

Update on President's Goals 2024-2025

President's Annual Goals	Baseline	2025 Goal	Actual		
			2022	2023	2024
Goal 1: Four-year Graduation Rate/Student Retention Increase the University's four-year graduation rate (PBF metric) to 46%; Increase second year retention rate to 88%. *Accountability Plan (PBF-4)	Graduation 27.0% Retention 89.1%	Graduation 46% Retention 88%	Graduation 27.0% Retention 89.1%	Graduation 28.4% Retention 91.8%	Graduation 35.0% Retention 86.5%
Goal 2: Licensure Pass Rate Execute action plans that deliver first-time licensure pass rates of: Nursing to 85%; Law to 80%; Pharmacy to 90%; Physical Therapy to 88%. *Accountability Plan (KPI-14)	1 of 4	4 of 4	1 of 4	1 of 4	1 of 4
Goal 3: Annual Giving Increase annual giving to \$20M.	\$24.6M	\$20.0M	\$24.6M (June 30, 2022)	\$25.7M (June 30, 2023)	\$26.9M (June 30, 2024)
Goal 4: R&D Expenditures Increase total R&D expenditures to \$60M. *Accountability Plan (KPI-17)	\$44.0M	\$60.0M	\$50.6M (June 30, 2022)	\$66.0M (June 30, 2023)	\$69.6M (June 30, 2024)
Goal 5: Organizational Leadership Strategy – Effectively implement the Year-three goals, and priorities outlined in the Boldly Striking Strategic Plan. Develop policy and implement procedures for accepting gifts to the University or DSO's. Ongoing improvement in the attainment of Top 100; Development of Succession Plan for Colleges and Schools, --- Organizational Effectiveness; Create a Culture of Accountability through the development of Expectation Contracts. Continue implementation of the Customer Service Enhancement or Improvement Initiative.	n/a	90% Staff Retention 100% written Expectation Contracts with SLT and other managers (Bi-wkly reviews), Succession Plan for 14 Colleges/Schools -- Reviews 5 customer Service Training Sessions	Implement Deliverables	Implement Deliverables	Implement Deliverables
Goal 6: University Budget/Fiscal Management Financial Health - Strengthen the University's financial health by achieving or exceeding a minimum debt coverage ratio greater than or equal to 1.0; Strategic Resource Allocations – Continue to align resource allocations to adequately support the University's annual strategic priorities in all areas including athletics. Develop and implement Corrective Action Plan relative to the three year Operational Audit.	1.88	Debt Ratio \geq 1.0	TBD	TBD	TBD
Goal 7: 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.	100% engagement across all stakeholders	100% engagement across all stakeholders	100% engagement across all stakeholders	100% engagement across all stakeholders	100% engagement across all stakeholders

Strike, Strike, and Strike Again!

