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.
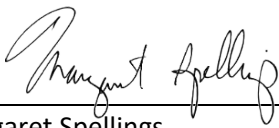
Progress on these goals and metrics will be achieved through the hard work and commitment of institutional leaders, faculty, and staff. In that spirit, President Margaret Spellings and Chancellor Jose V. Sartarelli have established this agreement to identify the contributions that the University of North Carolina at Wilmington 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. UNC Wilmington, 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 UNC Wilmington 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. UNC Wilmington's *stretch goals* are marked with an asterisk.

UNC Wilmington's sizable contributions to the UNC Strategic Plan—especially its four *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.

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Margaret Spellings
President
University of North Carolina

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Jose V. Sartarelli
Chancellor
University of North Carolina at Wilmington

Prioritize

1. **Low-income enrollments:** By fall 2021, UNCW will enroll 3,576 low-income students, a 7.5% increase over 2015 levels (248 additional low-income students over a base of 3,328).

   Interim benchmarks[1]:

Base (2015)	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
3,328	3,365	3,415	3,464	3,520	3,576

2. **Rural enrollments:** By fall 2021, UNCW will enroll 4,220 rural students, a 5.3% increase over 2016 levels (212 additional rural students over a base of 4,008).

   Interim benchmarks[2]:

Base (2016)	Fall 2018	Fall 2019	Fall 2020	Fall 2021
4,008	4,050	4,103	4,161	4,220

3. **Achievement gaps in undergraduate degree efficiency:** By 2021-22, UNCW will reduce by 50% the achievement gap in undergraduate degree efficiency among low-income students.

   Interim Benchmarks:

Low-Income Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
21.8	22.3	22.9	23.5	24.1	24.8

4. **Research productivity:** By 2021-22, UNCW will receive $19,320,362 in research and development sponsored program awards and licensing income, an increase of 134% ($11,063,797 additional over a base of $8,256,565).*

   Interim Benchmarks:

Base (FY16)	FY18	FY19	FY20	FY21	FY22
$8,256,565	$9,916,135	$12,128,894	$14,341,653	$16,831,008	$19,320,362

5. **Critical workforces:** By 2021-22, UNCW will produce 2,125 critical workforce credentials, an increase of 34.2% (542 additional critical workforce credentials over a base of 1,583).*

   Interim Benchmarks:

Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
1,583	1,664	1,773	1,881	2,003	2,125

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[1] 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%.

[2] 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%.

Improve

1. **Low-income completions:** By 2021-22, UNCW will produce 1,406 low-income graduates, an increase of 26.7% (296 additional low-income completions over a base of 1,110).

   Interim Benchmarks:

Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
1,110	1,154	1,214	1,273	1,339	1,406

2. **Rural completions:** By 2021-22, UNCW will produce 1,080 rural graduates, an increase of 15.8% (147 additional rural completions over a base of 933).*

   Interim Benchmarks:

Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
933	955	984	1,014	1,047	1,080

3. **Five-year graduation rates:** By 2022, UNCW will improve its five-year graduation rate from any accredited institution to 81.6%. This is an improvement over a base of 78.4% for UNCW's 2010 cohort.[3]*

   Interim Benchmarks:

Base (2010 cohort)	2013	2014	2015	2016	2017
78.4%	78.9%	79.5%	80.2%	80.9%	81.6%

Sustain

1. **Undergraduate degree efficiency:** By 2021-22, UNCW will maintain its undergraduate degree efficiency at its current level of 26.1.

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