University of Nebraska

Strategic Plan System Metrics – v1.07

Pillar 1: Extraordinary Teaching & Learning: Establish the University of Nebraska System and its educational programs as the most extraordinary learner-centered university with nationally recognized programs and top tier faculty and staff.

Strategy 1: Inspiring all Future Learners

1.1.1 Metric (1.25): Enrollment: Total Student Headcount

Definition: Total enrolled student headcount at Census.

Proposed Growth: 1% AY 2025-26 2.5% AY 2027-28

1.1.2 Metric (1.25): Enrollment: Total Student Credit Hours

Definition: Number of enrolled credit hours at Census.

Proposed Growth: 1% AY 2025-26 2.5% AY 2027-28

1.1.3 Metric (1): Enrollment: FTFT Student Headcount

Definition: Headcount of first-time, full-time students (freshmen).

Proposed Growth: 1.5% AY 2025-26 3% AY 2027-28

1.1.4 Metric (1): Enrollment: FTFT Student Credit Hours

Definition: Number of credit hours enrolled among first-time, full-time students (freshmen).

Proposed Growth: 1.5% AY 2025-26 3% AY 2027-28

1.1.5 Metric (1): Enrollment: Transfer-in Headcount

Definition: Headcount of first-time undergraduate transfer students.

Proposed Growth: 3% AY 2025-26 5% AY 2027-28

1.1.6 Metric (1): Enrollment: Internal Undergraduate-to-Grad/Professional Transition Rate

Definition: Percentage of students who earn an undergraduate award in the prior two academic years and are enrolled in a graduate/professional program at NU the subsequent fall semester.

Proposed Growth: 2% AY 2025-26 10% AY 2027-28

1.1.7 Metric (1): Enrollment: High School Recruitment Visits

Definition: Number of high schools visited by NU recruiters.

Proposed Growth: 100% AY 2025-26 100% of all NE High Schools AY 2027-28

1.1.8 Metric (1): Enrollment: Freshmen Student Admission to Matriculation Rate

Definition: Percentage of admitted freshmen students who matriculate the following semester that applied during the prior academic year.

Proposed Growth: 5% AY 2025-26 10% AY 2027-28

1.1.9 Metric (1): Enrollment: Transfer Student Admission to Matriculation Rate

Definition: Percentage of admitted transfer students who matriculate the following semester that applied during the prior academic year.

Proposed Growth: 5% AY 2025-26 10% AY 2027-28

Strategy 2: Transforming the Learning Environment

1.2.1 Metric (1.25): Student Success: Fall-to-Fall Retention

Definition: Percentage of all undergraduate degree-seeking students enrolled at the prior fall census who re-enroll or graduate before the subsequent fall census.

Proposed Growth: 2% AY 2025-26 6% AY 2027-28

1.2.2 Metric (1.25): Student Success: First-Year Retention Rate (First-Time Cohort)

Definition: Percentage of first-time bachelor's-seeking students enrolled at the prior fall census who re-enroll at the subsequent fall census. HLC Indicator.

Proposed Growth: 2% AY 2025-26 6% AY 2027-28

1.2.3 Metric (1): Student Success: Overall DFW Rate

Definition: Percentage of undergraduate course attempts that results in a D, F, or student withdrawal.

Proposed Growth: -2% AY 2025-26 -10% AY 2027-28

1.2.4 Metric (1): Student Success: Math/Quantitative Literacy DFW Rate

Definition: Percentage of undergraduate math/quantitative course attempts that results in a D, F, or student withdrawal.

Proposed Growth: -3% AY 2025-26 -15% AY 2027-28

1.2.5 Metric (1): Student Success: English Comp DFW Rate

Definition: Percentage of undergraduate English Comp course attempts that results in a D, F, or student withdrawal.

