

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.

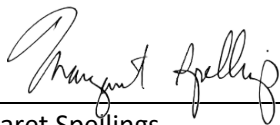
Progress on these goals and metrics will be achieved through the hard work and commitment of institutional leaders, faculty, and staff. In that spirit, President Margaret Spellings and Chancellor Philip L. Dubois have established this agreement to identify the contributions that the University of North Carolina at Charlotte 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 Charlotte, 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 Charlotte 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 Charlotte's *stretch goals* are marked with an asterisk. **UNC Charlotte stands out as the single institution in the UNC System, as of this writing, to take on seven stretch goals.**

UNC Charlotte's sizable contributions to the UNC Strategic Plan—especially its seven *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



Philip L. Dubois
Chancellor
University of North Carolina at Charlotte



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

Prioritize

1. **Low-income completions:** By 2021-22, UNCC will produce 3,094 low-income graduates, an increase of 29.8% (711 additional low-income completions over a base of 2,383).*

Interim Benchmarks:

Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
2,383	2,490	2,632	2,774	2,934	3,094

2. **Five-year graduation rates:** By 2022, UNCC will improve its five-year graduation rate from any accredited institution to 64.8%. This is an improvement over a base of 59.1% for UNCC's 2010 cohort.^{1*}

Interim Benchmarks:

Base (2010 cohort)	2013	2014	2015	2016	2017
59.1%	60.0%	61.1%	62.2%	63.5%	64.8%

3. **Undergraduate degree efficiency:** By 2021-22, UNCC will maintain its undergraduate degree efficiency at its current level of 25.8.

Interim Benchmarks:

Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
25.8	25.8	25.8	25.8	25.8	25.8

4. **Critical workforces:** By 2021-22, UNCC will produce 4,188 critical workforce credentials, an increase of 33.9% (1,061 additional critical workforce credentials over a base of 3,127).*

Interim Benchmarks:

Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
3,127	3,286	3,498	3,711	3,949	4,188

5. **Research productivity:** By 2021-22, UNCC will receive \$54,907,015 in research and development sponsored program awards and licensing income, an increase of 44.1% (\$16,800,000 additional over a base of \$38,107,015).*

Interim Benchmarks²:

Base (FY16)	FY18	FY19	FY20	FY21	FY22
\$38,107,015	\$40,627,015	\$43,987,015	\$47,347,015	\$51,127,015	\$54,907,015

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

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%.

Improve

1. **Low-income enrollments:** By fall 2021, UNCC will enroll 10,056 low-income students, a 17.5% increase over 2015 levels (1,497 additional low-income students over a base of 8,559).*

Interim benchmarks:

Base (2015)	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
8,559	8,784	9,083	9,382	9,719	10,056

2. **Rural completions:** By 2021-22, UNCC will produce 1,360 rural graduates, an increase of 15.6% (184 additional rural completions over a base of 1,176).*

Interim Benchmarks:

Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
1,176	1,204	1,240	1,277	1,319	1,360

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

Interim Benchmarks:

Underrepresented Minority Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
24.8	24.9	25.0	25.2	25.3	25.5

Sustain

1. **Rural enrollments:** By fall 2021, UNCC will enroll 6,279 rural students, a 13.5% increase over 2016 levels (748 additional rural students over a base of 5,531).*