JAMES MADISON UNIVERSITY

JMU-STAR Reporting Tool User Guide

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JMU STRATEGIC PLAN

The university's strategic plan is comprised of the university's mission, vision, values, strategic priorities, core qualities, university goals and departmental objectives in support of those goals. JMU's strategic plan 2020-2026 is located here: https://www.jmu.edu/jmuplans/core-qualities-goals.shtml

LOG IN TO JMU-STAR TOOL

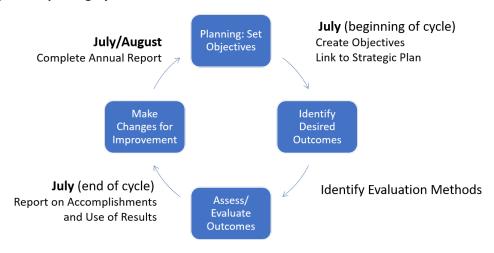
- 1. From http://www.jmu.edu/jmuplans, click on the link for the JMU-STAR Reporting Tool Portal (located in the Resources list on the right).
- 2. Log in:
 - a. Username is your full JMU email address
 - b. Your default password was set up prior to training

Note: Your JMU-STAR password is not synced with your JMU eID and password; it will not change unless you change it manually. If you have forgotten or want to change your password, contact Tina Grace (gracetm@jmu.edu) or Cindy Chiarello (grovecg@jmu.edu) for assistance.

PLANNING CYCLES AND TIMELINE

Planning cycles align with the university's academic and fiscal years (July 1 – June 30). Therefore, the Current Cycle will always be the current academic and fiscal year. (For example, when completing the End of Year Annual Report in July 2024, your Current Cycle will be the 2023-24 Planning Cycle.)

JMU Planning and Reporting Cycle



July

- Directors/AUHs and AVP/Deans complete annual reporting in JMU-STAR.
- Directors/AUHs submit annual reports to respective AVP/Dean.
- AVP/Deans submit annual reports to respective VP.
- VP's office communicates with AVP/Deans results of initiative requests.
- AVP/Deans report results of initiative requests to Directors.

August

• VPs review annual reports from AVP/dean units and create an annual report for the division.

- VPs, AVP/deans send updated division/college strategic plans to PAIR (grovecg) for posting to the JMU-STAR tool so objectives can be written in alignment with JMU and division/college strategic plans.
- Directors/AUHs hold department planning retreat/meetings for the current year and update objectives in JMU-STAR based on these discussions.

October

- Office of Budget Management (OBM) begins the budget process for the following FY by issuing requests for cost-to-continue items, review of permanent budget revisions and reporting authority.
- OBM makes the forms for E&G initiative requests available to departments.
- Institutional Research (OIR) makes initial contact with instructions for writing objectives into the JMU-STAR tool
- for the following FY.

December

- All units enter objectives requiring new funding for the next FY into JMU-STAR.
- Units submit Budget Initiative forms to the respective AVP/Dean; an objective must be in JMU-STAR for each budget initiative submitted.

January

Budget initiative requests, if accepted, are sent to the OBM by the VP's office.

February

- OBM meets with VP to discuss submitted budget initiatives.
- VP determines which objectives will become strategies on SCHEV six-year plan.
- Annual reporting fields in JMU-STAR open for the current year-end reporting.

May

- OIR distributes end-of-year reporting information (objective outcomes and annual report).
- OBM meets with the VP to communicate results of initiative funding requests.

June

- Directors/AUHs and AVP/Deans begin annual reporting in JMU-STAR based on instructions sent in April/May.
- Directors/AUHs and AVP/Deans complete year-end updates for each objective managed through the JMU-STAR Tool with a specific focus on accomplishments and use of results.
- Directors/AUHs/AVPs/Deans enter objectives for the next FY not requiring new funding into the JMU-STAR tool based on the following parameters:
 - Unit mission and major departmental or unit objectives
 - Continue objectives from prior year that include the evaluation of results
 - Action plan items resulting from Program Review
 - Other mutually agreed upon goals and objectives with supervisor
- Board of Visitors approves the university budget.