Proposed Growth: -3% AY 2025-26 -15% AY 2027-28

1.2.6 Metric (1.25): Student Success: Completion and Transfer Rate at 8 Years After Entry

Definition: Percentage of all entering undergraduate students in a particular cohort year who complete their educational program or transfer to subsequent institutions, measured at 8 years after entry. *HLC indicator.*

Proposed Growth: 2% AY 2025-26 8% AY 2027-28

1.2.7 Metric (1.25): Student Success: Undergraduate Graduation Rate (150% of Normal Time)

Definition: Percentage of the bachelor's or equivalent degree and other degree/certificate-seeking adjusted cohort that completes an award in six years or 150% of normal time. *AAU informational indicator.*

Proposed Growth: 2% AY 2025-26 6% AY 2027-28

1.2.8 Metric (1.25): Student Success: Pell Grant Recipient Graduation Rate (150% of Normal Time)

Definition: Percentage of the Pell bachelor's or equivalent degree and other degree/certificate-seeking adjusted cohort that completes an award in six years or 150% of normal time. *AAU Informational Indicator.*

Proposed Growth: 3% AY 2025-26 8% AY 2027-28

1.2.9 Metric (1.25): Student Success: Pell Graduation Rate Gap

Definition: Gap between Pell Grant Recipient and Undergraduate Graduation Rate (150%). *AAU Informational Indicator.*

Proposed Growth: -3% AY 2025-26 -10% AY 2027-28.

1.2.10 Metric (1.25): Student Success: Post Graduate Debt-to-Earnings Success Rate

Definition: Percentage of NU programs meeting the DOE's established debt-to-earnings performance benchmarks. DOE Indicator.

Proposed Growth: 100% of programs AY 2025-26 100% of programs AY 2027-28.

1.2.11 Metric (1.25): Student Success: Post Graduate Earnings Premium Success Rate

Definition: Percentage of NU programs meeting the DOE's established earnings premium performance benchmark. DOE Indicator.

Proposed Growth: 100% of programs AY 2025-26 100% of programs AY 2027-28.

Strategy 3: Curriculum Innovation and Multicampus Alignment

1.3.1 Metric (1): Academics: AI Components in UG Courses

Definition: AI curricular content embedded in general education courses (Yes/No).

Proposed Growth: 100% AY 2025-26 500% AY 2027-28. [100% goal]

1.3.2 Metric (1): Academics: Undergraduate Student Research Participation

Definition: Percentage of undergraduate students participating in research and creative activity.

Proposed Growth: 5% AY 2025-26 10% AY 2027-28

1.3.3 Metric (1): Academics: Graduate/Professional Research Participation

Definition: Percentage of graduate/professional students participating in research and creative activity.

Proposed Growth: 5% AY 2025-26 10% AY 2027-28

1.3.4 Metric (1): Academics: Transformative UG Courses

Definition: Percentage of undergraduate courses with transformative experiences (such as study abroad, community engagement, service learning, research/creative activity, clinicals, and practicums).

Proposed Growth: 10% AY 2025-26 25% AY 2027-28

1.3.5 Metric (1): Academics: Internship UG Experience Participation

Definition: Percentage of undergraduate students successfully completing internships, clinicals, and practicums.

Proposed Growth: 5% AY 2025-26 15% AY 2027-28

1.3.6 Metric (1.25): Academics: Development of NU System-wide Gen AI Commission Initiatives

Definition: Development of multi-domain initiatives by the NU System-wide Gen AI Commission.

Proposed Growth: 100% AY 2025-26 100% AY 2027-28

1.3.7 Metric (1.25): Academics: Implementation of NU System-wide Gen AI Commission Initiatives

Definition: Implementation of multi-domain initiatives by the NU System-wide Gen AI Commission.

Proposed Growth: 25% AY 2025-26 50% AY 2027-28

1.3.8 Metric (1.25): Academics: Expansion of Undergraduate Online Courses

Definition: Number of online undergraduate courses delivered annually.

Proposed Growth: 1% AY 2025-26, 50% AY 2027-28.

1.3.9 Metric (1.25): Academics: Expansion of Undergraduate Online Credit Hours

Definition: Number of online undergraduate credit hours at Fall Census.

Proposed Growth: 1% AY 2025-26, 50% AY 2027-28.

1.3.10 Metric (1.25): Academics: Expansion of Undergraduate Open Courses

Definition: Number of open undergraduate courses available annually.

Proposed Growth: 100% AY 2025-26, 500% AY 2027-28.

