281,787	271,346	263,760	255,918
o Undergraduate credit hours	232,777	221,328	213,250	205,928
o Graduate credit hours	49,010	50,018	50,510	49,990
Total degrees/certificates awarded ⁴	2,410	2,356	2,537	2,554
- Technical certificates	207	200	238	231
- Undergraduate academic certificate	1	30	38	41
- Associate	362	405	472	428
- Bachelor	1,228	1,168	1,166	1,233
- Graduate academic certificate	7	4	10	13
- Master	430	389	459	441
- Doctorate	175	160	154	167
% awarded in Health Professions ⁵	32%	34%	34%	35%
% awarded in STEM Disciplines ⁶	18%	18%	18%	18%
Percentage of all degree-seeking undergraduates receiving a PELL grant	42%	41%	43%	43%
Amount of ISU student scholarships/fellowships awarded	\$11,960,896	\$13,395,827	\$14,103,000	\$13,993,000
Total number of certificates and degrees awarded	2,410	2,356	2,537	2,554
- Undergraduate	1,798	1,803	1,914	1,933
- Graduate	612	553	623	621
Total new degree-seeking undergraduate students in FY ⁷	1,925	1,777	1,811	1,828
- Idaho Resident	1,562	1,500	1,643	1,681
- Non-resident	143	143	110	116
- International	220	134	58	31

Cases Managed and/or Key Services Provided	FY 2016	FY 2017	FY 2018	FY 2019
Percentage of students participating in course-based community engaged learning ⁸	50%	50%	50%	48%
- Total Students Enrolled	7,866	7,829	7,534	7,143

1. Student headcounts are unduplicated in a fiscal year by category. If a student is enrolled in an ISU course, enrolled in a College of Education professional development course, and enrolled in a Workforce Training / Continuing Education in the same fiscal year, the student will be counted 3 times, once in each category. In FY 2018, students enrolled in a College of Education professional development courses could be counted twice during this fiscal year because a new data system was launched in January 2018. In FY 2018 if a student took a professional development course prior to January 2018 and then after January 2018, the student will be counted twice in this case.
2. Annual full-time equivalency (FTE) is calculated by dividing the total Undergraduate and Career Technical credit hours (SCH) by 30; total Graduate SCH is divided by 24.
3. Total student credit hour production for the fiscal year.
4. Degrees are those awarded and posted as of July 19, 2019.
5. Certificates/Degrees with a U.S. Dept. of Education Classification of Instructional Programs (CIP) Code of 51 – Health Professions and Related Clinical Sciences, and Clinical Psychology degrees.
6. Certificates/Degrees with a CIP Code in Science, Technology, Engineering, and Mathematics (STEM) as defined by the CIP codes, 01,03,04,11,14,15,26,27,29,40,41.
7. New students in the summer term enrolled in the subsequent fall term are counted as “new” in the fall term.
8. Community Engaged Learning describes the collaboration between institutions of higher education and their larger communities (local, regional/state, national, global) for the mutually beneficial creation and exchange of knowledge and resources in a context of partnership and reciprocity. These undergraduate and graduate for-credit opportunities include, but are not limited to, internships, externships, job shadowing, service learning, community based research, public service courses, practicums, practical work (live work), and clinical rotations.

Red Tape Reduction Act

Each agency shall incorporate into its strategic plan a summary of how it will implement the Red Tape Reduction Act, including any associated goals, objectives, tasks, or performance targets. This information may be included as an addendum.

	As of July 1, 2019
Number of Chapters	N/A
Number of Words	N/A
Number of Restrictions	N/A

FY 2019 Performance Highlights

College of Arts & Letters

- In collaboration with the College of Business, the Liberal Arts High program served over 20,000 high school students since its inception. This outreach program provides opportunities for teachers to request a visit and educational experience from a faculty member at ISU, tailored to their course and class needs. Faculty shared their expertise with high school students on topics as diverse as forensic science, human rights in literature, and economic development.
- The Department of Sociology, Social Work, and Criminology graduated their first MSW accelerated cohort this May. These 22 students who hold positions at Health and Welfare, Portneuf Medical Center, and private agencies are now better qualified to execute their roles as social work professionals, meeting the complex needs of the community.

