

EXECUTIVE SUMMARY

**A1
President Crow
Achievement of 2018 – 2021 At-Risk Goals**

Enterprise Performance At-Risk Compensation Goals	Possible At-Risk Compensation
1. Freshman Retention. University President will be entitled to a payment of \$ 10,000 for achievement of the 2021 fiscal year strategic plan metric goal in the Freshman Retention Rate of 88% with an additional payment of \$ 10,000 for exceeding the goal by attaining a Freshman Retention Rate of 88.5%.	\$10,000 or \$20,000 (goal not met)
2. Research Expenditures. University President will be entitled to a payment of \$ 20,000 for University attaining the projected 2021 fiscal year strategic plan metric goal for total research expenditures of \$ 720 million with an additional payment of \$ 20,000 for exceeding the goal by attaining total research expenditures of \$ 745 million for the 2021 fiscal year.	\$20,000 or \$40,000 (goal not met)
3. Bachelor’s Degrees. University President will be entitled to a payment of \$ 10,000 for achievement of the projected 2021 fiscal year strategic plan metric goal in Bachelor’s Degrees Awarded of 19,150.	ACHIEVED: \$10,000
4. Total Students. University President will be entitled to a payment of \$ 10,000 for achievement of the projected 2021 fiscal year strategic plan metric goal of 113,425 total students enrolling in the University.	ACHIEVED \$10,000
5. Number of Degrees in High Demand Fields. University President will be entitled to a payment of \$ 10,000 for achievement of the projected 2021 fiscal year strategic plan metric goal number of degrees in high demand fields of 11,966.	ACHIEVED \$10,000
University Initiative At-Risk Compensation Goals	
1. President Crow will increase the student athlete Graduation Success Rate, measured as of June 30, 2021, as follows: <ul style="list-style-type: none"> • Football, from 76% to 85%, and • Men’s basketball, from 93% to 95% 	ACHIEVED \$20,000
* If all of the multiple-year at-risk compensation goals (i.e., the enterprise metric and university initiatives goals) are achieved, the University President will be eligible for an additional at-risk payment of \$50,000.	\$50,000 (goal not met)