

**President's Scorecard 2019-2020**

1 - Alert	2 - Area of concern	3 - Goal met	4 - Met stretch goal	5 - Met super stretch			
Imperative	Goal	Weight	Scale	Outcome	Score	Weighted Score	Status
Student Success	Graduation: Confer 2,675 degrees	10.0%	5 = 2,750+				
	*FY2019 conferred 2,697 (record)		4 = 2,700 - 2,749				
			3 = 2,650 - 2,699				
			2 = 2,600 - 2,649				
			1 = 2,599 and below				
Student Success	Progression: Achieve 6-year graduation rate of 42.5%	10.0%	5 = 44% +				
	*FY2019 rate was 45.22% (record)		4 = 43% - 43.9%				
			3 = 42% - 42.9%				
			2 = 41% - 41.9%				
			1 = 41% and below				
Student Success	Progression: Achieve 4-year graduation rate of 21.5%	10.0%	5 = 22.1% +				
	*FY2019 rate was 21.68% (record)		4 = 21.6% - 22%				
			3 = 21% - 21.5%				
			2 = 20.5% - 20.99%				
			1 = 20.49% and below				
Student Success	Retention: Increase retention rate to 73%	10.0%	5 = 74.6% +				
	*2017 cohort 68.84%		4 = 73.6% - 74.5%				
			3 = 72.6% - 73.5%				
			2 = 71.6% - 72.5%				
			1 = 71.5% and below				
Student Success	Improvement in First Year Retention Rate	10.0%	5 = 3%+				
	Improvement on annual basis tracking IPEDS entering cohort		4 = 2% - 2.99%				
	% change		3 = 1% - 1.99%				
	* rate of change from 2017 to 2018 was -3.54%		2 = 0% - .99%				
			1 = decreased				
Academic and Operational Success	Faculty/Staff Median Salary: Increase Faculty Salary at 89% of "new" CUPA median and refresh study, and increase Staff Salary to phase III of the new entry point for all 19 pay bands	0.00%	5 = 90.1%+				
	*Faculty equity held at 88%		4 = 89.1%-90				
	*Staff equity held at phase II		3 = 88.1%-89%				
			2 = 87.1%-88%				
			1 = 87% and below				
Operational Success	Employee Engagement: Increase score on "Engagement" to 4.0 on Employee Engagement Survey	8.0%	5 = 4.2+				
	*Previous year was 3.88		4 = 4.09-4.19				
			3 = 3.9 -4.0				
			2 = 3.8-3.89				
			1 = 3.8 and below				
Operational Success	Total Enrollment (FTE): Increase FTE for all constituencies from 11,941 to 12,050	8.0%	5 = 12,200+				
	*Fall 2018 FTE of 12,002 (record)		4 = 12,101 - 12,199				
			3 = 12,000 - 12,100				
			2 = 11,901 - 11,999				

			1 = 11,900 and below				
Operational Success	Total Enrollment (HC): Increase total head count enrollment at all sites from 13,520 to 13,650	10.0%	5 = above 13,799				
	*Fall 2018 enrollment of 13,733 (record)		4 = 13,700 - 13,799				
			3 = 13,600 - 13,699				
			2 = 13,500 - 13,599				
			1 = 13,499 and below				
Academic, Operational, Partnership, and Student Success	Fundraising: Achieve \$8.5M in total annual gifts and pledges	10.0%	5 = \$9.5M+				
	*silent phase of campaign (\$38M raised toward \$50M goal by December 31, 2020)		4 = \$9M - \$9.49M				
	*FY19 gifts and pledges totaled over \$5.7M		3 = \$8.5M - \$8.99M				
			2 = \$8M - \$8.49M				
			1 = \$7.99M and below				
Academic, Partnership, and Student Success	Research & Sponsored Projects: Increase funding awards to over \$3M	7.0%	5 = \$4M+				
	*FY19 total \$2.177M		4 = \$3.6M - \$4M				
			3 = \$3M - \$3.5M				
			2 = \$2.5M - \$2.99M				
			1 = \$2.4M and below				
Partnership Success	Economic Impact: Increase regional economic impact from \$564M to \$575M	7.0%	5 = over \$586M				
	*FY19 reported on FY18 activity: \$604M (record)		4 = \$576-585M				
			3 = \$565M - \$575M				
			2 = \$550M - \$564M				
			1 = \$549M and below				

FY2020 Score Final