College of Business

- Four student teams from Idaho State University traveled to Boise to compete in the Idaho Entrepreneur Challenge. At the finalists, three ISU teams placed, taking home a portion of the competition's \$100,000 in prize money.
- ISU competed for its fifth year at the International Collegiate Business Strategy Competition, which brings together teams from throughout North America who develop their own product, create a business plan and annual report, and compete in a computer-simulated five years of decisions about production, financing, marketing, and more. The competition begins in early February and culminates with an intensive 48 hours of decision-making on-site in California. ISU's team swept the competition in their division, winning trophies for Overall Performance and Best Written Documents.

College of Education

- Collaborated successfully with university faculty in endorsement areas to reduce the number of credits required for endorsement, thereby reducing the time and cost to degree for students and increasing the number of endorsements available at off-campus locations.
- Received a donation from Bill and Marilyn Brynes to create the Joe and Pauline Kent Center for Student Success and received the single largest donor gift in the history of the College from Brian and Julie Armes.

College of Science & Engineering

- The College of Science and Engineering hired four faculty to kick-start the Polytechnic Initiative in Idaho Falls. The Polytechnic will provide education and research opportunities to students and employers in the Idaho Falls area, with a special emphasis on the needs of Idaho National Laboratory.
- Dr. Mary Lou Dunzik-Gougar, Associate Dean of the College of Science and Engineering, Associate Professor of Nuclear Engineering, Senior Reactor Operator, Idaho State University has been elected by the membership to serve as President of the American Nuclear Society.

College of Technology

- The College of Technology is helping fill the gender gap that has historically existed in energy-related industries. POWER Careers is a National Science Foundation funded project to recruit and retain women in Energy Systems Technology & Education Center (ESTEC) engineering technology programs at the college. The goal of POWER Careers is to provide women of all ages a pathway to high-tech, high-wage, and high-demand careers. Since the inception of POWER Careers three years ago, 21 women have graduated with an associate degree in an ESTEC program, a significant increase compared to one or two women per year completing in the past. Eleven more women will graduate next year. This fall, POWER Careers recruitment and retention strategies will be implemented in other programs to encourage women to enter careers in Robotics and Communications Systems Engineering Technology, Unmanned Aerial Systems, Computerized Machining Technology, and Welding.
- The College of Technology is nearing the end of its \$23 million capital campaign; the most successful fundraising effort in the college's history. A \$2.5 million naming gift from Bill and Karin Eames, along with a \$2 million gift from the J.A. and Kathryn Albertson Foundation are the leading major gifts toward the campaign. Committed institutional support, as well as the college securing significant major gifts from many other individuals and industry partners, has brought the college to \$20 million raised thus far with significant potential to reach the goal of \$23 million by the end of the next fiscal year.

Kasiska Division of Health Sciences

- The Division was formally approved and reorganized into four major colleges: the College of Health Professions, College of Nursing, College of Pharmacy, and College of Rehabilitation and Communication Sciences. Of the 2,554 degrees/certificates awarded at ISU, 722 were awarded from programs within the

Kasiska Division of Health Sciences. Bengal Pharmacy operations continue to grow. In 2018, a fifth telepharmacy was opened in Kendrick, Idaho.

College of Health Professions

- The Dietetic Programs had the Masters of Nutrition with Internship and standalone approved by the SBOE. The program has accepted the first students and will begin August 2019. The Dietetic Programs also had approval from the Department of Public Works to renovate the Foods Lab in Albion Hall. The lab was originally built in the early 1970's and a remodel was greatly needed. The renovation is in process and is planned for occupancy sometime during the fall 2019 semester.
- The Radiographic Science program received approval from the SBOE to begin a Digital Sonography Certificate program. The first cohort began in June 2019. The program is expected to grow and provide a pipeline of needed sonographers in Idaho.

College of Nursing

- The College of Nursing achieved a 100% pass rate and certification pass rate for both Doctor of Nursing Practice, Family Nurse Practitioner, and Psychiatric Mental Health Nurse Practitioner programs.

College of Pharmacy

- Pharmacy students achieved 94% pass rate on the "North American Pharmacist Licensure Examination®" (NAPLEX®), which is five percentage points above the national average.
- The College of Pharmacy achieved a residency match rate of 82%, which places the program ninth out of 143 colleges of pharmacy.

