

## President's Annual Goals for 2020-21

**Goal 1: Four-year Graduation Rate:** Increase the University's four-year graduation rate (*PBF metric*) **from 27.7% to 35%.\***

**Goal 2: Academic Progress Rate:** Increase the second year retention rate [Second Fall Retention Rate with at Least a 2.0 GPA for Full-time FTIC students] (*PBF Metric*) **from 73.0% to 86.0%.\***

*\*Note: At this time, the University is awaiting guidance from the BOG on the potential adjustments on the annual PBF goals to accommodate COVID-19 pandemic impacts.*

**Goal 3: Licensure Pass Rate:** Develop and execute action plans that deliver first-time licensure pass rates of:

- 3.1 **Nursing: from 63% to 80%**
- 3.2 **Law: from 57% to 75%**
- 3.3 **Pharmacy: from 83% to 85%**
- 3.4 **Physical Therapy: from 86.4% to 88%**

**Goal 4: Annual Giving:**

- 4.1 Increase annual giving **by 5% (from \$7.3M to \$7.7M).**
- 4.2 Increase the annual alumni giving rate **from (7.7% to 9%).**

**Goal 5: R&D Expenditures:** Increase total R&D expenditures **by 1% (from \$39.6M to \$40M).**

**Goal 6: Organizational Leadership:**

- 6.1 **Emergency Management** – Effectively manage the University through the COVID-19 pandemic by ensuring the delivery of instruction, research and business operations.
- 6.2 **Staffing Efficiency** – Conduct Organizational Staffing Efficiency Study.
- 6.3 **Effective Decision Making** – Expand and promote the use of data and evidence across the University, thus leading to effective decision-making.
- 6.4 **Operational Efficiencies** – Enhance the University's internal controls in key business areas to promote a culture of compliance and minimize audit findings.

**Goal 7: University Budget/Fiscal Management:**

- 7.1 **Financial Health(Balanced Budget)** – Strengthen the University's financial health by achieving or exceeding a minimum **debt coverage ratio  $\geq 1.0$ .**
- 7.2 **Strategic Resource Allocations** – Develop and align resource allocations to adequately support the University's annual strategic priorities.
- 7.3 **Operational Control** – Ensure proper controls are in place to drive the proper use of all funding sources, in accordance with state statutes.

**Goal 8: Internal/External Relations:** Continue to expand relationship-building with key stakeholders, including students, faculty, staff, Boards, alumni, elected officials (local, state, national), corporations and the local community.