1.3.11 Metric (1.25): Academics: Expansion of Undergraduate Online Bachelor's Degrees

Definition: Number of completely online bachelor's degrees available.

Proposed Growth: 1% AY 2025-26, 100% AY 2027-28.

Strategy 4: Supporting Faculty Success

1.4.1 Metric (0.75): Faculty Success: Faculty Development Leaves-Teaching

Definition: Percentage of FDL related to teaching/curriculum development, etc.

Proposed Growth: 5% AY 2025-26 10% AY 2027-28

1.4.2 Metric (1): Faculty Success: Instruction Extramural Sponsored Awards (#)

Definition: Number of instruction-related sponsored extramural awards.

Proposed Growth: 0% AY 2025-26 5% AY 2027-28

1.4.3 Metric (1): Faculty Success: Instruction Extramural Sponsored Awards ($)

Definition: Amount of instruction-related sponsored extramural awards.

Proposed Growth: 5% AY 2025-26 10% AY 2027-28

Pillar 2: Extraordinary Research and Creative Activity:

Establish the University of Nebraska System research and creative activity scope and prominence as widely recognized for extraordinary societal impact as a top tier institution.

Strategy 5: Building a Common NU Research Identity

2.5.1 Metric (1): Research: Proposal Success Rate ($)

Definition: Percentage of the extramural research & development proposal submissions that were awarded (Dollars).

Proposed Growth: 3% AY 2025-26 12% AY 2027-28

2.5.2 Metric (1): Research: Proposal Success Rate ($) in Research Concentration

Definition: Percentage of the extramural research & development proposal submissions that were awarded in research concentration (Dollars).

Proposed Growth: 3% AY 2025-26 12% AY 2027-28

2.5.3 Metric (1): Research: Federal Direct Research Proposal Success Rate (#)

Definition: Percentage of the extramural research & development proposal submissions to federal sources that were awarded (Number).

Proposed Growth: 5% AY 2025-26 15% AY 2027-28

2.5.4 Metric (1): Research: Federal Direct Research Proposal Success Rate ($)

Definition: Percentage of the amount requested via extramural research & development proposal submissions to federal sources that was awarded ($).

Proposed Growth: 5% AY 2025-26 15% AY 2027-28

2.5.5 Metric (1): Research: Sponsored Awards ($)

Definition: Amount of extramural non-federal research sponsored awards and contracts normalized by research faculty.

Proposed Growth: 5% AY 2025-26 15% AY 2027-28

2.5.6 Metric (1.25): Research: Competitively Funded Federal Research Support per Faculty - AAU (10-year average)

Definition: Amount of competitively funded federal research & development expenditures / AAU faculty (10-year average). *AAU Phase I Indicator.*

Proposed Growth: 0% AY 2025-26 7% AY 2027-28

2.5.7 Metric (1.25): Research: Competitively Funded Federal Research Support per Faculty - AAU (most recent FY)

Definition: Amount of competitively funded federal research & development expenditures / AAU faculty (most recent FY). *AAU Phase I Indicator.*

Proposed Growth: 0% AY 2025-26 10% AY 2027-28

2.5.8 Metric (1.25): Publications: Book Publications per Faculty - AAU (10-year average)

Definition: Number of books published by tenure and tenure-track faculty within Academic Analytics' benchmarkable units / AAU faculty (10-year total). *AAU Phase I Indicator.*

Proposed Growth: 1% AY 2025-26 5% AY 2027-28

2.5.9 Metric (1.25): Publications: Book Publications per Faculty - AAU (most recent FY)

Definition: Number of books published by tenure and tenure-track faculty within Academic Analytics' benchmarkable units / AAU faculty (most recent FY). *AAU Phase I Indicator.*

Proposed Growth: 20% AY 2025-26 35% AY 2027-28

2.5.10 Metric (1.25): Publications Citations per Faculty - AAU (10-year average)

Definition: Number of citations by tenure and tenure-track faculty within Academic Analytics' benchmarkable units / AAU faculty (10-year average). *AAU Phase I Indicator.*

Proposed Growth: 2% AY 2025-26 10% AY 2027-2

Strategy 6: Internal Programmatic Infrastructure Growth and Alignment

2.6.1 Metric (1): Research: Federally Funded Research Subcontracts

Definition: Total annual expenditures of Federally funded research subcontracts received.

