

President's At-Risk Pay

Proposed Metrics

2015-2016

<u>Category</u>	<u>Objective</u>	<u>Target Value</u> 2016 Target
Student Affordability (25%)	Average debt of undergraduates Cost of attendance	\$ 4,250 \$23,000
Student Success (25%)	4 year graduation rate 6 year graduation rate 4 year graduation rate-1 st Gen 4 year graduation rate-URM Freshman/Sophomore Retention Rate Freshman/Sophomore Retention Rate-1 st Gen Freshman/Sophomore Retention Rate-URM	52.0% 76.0% 49.0% 40.0% 93.0% 90.0% 90.0%
Fundraising (30%)	Increase net production Increase cash net production Increase number of donors Increase student support	\$330M \$150M 82K \$70M
Institutional Reputation and Excellence (20%)	Research productivity Faculty awards, honors Increase brand exposure/positive attention <ul style="list-style-type: none"> • Ad equivalency rates exceed peers • # of news stories exceed peers • Total reach social media exceed peers 	\$360.0M Y/N Y/N