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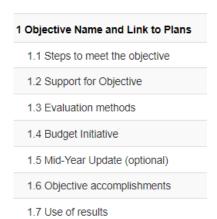
CREATE OBJECTIVES

At the beginning of the planning year or during Fall semester, you should use the JMU-STAR tool to create objectives for the upcoming year. Any objective is appropriate for tracking in the planning tool, not just new or innovative ones. The JMU-STAR tool is the vehicle for reporting and tracking objectives so that they are seen and reviewed by university administration.

Effective communication is critical for our planning process to work optimally. Please talk to those you lead about their objectives; both the ones being worked on in the current year and the ones being planned for next year. Ask questions of your supervisor to learn their planning priorities. The plan hinges on the quality of the objectives being executed and their alignment with university goals and core qualities.

NOTE: If you are <u>continuing an objective</u> from a previous planning cycle, see instructions to Copy an Objective. Copying objectives should be done before creating new objectives, otherwise the new objective will be overwritten by the copy process. If you are <u>creating new objectives</u>, continue with the instructions in this section.

For each objective, enter information for sections 1 (**Objective Name and Link to Plans**) through 1.4 (**Budget Initiative**).



The other fields (**Objective Accomplishments** and **Use of Results**) are not required to be completed until the end of the academic year. However, you can fill in information as it becomes available.

- 1. Log in to the JMU-STAR tool.
- 2. From the Welcome Page, click on Programs.



- 3. Click on your program/unit name.
- 4. Choose the planning cycle you're working on.
 - a. There are three cycles visible: Past Cycle, Current Cycle, Next Cycle.
 - b. Planning cycles align with the university's academic and fiscal year (July 1 June 30).



Note: The following steps are re-numbered to align with the objective numbering in the JMU-STAR tool:

1 Objective Name and Link to Plans

Several things happen in this first box of the objective:

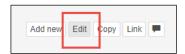
- A. Name the objective: Objective Name short and long description
- B. Link Objective to JMU Strategic Plan and Division Strategic Plan
- C. Link to Annual Report
- D. Add a new objective field set
- A. Name the objective: Objective Name short and long description
- 1. Click on the first field (Objective Name and Link to Plans) to expand it.



2. Brief instructions are located in the opened box. Click on the **Detailed Instructions** link for complete information about entering the objective. A PDF will open in a new window.



3. Click **Edit**. A box will open in the current window.



We recommend that you develop your plan and objectives outside of the JMU-STAR Tool. You can then use copy and paste to enter your objective information.

4. Enter the **Short Name** for the objective in the box at the top. Use division/college/department abbreviations before giving a short descriptive title to the objective—this short name is used on the Budget Initiative form. For example, OIR- Enrollment projections. (There is a maximum character count of 60 for this field.)

5. Enter the long description for the objective in the large text space. Clearly and concisely describe the objective. Include criteria and make sure the objective specifically states a reason why it is important AND fully describes an outcome, product, deliverable, or result to be achieved.



NOTE: Include learning/use of results from the prior year's objective here or in the "Steps to meet objective" field.

- 6. Check the box to mark this as complete.
- 7. Click **Save** after entering the information.
- B. Link Objective to JMU Strategic Plan and Division Plan See instructions to Link to annual report and strategic plans.
- C. Link Objective to be included in the Annual Report
 See instructions to Link to annual report and strategic plans.

The Plan link icon shows the number of plans linked to this first objective. Click on it to see the linkage information.



D. Add a new objective field set

When beginning a new Planning Cycle, the JMU-STAR Tool contains only one field set for an objective. To add more than one objective, you must open the first **Objective Name and Link to Plans** to add a new objective field set.

1. Click Add new to one or more additional field sets



2. Click OK to add a new field set.

The new field set will be below the existing field set(s).



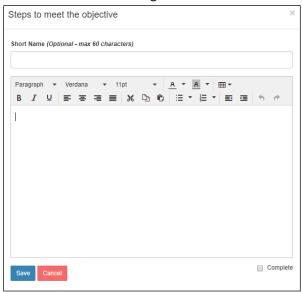
1.1 Steps to meet the objective

Describe the actions to be taken for the objective to be met. (You can attach supporting documents if appropriate.) NOTE: Include "Use of Results" from the prior year if appropriate.