Proposed Growth: 2% AY 2025-26 15% AY 2027-28

2.6.2 Metric (1): Research: Realized Facilities and Administrative Fees

Definition: Total realized Indirect Cost Percentage.

Proposed Growth: 2% AY 2025-26 15% AY 2027-28

2.6.3 Metric (1): Research: F&A Recovery on Research Sponsored Projects

Definition: Indirect costs $ normalized by research faculty.

Proposed Growth: 2% AY 2025-26 15% AY 2027-28

2.6.4 Metric (1): Research: Core Research Laboratory Fiscal Success

Definition: Core research laboratory net margin.

Proposed Growth: 2% AY 2025-26 15% AY 2027-28

Strategy 7: External Collaboration, Recognition and Alignment

2.7.1 Metric (1.25): Research: Allocated USDA, State, and Industrial Research Funding per Faculty - AAU

Definition: Amount of formula-allocated USDA, state, and industrial research & development / AAU faculty (10-year Average). *AAU Phase II Indicator.*

Proposed Growth: 5% AY 2025-26 15% AY 2027-28

2.7.2 Metric (1.25): Research: Allocated USDA, State, and Industrial Research Funding per Faculty - AAU (most recent FY)

Definition: Amount of formula-allocated USDA, state, and industrial research & development / AAU faculty (most recent FY). *AAU Phase II Indicator.*

Proposed Growth: 10% AY 2025-26 20% AY 2027-28

2.7.3 Metric (1.25): Recognition: NRC Highly Prestigious Awards per Faculty - AAU (any year)

Definition: Number of NRC highly prestigious awards among tenure and tenure-track faculty within Academic Analytics' benchmarkable units / AAU faculty (any year). *AAU Phase I Indicator.*

Proposed Growth: 10% AY 2025-26 30% AY 2027-28

2.7.4 Metric (1): Recognition: NRC Highly Prestigious Awards (most recent year)

Definition: Number of NRC highly prestigious awards (most recent year).

Proposed Growth: 10% AY 2025-26 25% AY 2027-28

2.7.5 Metric (1.25): Recognition: NRC Highly Prestigious Awards per Faculty - AAU (most recent year)

Definition: Number of NRC highly prestigious awards among tenure and tenure-track faculty within Academic Analytics' benchmarkable units / AAU faculty (most recent year). *AAU Phase I Indicator.*

Proposed Growth: 10% AY 2025-26 30% AY 2027-28

2.7.6 Metric (1.25): Recognition: Postdoctoral Appointees per Faculty - AAU

Definition: Number of postdoctoral appointees / AAU faculty. *AAU Phase II Indicator.*

Proposed Growth: 2% AY 2025-26 6% AY 2027-28

2.7.7 Metric (1.25): Recognition: Research doctorates per Faculty

Definition: Number of research doctorates granted / AAU faculty. *AAU Phase II Indicator.*

Proposed Growth: 5% AY 2025-26 10% AY 2027-28

Pillar 3: Extraordinary Partnerships & Engagement: Establish the University of Nebraska System and our engagement partners as having the highest-quality and impact that are recognized for extraordinary rural and urban outcomes.

Strategy 8: University Collaboration & Internal Alignment

3.8.1 Metric (1): Partnerships: NU Partnerships

Definition: Number of active research sponsored projects with multi-campus PI/Co-PI Collaborations.

Proposed Growth: 10% AY 2025-26 20% AY 2027-28

3.8.2 Metric (1): Commercialization: Intellectual Property - Patents

Definition: Number of intellectual property patents.

Proposed Growth: 5% AY 2025-26 15% AY 2027-28

3.8.3 Metric (1): Commercialization: Intellectual Property – Licenses

Definition: Number of commercial intellectual property licenses.

Proposed Growth: 5% AY 2025-26 15% AY 2027-28

3.8.4 Metric (1): Commercialization: Intellectual Property - Number of Start-Ups

Definition: Number of research-based start-up companies formed that are based on university technologies.

