

HIGHER EXPECTATIONS

UNC SYSTEM PERFORMANCE AGREEMENT

In January 2017, the Board of Governors of the University of North Carolina unanimously approved *Higher Expectations*, a five-year Strategic Plan for the UNC System. The Plan calls on the UNC System to achieve ambitious goals in access, student success, affordability and efficiency, economic impact and community engagement, and institutional excellence and diversity.

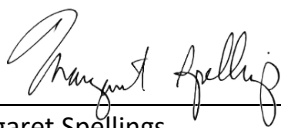
Progress on these goals and metrics will be achieved through the hard work and commitment of institutional leaders, faculty, and staff. In that spirit, President Margaret Spellings and Chancellor James A. Anderson have established this agreement to identify the contributions that Fayetteville State University aspires to make to the UNC Strategic Plan over the next five years.

Recognizing that the UNC System's greatest strength lies in the distinct missions of its universities, the performance framework provides leaders with an opportunity to identify System-level commitments that align with institution-level priorities. Fayetteville State, in consultation with the UNC System office, has categorized the nine System-level metrics into three tiers:

1. The **Prioritize** category identifies the five metrics that are top priorities for Fayetteville State over the next five years; these metrics are central to institutional success and existing improvement efforts.
2. The **Improve** category contains three metrics that are secondary priorities that an institution will work to enhance.
3. The **Sustain** category contains one metric on which an institution will work to maintain its level of performance.

In addition to identifying priorities, this performance framework acknowledges cases in which institutions have taken on ambitious goals that exceed expectations. Fayetteville State's *stretch goals* are marked with an asterisk.

Fayetteville State University's sizable contributions to the UNC Strategic Plan—especially its five *stretch goals*—will amplify the UNC System's role as the "mighty engine" of North Carolina, creating a better future for the state's communities, families, and economy.



Margaret Spellings
President
University of North Carolina



James A. Anderson
Chancellor
Fayetteville State University



Fayetteville State University:
Five-year Goals and Associated Interim Benchmarks

Prioritize

1. **Rural enrollments:** By fall 2021, FSU will enroll 4,429 rural students, a 9.2% increase over 2016 levels (373 additional rural students over a base of 4,056).

Interim benchmarks¹:

Base (2016)	Fall 2018	Fall 2019	Fall 2020	Fall 2021
4,056	4,131	4,224	4,325	4,429

2. **Low-income completions:** By 2021-22, FSU will produce 853 low-income graduates, an increase of 30.0% (197 additional low-income completions over a base of 656).

Interim Benchmarks²:

Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
656	686	725	764	809	853

3. **Rural completions:** By 2021-22, FSU will produce 1,000 rural graduates, an increase of 25.3% (202 additional rural completions over a base of 798).*

Interim Benchmarks:

Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
798	828	869	909	955	1,000

4. **Five-year graduation rates:** By 2022, FSU will improve its five-year graduation rate from any accredited institution to 36.0%. This is an improvement over a base of 29.9% for FSU's 2010 cohort.^{3*}

Interim Benchmarks:

Base (2010 cohort)	2013	2014	2015	2016	2017
29.9%	30.8%	32.0%	33.3%	34.6%	36.0%

5. **Undergraduate degree efficiency:** By 2021-22, FSU will improve its undergraduate degree efficiency to 22.1 over a base of 19.8.*

Interim Benchmarks:

Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
19.8	20.1	20.6	21.1	21.6	22.1

¹ Interim benchmarks for rural enrollments are phased in according to the following schedule: Year 1: base + 20% of total improvement; Year 2: base + 45%; Year 3: base + 72%; Year 4: base + 100%.

² Since improvement efforts may take time to produce results, interim benchmarks (except in the case of rural enrollments) are phased in according to the following schedule: Year 1: base + 15% of total improvement; Year 2: base + 35%; Year 3, base + 55%; Year 4: base + 77.5%; Year 5: base + 100%.

³ Baseline data reflect the five-year graduation rate for the 2010 cohort as of July 1, 2017.

Improve

1. **Low-income enrollments:** By fall 2021, FSU will enroll 3,447 low-income students, a 11.2% increase over 2015 levels (346 additional low-income students over a base of 3,101).

Interim benchmarks:

Base (2015)	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
3,101	3,153	3,222	3,291	3,369	3,447

2. **Critical workforces:** By 2021-22, FSU will produce 421 critical workforce credentials, an increase of 49.3% (139 additional critical workforce credentials over a base of 282).*

Interim Benchmarks:

Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
282	303	331	358	390	421

3. **Achievement gaps in undergraduate degree efficiency:** By 2021-22, FSU will reduce by 75% the achievement gap in undergraduate degree efficiency among male students.*

Interim Benchmarks:

Male Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
16.8	17.3	18.0	18.6	19.4	20.1

Sustain

1. **Research productivity:** By 2021-22, FSU will receive \$12,045,258 in research and development sponsored program awards and licensing income, an increase of 10.2% (\$1,114,897 additional over a base of \$10,930,361).