1. Click on the **Steps to meet the objective** field. Brief instructions are located in the opened box.



- 2. Click Edit.
- 3. Enter in the large text area the steps the unit will take to achieve the objective. It is not necessary to enter information into the Short Name box.
 - Fully describe the key steps to reach the objective. Make sure all key steps include specific detail to be measurable and state a specific timeframe for completion.
 - Use the formatting tools to number the steps if needed.

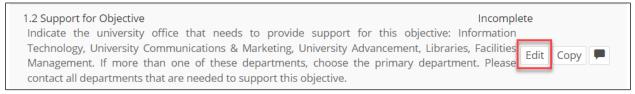


- 4. Check the box to mark this as complete.
- 5. Click **Save** after entering the information.

1.2 Support for Objective

This field indicates that you intend to contact another office at JMU for support with this objective. The other office(s) are not notified through this tool. This serves as a reminder that you need to contact them.

1. Click on the Support for Objective field.



Click Edit.

3. Select the applicable choice from the list.



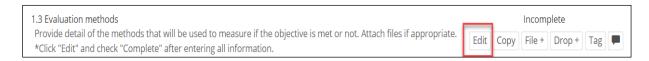
- 4. Check the box to mark this as complete.
- 5. Click **Submit** in the bottom left to save this information.

1.3 Evaluation Methods

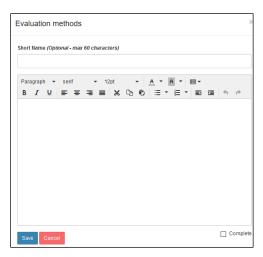
1. Click on the Evaluation Methods field.



2. Click Edit.



- In the large text area, enter the methods you will use to evaluate the success of this
 objective.
- Describe the specific, systematic evaluation methods that will be used to measure change.
- Include how the objective will be evaluated/assessed using specific, systematic evaluation method(s) that are clearly linked to expected change/results.



- 3. Check the box to mark this as complete.
- 4. Click **Save** after entering the information.

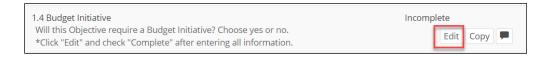
1.4 Budget Initiative

Use this field if your department is submitting a budget initiative. This is applicable for those new objectives that apply to the next cycle (not the current cycle).

1. Click on the **Budget Initiative** field.



2. Click Edit.



3. Select **Yes** or **No** if you are submitting a budget initiative for this objective. Don't forget to fill out the Budget Initiative form.



- 4. Check the box to mark this as complete.
- 5. Click **Save** after entering the information.

COPY OBJECTIVES

Objectives can be continued from a previous planning cycle. This process should be done before creating new objectives, otherwise the new objective will be overwritten by the copy process.

- 1. Log in to the JMU-STAR tool. (See instructions in this document Log in to JMU-STAR Tool.)
- 2. From the Welcome Page, click on Programs.



- 3. Click on your program/unit name.
- 4. Choose the planning cycle you're working on.
 - a. There are three cycles visible: Past Cycle, Current Cycle, Next Cycle.
 - b. Planning cycles align with the university's academic and fiscal year (July 1 June 30).
 - c. See <u>Planning Cycles and Timeline</u> in this document for more information, or contact Tina Grace (<u>gracetm@jmu.edu</u>) or Cindy Chiarello (<u>grovecg@jmu.edu</u>) for assistance.

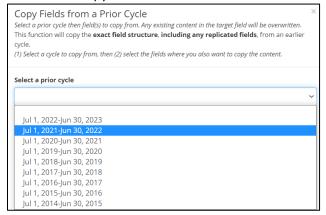


Copy Existing Objectives

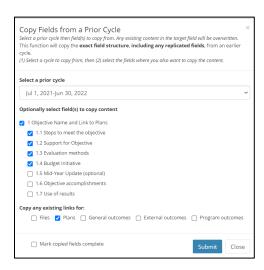
5. Click "Copy" in the All Fields row. A pop-up window will open.



6. From the **Select a prior cycle** dropdown, choose the year where your objectives are that you want to copy.



- 7. Check all objective fields for the specific objectives that you want to copy.
 - a. NOTE you should not copy Objective Accomplishments or Use of Results, these should be original for each planning cycle.



- 8. Scroll to the bottom of the list. Click "Plans" to copy existing links from the previous cycle's objective. Do not click "Mark copied fields complete".
- 9. Once you have made your selections, click "Submit."