Proposed Growth: 100% AY 2025-26 200% AY 2027-28

3.8.5 Metric (1): Commercialization: Intellectual Property - Number of Inventions

Definition: Number of new invention disclosures per year.

Proposed Growth: 10% AY 2025-26 25% AY 2027-28

3.8.6 Metric (1): Clinical: Rural Community Based Clinical Rotation Agreements

Definition: Number of Rural Community Based Clinical Rotation Agreements.

Proposed Growth: 10% AY 2025-26 20% AY 2027-28

3.8.7 Metric (1): Clinical: Patient Experience of Core Clinical Rotations, Patient Satisfaction at Nebraska Medical Center

Definition: Percent of patient responses with top-box scores for Rate the Hospital & Recommend the Hospital.

Proposed Growth: 2% AY 2025-26 5% AY 2027-28

3.8.8 Metric (1): Clinical: Patient Experience of Core Clinical Rotations, Patient Satisfaction at Bellevue Medical Center

Definition: Percent of patient responses with top-box scores for Rate the Hospital & Recommend the Hospital.

Proposed Growth: 2% AY 2025-26 5% AY 2027-28

3.8.9 Metric (1): Clinical: Quality and Safety of Core Clinical Rotations, Hospital-Acquired Infections at Nebraska Medical Center

Definition: Rate of catheter associated Urinary Tract Infections, Central Line Associated Blood Steam Infections, Hospital Onset Clostridioides, Difficile Infections and Surgical Site Infections (Colon resection & Hysterectomy) in inpatients.

Proposed Growth: -2% AY 2025-26 -5% AY 2027-28

3.8.10 Metric (1): Quality and Safety of Core Clinical Rotations, Inpatient Falls at Nebraska Medical Center.

Definition: Number of inpatient falls per 1000 patient days that resulted in moderate or major injury.

Proposed Growth: -1% AY 2025-26 -5% AY 2027-28

Strategy 9: Partnerships Across Nebraska and Beyond

3.9.1 Metric (0.75): Communication: Owned Media Impact Website Pageviews

Definition: Pageviews (#).

Proposed Growth: 5% AY 2025-26 15% AY 2027-28

3.9.2 Metric (1): Communication: Earned Media Impact Reach

Definition: Earned media reach.

Proposed Growth: 5% AY 2025-26 15% AY 2027-28

3.9.3 Metric (1): Communication: Earned Media Impact Ad Equivalency

Definition: Ad equivalency ($).

Proposed Growth: 5% AY 2025-26 15% AY 2027-28

3.9.4 Metric (1): Engagement: Community Outreach and Partnerships

Definition: Percentage of Nebraska counties and legislative districts participating in NU community engagement activities that share knowledge and resources, aspiring to co-create reciprocal and mutually beneficial relationships between the university and these communities' public and private entities.

Proposed Growth: 100% goal AY 2025-26 100% goal AY 2027-28

3.9.5 Metric (1): Engagement: Undergraduate Programs Graduates Employed in Nebraska

Definition: Percentage of graduates from undergraduate programs working in Nebraska four years after graduation.

Proposed Growth: 10% AY 2025-26 25% AY 2027-28

3.9.6 Metric (1): Engagement: Graduate/Professional Programs Graduates Employed in Nebraska

Definition: Percentage of graduates from graduate and professional programs working in Nebraska four years after graduation.

Proposed Growth: 5% AY 2025-26 15% AY 2027-28

3.9.7 Metric (1): Relationships: Public Service Sponsored Awards (#)

Definition: Number of public service sponsored awards.

Proposed Growth: 5% AY 2025-26 10% AY 2027-28

3.9.8 Metric (1): Foundation: Constituent Alumni Engagement/Affinity Score

Definition: Measures an aggregate of data elements recorded in Ali CRM to measure an Alum's individual Engagement with NU and its affiliates.

Proposed Growth: 10% AY 2025-26 25% AY 2027-28

3.9.9 Metric (1): Relationships: Paid Student Internships

Definition: Percentage of undergraduate students with paid internships.

