

Update on President's Goals 2023-2024



President's Annual Goals	2023 Goal	2024 Goal
Goal 1: Four-year Graduation Rate/Student Retention Increase the University's four-year graduation rate (PBF metric) to 38%; Increase second year retention rate to 90.0%.	Graduation 38.0% Retention 90.0%	Graduation 43.0% Retention 90.0%
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%	4 of 4	4 of 4
Goal 3: Annual Giving Increase annual giving to \$15M.	\$15.0M	\$17.5M
Goal 4: R&D Expenditures Increase total R&D expenditures to \$45M.	\$45.0M	\$57.0M
Goal 5: Organizational Leadership Strategy – Effectively implement the Year-One goals, and priorities outlined in the new Strategic Plan. Ongoing improvement in the attainment of Top 100; Talent Acquisition, Development, Retention, Succession, and Organizational Effectiveness; Create a Culture of Accountability (performance matters)/Continue implementation of the Customer Service Improvement Initiative.	Implement all 3 Deliverables	90% Staff Retention 100% written performance reviews 5 Customer Service Training Sessions
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.	Debt Ratio \geq 1.0	Debt Ratio \geq 1.0
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