Your copied objectives should now be viewable in the planning cycle you are working on.

Review and Update Copied Objective Information

Review and update the information to reflect what the unit is doing in the current year (steps follow).

10. If needed, update the objective name and description. Click Edit.



- a. Modify the Short Description for the Objective in the box at the top (just a few words; there is a maximum character count of 60). The Short Description is used on the Budget Initiative form.
- b. Modify the Long Description for the Objective in the large text space.

NOTE: Include learning/use of results from the prior year's objective here or in the "Steps to meet objective" field.

- 11. Check the box to mark this as complete.
- 12. After the information has been entered, Click Save.



13. Repeat this process for updating other objective fields as necessary.



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ANNUAL REPORT

The annual report highlights your accomplishments over the past year and includes categories that align with the university's strategic plan or other areas of emphasis for JMU.

At the end of the academic and fiscal planning year (usually starting in April), you should use the JMU-STAR tool to update your objectives and create your annual report. This has five steps:

- 1. Verify Current Cycle Objectives Are Linked
- 2. Update Current Cycle Objectives
- 3. Review/Update/Enter Next Cycle Objectives
- 4. Enter Annual Report Information
- 5. Submit Annual Report

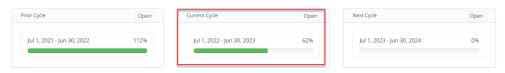
Verify Current Cycle Objectives Are Linked

Verify your Current Cycle Objectives are linked to both your annual report and the JMU Strategic Plan 2020-2026.

1. From the Welcome Page, click on Programs.



- 2. Select your program to open the drop-down menu.
- Choose the Current Cycle.



4. For each objective, you will link it to multiple items. Click on **Objective Name and Link to Plans** to open the dialogue box.



- 5. Click **Link** to show the plans this objective is linked to.
 - a. If your objectives are already linked to BOTH JMU Strategic Plan 2020-2026 goals AND your Annual Report, skip to section *Review/Update/Enter Next Cycle Objectives* in this document.
 - b. If your objectives are not linked to BOTH the JMU Strategic Plan 2020-2026 AND your Annual Report, follow instructions in *Link Objectives* in this document, then return here and continue.

Update Current Cycle Objectives

Update your Current Cycle objectives with accomplishments and how you will use results.

1.6 Objective Accomplishments



- 1. For each objective in the Current Cycle, click on **Objective Accomplishments**.
- Click Edit.



- a. In the large text area, describe the extent to which this objective has been accomplished. The description should fully communicate the extent to which each of the specific activities outlined in Steps to Reach the Objective have been achieved and the changes that occurred. Include analysis of what happened.
- 3. Check the box to mark this as complete.
- 4. Click Save.



1.7 Use of Results

- 5. For each objective, click on Use of Results.
- 6. Click Edit.
 - a. In the large text area, reflect on how well the objective was accomplished during this year.
 - b. Describe how the evaluation results will be used to bring about future improvement or change.
 - c. Provide details of what will be changed in the next cycle to further enhance the results of this objective.
 - d. Fully and clearly connect current results with a specific future direction; set continued or new objective(s) for the following year.

Example-focus on improvement: Based on (findings, analysis), the (unit, office, department, program) will (enhance, enrich, further, advance) the (time, cost, quality, quantity) of (function, program, activity).

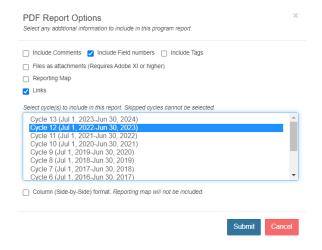
- 7. Check the box to mark this as complete.
- 8. Click Save.

Create a PDF of the Current Objectives (Optional)

9. In the All Fields bar above objective 1, click on View PDF.



- 10. A pop-up window will open with PDF Report Options.
 - a. Select Include Field Numbers, Links, and the Planning Cycle.



- 11. Click **Submit**. A new tab will open in your browser with the PDF.
- 12. Download/Save the file to your computer.

Review/Update/Enter Next Cycle Objectives

Prepare and finalize your objectives for next year.