Proposed Growth: 10% AY 2025-26 25% AY 2027-28

3.9.10 Metric (1.25): Accreditation: Academic Program Accreditation

Definition: Percentage of undergraduate and graduate programs that are accredited by outside bodies without any citations or recommendations for improvement. HLC Indicator.

Proposed Growth: 100% AY 2025-26 Target: 100% of programs AY 2027-283.9.11

3.9.11 Metric (1.25): Accreditation: Professional Program Accreditation

Definition: Percentage of professional programs (ABA, LCME, ABET, ACGME, etc.) that are accredited by outside bodies without any citations or recommendations for improvement. *HLC Indicator.*

Proposed Growth: 100% AY 2025-26 Target: 100% of programs AY 2027-28

Pillar 4: Extraordinary Culture & Environment: Establish the University of Nebraska System as an extraordinarily vibrant and engaging culture in an environment that is safe, welcoming and supportive across its campuses and all its missions.

Strategy 10: Defining a Distinctive Culture, Workplace & Experience

4.10.1 Metric (1): Engagement: Engagement Survey

Definition: Percentage of students, faculty, and staff who are very highly or highly engaged on a standardized survey.

Proposed Growth: 5% AY 2025-26 10% AY 2027-28

4.10.2 Metric (1.25): Workplace: Satisfaction, Faculty Retention

Definition: Percentage of faculty employed at the prior October employment snapshot who are employed at the subsequent October employment snapshot.

Proposed Growth: 0% AY 2025-26 +5% AY 2027-28

4.10.3 Metric (1): Workforce: Satisfaction, Staff Retention

Definition: Percentage of staff employed at the prior October employment snapshot who are employed at the subsequent October employment snapshot.

Proposed Growth: 1% AY 2025-26 3% AY 2027-28

4.10.4 Metric (1): Workforce: Faculty Academic Promotion Success Rate

Definition: Number of faculty granted promotion in the prior academic year / number of faculty reviewed for promotion in the prior academic year.

Proposed Growth: 1% AY 2025-26 2% AY 2027-28

4.10.5 Metric (1): Workforce: Faculty Academic Tenure Success Rate

Definition: Number of faculty granted tenure / number of faculty reviewed for tenure.

Proposed Growth: 10% AY 2025-26 10% AY 2027-28.

4.10.6 Metric (1): Workforce: Engagement Staff Career Development

Definition: Percentage of staff engaged in career development programs.

Proposed Growth: 5% AY 2025-26 10% AY 2027-28

Strategy 11: Campus Safety and Security

4.11.1 Metric (1): Safety: Criminal Offenses Reported

Definition: Number of on-campus criminal offenses per 1,000 students.

Proposed Growth: -5% AY 2025-26 -15% AY 2027-28

4.11.2 Metric (1): Safety: Hot-line Reports

Definition: Number of student, faculty, and staff hotline reports.

Proposed Growth: 1% AY 2025-26 3% AY 2027-28

4.11.3 Metric (1): Safety: Student, Faculty, and Staff Campus Security

Definition: Student, faculty, and staff campus security perceptions.

Proposed Growth: 0 % AY 2025-26 50% AY 2027-28

Pillar 5: Extraordinary Stewardship & Effectiveness: Establish the University of Nebraska System as an extraordinarily effective, efficient, and sustainable organization for planning and implementation of all mission-driven goals.

Strategy 12: Creating Sustainable Effectiveness & Efficiency

5.12.1 Metric (1.25): Compensation: Competitive Faculty Salaries

Definition: Difference between NU's average faculty salary and the 98% to 102% salary range of peer institutions.

Proposed Growth: -3% AY 2025-26 -10% AY 2027-28

5.12.2 Metric (1.25): Compensation: Competitive Staff Salaries

Definition: Difference between NU's average staff salary and the 98% to 102% salary range of market average by job family.

Proposed Growth: -3% AY 2025-26 -10% AY 2027-28

5.12.3 Metric (1): Efficiency: Faculty - Staff Ratio

Definition: Faculty FTE / Staff FTE.

Proposed Growth: -1% AY 2025-26 -2% AY 2027-28

5.12.4 Metric (1.25): Efficiency: Credit Hour Production per Faculty

Definition: Number of student credit hours taught / instructional faculty FTE.

