

# 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.

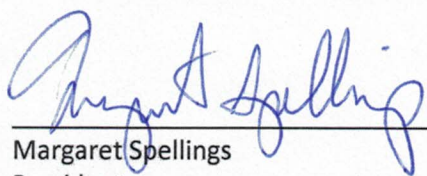
Progress on these goals and metrics will be achieved through the hard work and commitment of institutional leaders, faculty, and staff. In that spirit, President Margaret Spellings and Chancellor Harold L. Martin, Sr. have established this agreement to identify the contributions that North Carolina A&T 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. North Carolina A&T, in consultation with the UNC System office, has categorized the nine System-level metrics into three tiers:

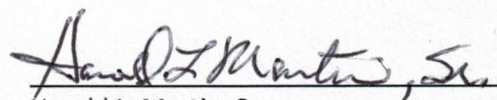
1. The **Prioritize** category identifies the five metrics that are top priorities for North Carolina A&T over the next five years; these metrics are central to institutional success and existing improvement efforts.
2. The **Improve** category contains three metrics that are secondary priorities that 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. North Carolina A&T's *stretch goals* are marked with an asterisk.

North Carolina A&T 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



Harold L. Martin, Sr.  
Chancellor  
North Carolina A&T State University



North Carolina A&T State University:  
Five-year Goals and Associated Interim Benchmarks

**Prioritize**

- 1. Low-income completions:** By 2021-22, NCA&T will produce 1,186 low-income graduates, an increase of 31.8% (286 additional low-income completions over a base of 900).\*

Interim Benchmarks<sup>1</sup>:

Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
900	943	1,000	1,057	1,122	1,186

- 3. Five-year graduation rates:** By 2022, NCA&T will improve its five-year graduation rate from any accredited institution to 45.8%. This is an improvement over a base of 39.8% for NCA&T's 2010 cohort.<sup>2\*</sup>

Interim Benchmarks:

Base (2010 cohort)	2013	2014	2015	2016	2017
39.8%	40.7%	41.9%	43.1%	44.5%	45.8%

- 5. Undergraduate degree efficiency:** By 2021-22, NCA&T will improve its undergraduate degree efficiency to 18.8 over a base of 16.9.\*

Interim Benchmarks:

Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
16.9	17.2	17.6	17.9	18.4	18.8

- 4. Critical workforces:** By 2021-22, NCA&T will produce 892 critical workforce credentials, an increase of 14.1% (110 additional critical workforce credentials over a base of 782).

Interim Benchmarks:

Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
782	799	821	843	867	892

- 2. Research productivity:** By 2021-22, NCA&T will receive \$70,051,550 in research and development sponsored program awards and licensing income, an increase of 18.2% (\$10,800,000 additional over a base of \$59,251,550).\*

Interim Benchmarks:

Base (FY16)	FY18	FY19	FY20	FY21	FY22
\$59,251,550	\$60,871,550	\$63,031,550	\$65,191,550	\$67,621,550	\$70,051,550

<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, NCA&T will enroll 5,048 low-income students, a 6.8% increase over 2015 levels (321 additional low-income students over a base of 4,727).

Interim benchmarks:

Base (2015)	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
4,727	4,775	4,839	4,904	4,976	5,048

2. **Rural enrollments:** By fall 2021, NCA&T will enroll 2,422 rural students, a 6.8% increase over 2016 levels (154 additional rural students over a base of 2,268).

Interim benchmarks<sup>3</sup>:

Base (2016)	Fall 2018	Fall 2019	Fall 2020	Fall 2021
2,268	2,299	2,337	2,379	2,422

3. **Rural completions:** By 2021-22, NCA&T will produce 537 rural graduates, an increase of 27.0% (114 additional rural completions over a base of 423).\*

Interim Benchmarks:

Base (2015-16)	2017-18	2018-19	2019-20	2020-21	2021-22
423	440	463	486	511	537

## Sustain

1. **Achievement gaps in undergraduate degree efficiency:** By 2021-22, NCA&T will reduce by 50% the achievement gap in undergraduate degree efficiency among male students (increasing the degree efficiency of male students from 15.6 to 16.7).

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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%.