13. From the Welcome Page, click on Programs.

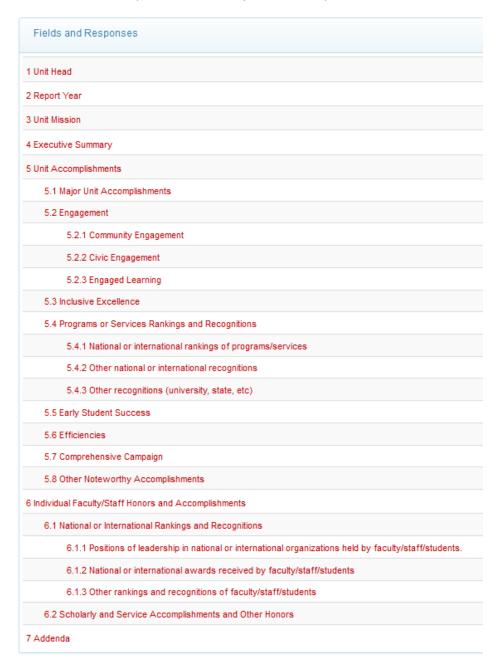


- 14. Select your program to open the drop-down menu.
- 15. Choose the Next Cycle.
- 16. You may have entered some objectives with budget initiatives in January. You will see these here. Enter any remaining objectives now using instructions from the *Create Objectives* section in this document. Return here to continue.

Enter Annual Report Information

- 17. From the Welcome Page, click on Plans.
- 18. Click your unit name to create/edit the annual report.
- 19. Click on each field to expand it, then click Edit.

- a. Note: not every field may be applicable to your unit.
- b. Required fields: Unit Head, Report Year, Unit Mission, Executive Summary. Complete the other fields as they apply to your unit. These fields align with the university's strategic plan or other areas of emphasis for JMU.
- c. The Addenda may include:
 - APR/Program Review Action Plan
 - APT assessment report
 - Statistical Summary that includes major and faculty data (arrives from Dean in late May)



Create Annual Report PDF

From the Plans tab, you are able to create a PDF of your annual report that includes the objectives from the current and next academic years.

The annual report PDF combines:

- Annual Report (from the Plans section of the JMU-STAR tool)
- Current Objectives (from the Programs section of the JMU-STAR tool, current year plan cycle)
- Upcoming Objectives (from the Programs section of the JMU-STAR tool, next year plan cycle)

Note: the PDF will only include the objectives if you linked them (See <u>Link Objectives</u> in this document for instructions).

20. Once you have entered information for all applicable fields, click View PDF in the plan header.



21. A pop-up window will open with PDF Plan Report Options.

Select:

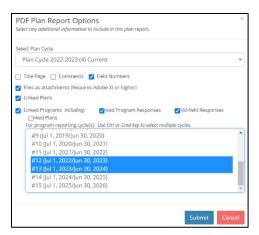
- Plan Cycle Current (NOTE: this same process can be used to create previous years' reports, simply select the year for which you want a report)
- Title Page
- Field Numbers
- · Files as attachments
- Linked Plans
- Linked Programs (with Linked Program Responses and Child-field Responses)
- Program Reporting Cycles
 - Select the current cycle (year ending)
 - Select the next cycle (next year)
- 22. Click **Submit**. A new tab will open in your browser with the PDF.
- 23. Download/Save the file to your computer.

Submit Annual Report

Your Annual Report (one PDF document) is now ready for submission to your AVP/Dean or VP.

NOTE: Contact your AVP/Dean for information on how they prefer to receive your Annual Report (e.g., email, JMU Network shared drive, etc.)

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LINK OBJECTIVES

How to link objectives at any point during the planning year.

Link Objective to JMU Strategic Plan

A single objective can be linked to several university goals in the strategic plan.

- 1. For each objective, click on **Objective Name and Link to Plans** to open.
- 2. Click **Link**.



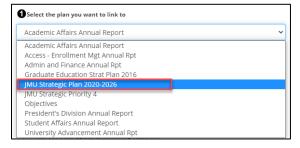
Click Plans.



4. Click the drop down to select a plan.



Select JMU Strategic Plan 2020-2026.



- 6. Select all university goals that this objective supports. A detailed list of the Core Qualities and Goals can be viewed at https://www.jmu.edu/jmuplans/core-qualities-goals.shtml
 - a. There is an unpublished Core Quality 12: Other endeavors in support of the university's mission. Use this core quality only if the objective does not fit into any of the other core qualities.