Proposed Growth: 3% AY 2025-26 9% AY 2027-28

Strategy 13: Strengthening Data Driven Strategic Decisions

5.13.1 Metric (1.25): Efficiency: Net Tuition per Student Credit Hour

Definition: Gross tuition revenue less tuition remissions / student credit hours.

Proposed Growth: 5% AY 2025-26 15% AY 2027-28

5.13.2 Metric (1.25): Efficiency: Net Remissions per Student Credit Hour

Definition: Tuition remissions / student credit hours.

Proposed Growth: -1% AY 2025-26 -10% AY 2027-28

5.13.3 Metric (1): Efficiency: Net Remission to Net Tuition Ratio

Definition: Tuition remissions / Tuition Non-discounted Charges.

Proposed Growth: -3% AY 2025-26 -10% AY 2027-28

5.13.4 Metric (1): Planning: Strategic Initiatives Tied to NU System Metrics

Definition: VisionSync initiatives tied to strategic Metrics.

Proposed Growth: 80% AY 2025-26 100% AY 2027-28

5.13.5 Metric (1): Planning: Timeliness of Strategic Initiative Updates

Definition: VisionSync initiatives that are updated quarterly.

Proposed Growth: 75% AY 2025-26 100% AY 2027-28

5.13.6 Metric (1): Planning: Value of NU System Metric Reporting

Definition: Accuracy and timeliness of NU System metrics.

Proposed Growth: 75% AY 2025-26 100% AY 2027-28

Strategy 14: Enhancing Fiscal Responsibility and Stewardship

5.14.1 Metric (1.25): Efficiency: Structural Operating Budget Status

Definition: Actual operating expenses above/below budgeted expenses.

Proposed Growth: -0.5% AY 2025-26 -1.0% AY 2027-28. (Goal is $0)

5.14.2 Metric (1.25): Efficiency: Structural Capital Budget Status

Definition: Actual capital expenses above/below budgeted expenses.

Proposed Growth: -0.5% AY 2025-26 -1.0% AY 2027-28. (Goal is $0)

5.14.3 Metric (1): Efficiency: NU System Debt to Equity Ratio

Definition: Actual debt to equity ratio.

Proposed Growth: 0.0% AY 2025-26 -3.0% AY 2027-28.

5.14.4 Metric (1): Efficiency: UTDC Net Income

Definition: Actual revenue less actual expenses.

Proposed Growth: 0% AY 2025-26 0% AY 2027-28.

5.14.5 Metric (1.25): Foundation: UNF Endowment 5-Year Average Return relative to Benchmark

Definition: 5-year return at or above benchmark (Annual 5-year average).

Proposed Growth: 2% AY 2025-26 6% AY 2027-28

5.14.6 Metric (1.25): Foundation: NU Endowment 5-Year Average Return relative to Benchmark

Definition: 5-year return at or above benchmark (Annual 5-year average).

Proposed Growth: 5% AY 2025-26 10% AY 2027-28

5.14.7 Metric (1): Foundation: Endowed & Expendable Underutilized Funds

Definition: Percentage of foundation funds deemed to be underutilized (2 years without an expenditure for Expendable funds, or 2X the annual distribution amount in spendable for Endowed Funds).

Proposed Growth: -5% AY 2025-26 -15% AY 2027-28

5.14.8 Metric (1.25): Foundation: New Philanthropic Funds Committed

Definition: New philanthropic funds committed during the fiscal year, reported by UNF consistent with CASE Global Reporting Standards.

Proposed Growth: 7% AY 2025-26 21% AY 2027-28.

5.14.9 Metric (1): Foundation: Active Appointments to Chairs and Professorships

Definition: The number of faculty who are currently holding active appointments to one or more chairs or professorships funded through either foundation or university dollars.

Proposed Growth: 2% AY 2025-26 5% AY 2027-28

5.14.10 Metric (1): Foundation: Student supported by UNF scholarships and fellowships

Definition: Number of students supported by scholarships and fellowships funded through UNF endowed and expendable funds.

Proposed Growth: 3% AY 2025-26 6% AY 2027-28