

**President's At-Risk Pay
2015-2016**

Category	Objective	Weights	Historical Values					Performance	Score
			12	13	14	15	2016 Goal		
Student Affordability (25%)	Average debt of undergraduates	10%	\$ 5,700	\$ 5,257	\$ 4,726	\$ 4,326	\$ 4,250	\$4,156	10%
	Cost of attendance	10%	\$22,748	\$23,468	\$23,242	\$23,002	\$23,000	\$23,032	7%
	Tuition freeze	5%	*	*	*	*	Y/N	Y	5%
Sub-Total 25%									
Student Success (25%)	4 year graduation rate	8%	45.7%	46.8%	49.2%	51.5%	52.0%	55.9%	10%
	6 year graduation rate	4%	70.2%	70.7%	73.8%	75.4%	76.0%	77.0%	4%
	4 year graduation rate-1 st Gen	2%	40.6%	42.2%	43.1%	47.5%	49.0%	52.7%	3%
	4 year graduation rate-URM	2%	29.5%	30.9%	38.3%	38.1%	40.0%	47.6%	3%
	Freshman/Sophomore Retention Rate	5%	90.6%	91.0%	92.6%	92.8%	93.0%	91.8%	3%
	Freshman/Sophomore Retention Rate-1 st Gen	2%	87.1%	88.1%	88.7%	89.3%	90.0%	87.9%	0%
	Freshman/Sophomore Retention Rate-URM	2%	87.3%	87.8%	90.0%	89.9%	90.0%	90.9%	2%
Sub-Total 25%									
Fundraising (30%)	Increase net production	12%	\$298.8M	\$218.9M	\$235.7M	\$343.4M	\$330.0M	\$332M	12%
	Increase cash net production	6%	\$107.9M	\$101.0M	\$119.4M	\$166.1M	\$150M	\$148.4M	5%
	Increase number of donors	6%	\$61.4K	\$59.0K	\$65.9K	\$76.1K	\$82K	\$82.6K	6%
	Increase student support	6%	\$33.5M	\$38.1M	\$54.6M	\$67.7M	\$70M	\$70.3M	6%
Sub-Total 30%									
Institutional Reputation and Excellence (20%)	Research productivity	6%	\$375.3M	\$370.0M	\$340.9M	\$334.9M	\$360.0M	\$363.3M	6%
	Faculty awards, honors	6%				Y	Y/N	Y	6%
	Increase brand exposure/positive attention	8%				Y	Y/N	Y	8%
	<ul style="list-style-type: none"> ●Ad equivalency rates exceed peers ●# of news stories exceed peers ●Total reach social media exceed peers 								20%
Sub-Total 20%									
								TOTAL: 96%	

*Not included in earlier Student Affordability

Amount of Pay at Risk: \$210,000
Recommended Payout: \$201,600