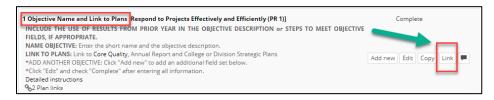


7. Scroll to the bottom and click **Save**.

Link Objective to Division Strategic Plan

If your division has a strategic plan, follow your VP's guidelines for linking to your division's strategic plan.

- 1. For each objective, click on **Objective Name and Link to Plans** to open.
- 2. Click Link.



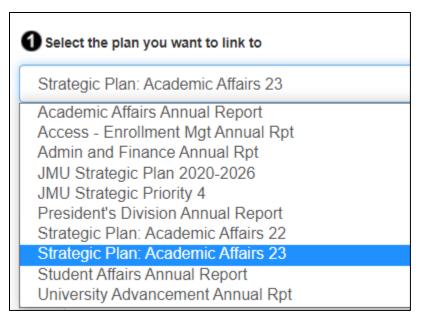
Click Plans.



4. Click the drop down to select a plan.



5. Select your division's strategic plan.



6. Scroll to the bottom and click **Save**.

Link Objective to Annual Report

You must link objectives to the Annual Report Plan in order to include them in your annual report.

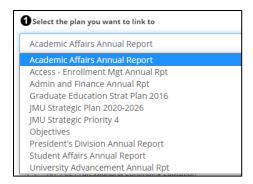
- 7. For each objective, click on **Objective Name and Link to Plans** to open.
- 8. Click Link.



Click Plans.



10. Click on the drop-down menu and choose the Annual Report for your division.



11. Check the box next to your unit. (This will include the objective in your annual report.) The list is organized by AVP/Dean level. Follow guidelines from your AVP/Dean for instructions about linking to their annual report. Choose your AVP/Dean from the list to link to their annual report.



12. Scroll to the bottom and click **Save**.

NOTE: VPs, AVPs, Deans and Department Heads—be sure to include in your annual report the activities and accomplishments of units that report to you that do not create objectives or annual reports in JMU-STAR. (Check the organizational chart for these areas that include Centers, Clinics, and Institutes.)

HELP

If you need assistance with the JMU-STAR tool or the planning process, please contact:

Tina Grace gracetm@jmu.edu

Cindy Chiarello grovecg@jmu.edu

ABOUT THIS MANUAL

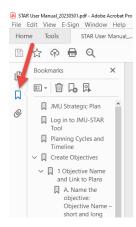
Using Document Navigation

This document has been created using headings to allow for easy navigation to specific areas of interest.

• To use the navigation pane in Microsoft Word, choose the **View** ribbon (the top of the screen) and check the box next to **Navigation Pane**. The navigation pane will appear to the left.



• To use the navigation in Adobe, click on the Bookmarks icon on the left. The navigation pane will appear to the left.



From here, you can click on a heading and the document will take you to that section.

Alternatively, you can click in the **Table of Contents** on the next pages to go directly to a desired section.

Locating Specific Terms and Nomenclature

Care has been taken in writing this manual to use consistent nomenclature with what you will find in the JMU-STAR reporting tool and in other information you receive from the Office of Institutional Research (OIR). To quickly locate information on a specific topic, use Ctrl+F on your keyboard to open the **Find** box, then type the phrase you are searching for. For example, if you want to create a PDF of your objectives, use Ctrl+F, then type PDF. The finder will show you anywhere in the document that the letters "PDF" appear.

Words in **bold** indicate exact wording of an item within the JMU-STAR tool and specific sections of this manual. These bold terms are often used to guide you to specific links within the tool or to indicate which command to click on, or to direct you to another section of this manual for specific directions.

Maintenance of This Manual

This manual is intended to be a useful and easy resource for JMU-STAR users. Please send any corrections, updates, or suggestions for usability of this manual to Cindy Chiarello at grovecg@jmu.edu or Tina Grace at gracetm@jmu.edu.

If your unit has experienced changes in reporting, organization, or changed its name, please contact Tina Grace (gracetm@jmu.edu) or Cindy Chiarello (grovecg@jmu.edu) so that we can make the appropriate changes in the JMU-STAR tool.

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