College of Rehabilitation and Communication Sciences

- The Doctor of Physical Therapy program expanded to Meridian, with 24 students enrolled on the Meridian campus in Fall 2018. A new cohort of 24 students will start in Fall 2019, and again in Fall 2020, bringing the total number of DPT students to 144 at that time, with 72 in Pocatello and 72 in Meridian. This dramatic expansion provides added opportunity for Idaho students in the Treasure Valley, and it provides a steady stream of new professionals to meet the health care needs of Idaho.
- The interdisciplinary Ph.D. program in Rehabilitation and Communication Sciences was approved, and the first five students are set to begin the program in Fall 2019.

ISU - Meridian

- The ISU Meridian campus continues to grow to meet current and emerging needs for academic program expansion. This year, the University has provided expansion in the Accelerated Nursing Program, Doctorate of Physical Therapy, Doctorate in Rehabilitation and Communication Sciences, Clinical Psychopharmacology Program, and the Master of Science in Nutrition program.
- A number of infrastructure improvements will continue to position Meridian to provide health care education. These include the addition of a new Health Sciences Library, a 12-station gross anatomy lab and fluoroscopy suite, and an expansion to the College of Nursing infrastructure.

ISU - Idaho Falls

- Idaho State University continues to develop the Polytechnic Initiative. This fall four freshly-hired tenure track engineering faculty will begin working in Idaho Falls. Two are in the discipline of nuclear engineering, one is jointly working in computer science and nuclear engineering as a data scientist, and the fourth faculty member is an expert in radio frequency and microwave applications to electrical engineering. ISU will search for three cybersecurity faculty members starting this fall. All of these faculty members have expertise that complements the Idaho National Laboratory.

- Idaho State University continues to work closely with its sister institution the University of Idaho and anticipates that the new polytechnic faculty will collaborate with their counterparts at UI to deliver science and engineering curricula and engage in collaborative research projects. The university is working closely with the newly created College of Eastern Idaho in the development of pathways from earned associate degrees to bachelor degree programs. ISU has a program termed “Bengal Bound” that ensures that community college transfers are treated the same as students who start at ISU.

ISU - Twin Falls

- Idaho State established an Assistant Dean of Educator Preparation position located in Twin Falls. This position is a joint appointment between ISU and the College of Southern Idaho, intended to increase collaboration and response time for students and faculty located in Twin Falls. In addition to this position, Idaho State is working with CSI to identify opportunities for joint faculty appointments between our institutions.
- Idaho State has increased the number of online class offerings to support place-bound students in completing their degree requirements without having to travel to Pocatello.

Part II – Performance Measures

Performance Measure		FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Goal 1: Grow Enrollment –						
Objective: Increase new full-time, degree-seeking students by 20% (+450 new students, 2,702) over the next five years.*						
* full-time certificate and undergraduate and full and part-time graduate degree-seeking students						
1. Increase full-time, certificate and degree-seeking undergraduate student enrollment and full and part-time graduate student enrollment for FYs 19-23 by 20% (450).	actual	2,306	2,249	2,282	2,327	-----
	target	2,310	2,315	2,320	2,401	2,499
Goal 2: Strengthen Retention –						
Objective: Improve undergraduate student retention rates by 5% by 2022.						
2. Fall-to-fall, full-time, first-time bachelor degree seeking student retention rate FYs 18-22. Benchmark Definition: A 5% (74%) increase in fall-to-fall, full-time, first-time bachelor degree-seeking student retention rate beginning from FY 16 (69%) retention numbers (SBOE benchmark = 80%).	actual	72%	68%	64%	63%	-----
	Total	1,372	1,419	1,152	1,186	
	Retained	988	968	737	750	
	Not Retained	384	451	415	436	
	target	68%	69%	70%	71%	72%
Goal 3: Promote ISU’s Identity –						
Objective: Over the next five years, promote ISU’s unique identity by 50% (5.750b) as Idaho’s only institution delivering technical certificates through undergraduate, graduate and professional degrees.						
3.2 Promote the public’s knowledge of ISU through owned and earned media captures FY 18-22. (FY 2022 = 5.750 billion) ¹	actual	1.2 b	431.5 m	1,171 b	779.2 m	-----
	target	14.349b	18.375b	18.559b	18.837b	5.117b

