

Appendix 2F: Geneseo IE Plan 2017

Geneseo's Institutional Effectiveness Plan

At SUNY Geneseo, responsibility for institutional effectiveness is vested in the College President. Evaluations and/or determinations of institutional effectiveness must be rooted in accurate and relevant assessment data if they are to have value and utility to decision-makers. More important, actions undertaken to improve various aspects of institutional effectiveness must be informed by data in order to measure progress toward strategic goals and to justify the allocation of resources to initiatives and/or programs. This Institutional Effectiveness Plan sets out the organizational structure and the processes by which the college will ensure that the necessary data are collected and communicated to the President's Cabinet and the Strategic Planning Group (SPG), the two bodies responsible for advising the President on strategies for achieving strategic planning goals and improving institutional effectiveness.

To evaluate institutional effectiveness, the college looks at broad measures of institutional performance and student achievement and narrower measures designed to monitor progress toward specific strategic goals.

Responsibility for the selection of institutional measures that align with the college's mission and its contributions to the overall mission of the State University of New York resides with the President's Cabinet. The *SUNY Excels* initiative defines five broad domains of effectiveness of SUNY campuses: Access, Completion, Success, Inquiry, and Engagement. Within each of these domains, the President's Cabinet, in consultation with SUNY system administration, selects metrics appropriate to gauging Geneseo's effectiveness in achieving its specific mission as a highly selective public liberal arts college with selected professional and graduate programs and its role within the SUNY system. The Cabinet monitors the College's performance on these and other metrics and recommends policy to advance progress on broad institutional objectives.

Responsibility for monitoring progress on Geneseo's strategic plan resides with the **Strategic Planning Group**. The SPG is charged with identifying the appropriate metrics for monitoring progress on the plan. Further, the SPG identifies the responsible persons or offices charged with providing the data to the SPG and setting timelines for the reporting of relevant data. The SPG uses the reported data to evaluate the college's progress on meeting its strategic goals and, when necessary, recommends actions to the President to refine the strategic plan and to achieve the plan's goals. The SPG may choose to solicit additional information as necessary from the CAC, BPC, and the offices of Institutional Research, Accounting and Budget, Human Resources, and Purchasing, together with any other sources the SPG deems appropriate.

When resource allocation decisions are called for, the President activates the **Budget Priorities Committee** (BPC) to review recommendations and findings from the Strategic

Planning Group. The BPC then recommends to the President changes in budget allocation that are needed to achieve strategic goals.

The principal responsibility of the **College Assessment Council (CAC)** is to educate the campus about institutional effectiveness processes and ensure that those processes follow best practices. The CAC is charged with reviewing department/division assessment plans and data and responding as necessary to help guarantee that departments/divisions develop well-formed outcomes, align them with the college's mission and strategic plan, employ valid and reliable assessment measures, and close the loop on their assessments. The CAC ensures that departments and divisions include in their assessment plans those items assigned in the strategic plan and provides a central collection point for the results of those assessments.

Academic departments and administrative offices are responsible for regularly assessing mission-driven program outcomes, assigned strategic planning outcomes, and student learning outcomes, where appropriate. They record and archive their assessment data where it may be reviewed by the CAC and the SPG. In addition, each department/division annually completes a standard reporting form whose results are visible to both the CAC and the SPG. The form summarizes key assessment findings and identifies what, if any, additional resources are needed to improve effectiveness.