

# HIGHER EXPECTATIONS

## UNC SYSTEM PERFORMANCE AGREEMENT

UPDATED APRIL 3, 2018

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.

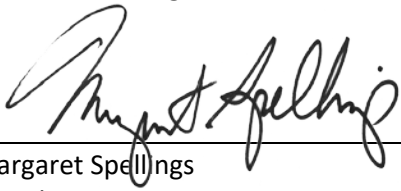
Progress on these goals and metrics will be achieved through the hard work and commitment of institutional leaders, faculty, and staff. In that spirit, President Margaret Spellings and Chancellor Robin G. Cummings have established this agreement to identify the contributions that the University of North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

The University of North Carolina at Pembroke'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.



Margaret Spellings  
President  
University of North Carolina



Robin G. Cummings  
Chancellor  
University of North Carolina at Pembroke



University of North Carolina at Pembroke:  
Five-year Goals and Associated Interim Benchmarks

**Prioritize**

1. **Low-income completions:** By 2021-22, UNCP will produce 841 low-income graduates, an increase of 33.1% (209 additional low-income completions over a base of 632).\*

Interim Benchmarks<sup>1</sup>:

Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
632	663	705	747	794	841

2. **Rural completions:** By 2021-22, UNCP will produce 944 rural graduates, an increase of 17.4% (140 additional rural completions over a base of 804).\*

Interim Benchmarks:

Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
804	825	853	881	913	944

3. **Five-year graduation rates:** By 2022, UNCP will improve its five-year graduation rate from any accredited institution to 46.5%. This is an improvement over a base of 40.4% for UNCP's 2010 cohort.<sup>2\*</sup>

Interim Benchmarks:

Base (2010 cohort)	2013	2014	2015	2016	2017
40.4%	41.3%	42.5%	43.8%	45.1%	46.5%

4. **Achievement gaps in undergraduate degree efficiency:** By 2021-22, UNCP will reduce by 50% 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
17.2	17.3	17.5	17.6	17.8	18.0

5. **Critical workforces:** By 2021-22, UNCP will produce 499 critical workforce credentials, an increase of 29.6% (114 additional critical workforce credentials over a base of 385).\*

Interim Benchmarks:

Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
385	402	425	448	473	499

<sup>1</sup> 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%.

<sup>2</sup> 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, UNCP will enroll 4,021 low-income students, a 11.2% increase over 2015 levels (349 additional low-income students over a base of 3,109).

Interim benchmarks:

Base (2015)	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
3,109	3,161	3,231	3,301	3,379	3,458

2. **Rural enrollments:** By fall 2021, UNCP will enroll 4,021 rural students, a 9.8% increase over 2016 levels (359 additional rural students over a base of 3,662).

Interim benchmarks<sup>3</sup>:

Base (2016)	Fall 2018	Fall 2019	Fall 2020	Fall 2021
3,662	3,734	3,824	3,920	4,021

3. **Undergraduate degree efficiency:** By 2021-22, UNCP will improve its undergraduate degree efficiency to 19.2 over a base of 18.1.

Interim Benchmarks:

Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
18.1	18.3	18.5	18.7	19.0	19.2

**Sustain**

1. **Research productivity:** By 2021-22, UNCP will receive \$4,241,519 in research and development sponsored program awards and licensing income, an increase of 10.2% (\$392,591 additional over a base of \$3,848,928).

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<sup>3</sup> 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%.