Performance Measure	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	
Idaho State Board Of Education System-Wide Strategic Plan Measures						
1. Math Pathways VI - Percent of new degree-seeking freshmen completing a gateway math course within two years. (FY 2025 = 40%) (SBOE system-wide Strategic Plan Measure)	actual	39%	40%	42%	42%	-----
	Total	2,086	2,280	1,937	1,823	
	Completed Math	808	903	821	764	
	Did Not Complete Math	1,278	1,377	1,116	1,059	
	target	34%	35%	34%	37%	38%
2. Reform Remediation V - Percent of undergraduate, degree-seeking students who took a remedial course and completed a subsequent credit bearing course (in the area identified as needing remediation) within a year with a "C" or higher. (FY 2025 = 45%) ² (SBOE system-wide Strategic Plan Measure)	Math - actual	41%	34%	38%	38%	-----
	Math - Total	633	317	263	258	
	Completed Math	260	108	99	99	
	Did Not Complete Math	373	209	164	159	
	English -actual	77%	58%	60%	58%	-----
	English - Total	580	332	327	423	
	Completed English	449	192	197	247	
	Did Not Complete English	131	140	130	176	
	target	28%	30%	34%	37%	40%
	3. Timely Degree I - Percent of undergraduate, degree-seeking students completing 30 or more credits per academic year at the institution reporting. (FY 2025 = 50%) (SBOE system-wide Strategic Plan Measure)	actual	22%	24%	25%	25%
Total		10,328	9,665	9,263	8,454	
Completed 30+ hours		2,303	2,367	2,292	2,112	
Did Not Complete 30+ hours		8,025	7,298	6,971	6,342	
target		25%	27%	28%	29%	30%
4. Timely Degree II - Percent of first-time, full-time, freshmen graduating within 150% of time. (FY 2025 = 40%) ³ (SBOE system-wide Strategic Plan Measure)	actual	28%	29%	32%	35%	-----
	Total	1,095	1,227	1,171	1,071	
	Graduated Within 150%	303	354	372	371	
	Did Not Graduate Within 150%	792	873	799	700	
	target	32%	33%	34%	35%	36%
5. Timely Degree III - Total number of certificates/degrees produced (FY 2025 = 2,058) (SBOE system-wide Strategic Plan Measure)	actual	1,798	1,803	1,914	1,933	-----
	Certificate	208	230	276	272	
	Associate	362	405	472	428	
	Bachelor	1,228	1,168	1,166	1,233	
	target	+22	+22	+22	+22	+22
6. Guided Pathways VII - Percent of first-time, full-time freshmen graduating within 100% of time. (FY 2025 = 20%) ³ (SBOE system-wide Strategic Plan Measure)	actual	14%	16%	16%	20%	-----
	Total	1,171	1,071	1,361	1,169	

Performance Measure		FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
	Graduated Within 100%	164	171	222	233	
	Did Not Graduate Within 100%	1,007	900	1,139	936	
	<i>target</i>	15%	16%	17%	18%	20%
7. Timely Degree IV - Number of unduplicated graduates. (FY 2025 = 1,998) (SBOE system-wide Strategic Plan Measure)	<i>actual</i>	1,744	1,754	1,868	1,877	-----
	Certificate	190	213	265	276	
	Associate	358	402	472	427	
	Bachelor	1,196	1,139	1,131	1,174	
	<i>target</i>	1,761	1,772	1,887	1,896	1,915

Performance Measure Explanatory Notes

1. The methodology for calculating the public’s knowledge of ISU through owned and earned media was revised in ISU’s 2020 Strategic Plan because the previous methodology was greatly influenced by unexpected media events.
2. Remedial Math includes courses numbered below a 100 level, plus Math 1108 – Intermediate Algebra. Remedial English courses were replaced with a co-requisite model in 2015. ENGL 1101P is a variation of ENGL 1101 in which students not placing into ENGL 1101 receive intensive supplemental instruction in reading, analyzing, and writing expository essays. Data in FY 2016 includes student enrolled in a remedial English course or ENGL 1101P. After FY 2016, data represents students enrolled in only ENGL 1101P.
3. The data reported in the FY 2019 column for the percent of first-time, full-time, freshmen graduating within 150% of time and 100% are tentative and may be revised after degrees awarded in Summer 2019 are posted.

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