

Performance Indicators	Data Source	VP(s) Responsibility	Trend data for UNF				Current Performance	Average	Highest Score	Target	Target	Target	Target
			2004-05	2005-06	2006-07	2007-08	2008-09	Peer Aspirant	Peer Aspirant	2010-11	2011-12	2012-13	2013-14
1. Cultivate a learning environment that supports intellectual curiosity, academic achievement, and personal growth													
First year -full time freshmen retention rates	Common Data Set*	AA, SA	78%	75%	78%	77%	78%	84.6% (Peers) 82.4% (SUS)	95% (TCNJ) 95% (UF)	78.5%	79%	80%	81%
Six-Year freshmen graduation rates	IPEDS*	AA, SA	48%	49%	45%	46%	45%	65.1% (Peers) 52.2% (SUS)	85% (TCNJ) 82% (UF)	47%	48%	49%	50%
AA Transfer 4-year graduation rates (full + part)	UNF data	AA, SA	63.1%	65.4%	66.7%	67.4%	63.7%	Not Available	Not Available				
Licensure pass rates (Nursing)	BOG Student Files	AA	97.0%	81.3%	94.3%	90.9%	96.0%						
Number of UG degrees awarded	Common Data Set	AA	2,262	2,354	2561	2,754	2,899	2,770 (Peers) 4,691 (SUS)	3,504(JMU) 9,007 (UCF)				
Number of GR degrees awarded by Masters, Doctoral	Common Data Set	AA	622 (MA) 12 (DOC)	500 (MA) 11 (DOC)	598 (MA) 13 (DOC)	575 (MA) 10 (DOC)	586 (MA) 33 (DOC)	722 (MA) 24 (DOC) Peers 1372 (MA) 193 (DOC) SUS	1,506 (MA PSU) 93 (DOC - UMBC) 3357 (MA-UF) 857 (DOC-UF)				
Number of UG degrees awarded in special areas	BOG Student Files	AA	1,055	1,089	1233	1,300	1,362						
Number of GR degrees awarded in special areas	BOG Student Files	AA	192	319	388	341	385						
Percent of UG degrees awarded by group: Black	BOG Student Files	AA	11.0%	8.7%	9.3%	9.1%	9.6%						
Percent of UG degrees awarded by group: Hispanic	BOG Student Files	AA	5.0%	5.0%	5.0%	7%	5.8%						
Percent of UG degrees awarded by group: Pell	BOG Student Files	AA	32.2%	30.5%	29.6%	26.5%	29.7%						
% Alumni attaining a graduate degree (masters, doctorate)	National Student Clearinghouse	AA				18%							
% Alumni holding full time jobs within one year	FETPIP	AA				70%							
Number of graduate programs	OIR	AA	21	21	26	28	28			28	28	29	30
Number of graduate programs with majority of courses online	SUS	AA				1		7.5 (SUS)	11 (UF)				
Number of UG distance learning courses online	Banner Student	AA	61	68	79	97	112	No data available	No data available	123	136	149	164
% of instructional faculty who are full time	IPEDS*	AA	65%	66%	67%	67%	67%	59.6% (Peer) 73.5% (SUS)	98% (UNCC) 86% (UF)/87%(USF)	68%	69%	71%	73%
% SCHs taught by full-time faculty	BOG	AA	78%	79%	77%	79%	80%						
Student Faculty Ratios	IPEDS*	AA	23	22	23	22	21	17.8 (Peers) 21.7 (SUS) 23 (excluding New College)	13 (TCNJ) 10 (New College) 16 (FAMU)	20	19	18	16
% classes over 50	IPEDS*	AA	11%	12%	11%	12%	12%	9% (Peers) 13% (SUS)	0% (TCNJ) 1% (Towson) 1% (New C) 7% (UWF)	12	11	10	10

% classes under 20	IPEDS*	AA	23%	23%	22%	23%	21%	35% (Peers) 36% (SUS)	40% (TCNJ) 66% (New Coll) 41% (UF)	23	25	27	29
Average class size	UNF data	AA	Lower 40.8 Upper 31.2 Grad 14.8	Lower 40.8 Upper 31.2 Grad 15	Lower 41.9 Upper 31.2 Grad 15	Lower 40.5 Upper 31.9 Grad 15.7	Lower 40.3 Upper 32.6 Grad 16.7						
Average full-time faculty salary (9-month faculty)	IPEDS*	AA	\$55,474	\$54,031	\$58,140	\$60,056	\$60,697	\$74,948 (Peers) \$71,565 (SUS)	\$89,995(Montclair) \$82,998 (UF)	Need to check CUPA vs. IPEDS for best meas appears CUPA includes faculty/administrator			
Average salary of assistant professors (full-time/9-month)	IPEDS*	AA	\$49,570	\$49,316	\$52,674	\$53,992	\$55,467	\$63,963 (Peers) \$62,257 (SUS)	\$72,042 (Montclair) \$71,779 (FIU)	4%	5%	5%	5%
Average salary of associate professors (full-time/9-month)	IPEDS*	AA	\$58,473	\$58,226	\$64,893	\$68,677	\$67,446	\$77,065 (Peers) \$72,612 (SUS)	\$87,936 (Montclair) \$78,326 (UF)				
Average salary of full professors (full-time/9-month)	IPEDS*	AA	\$80,705	\$80,470	\$86,702	\$92,060	\$90,851	\$99,975 (Peers) \$98,417 (SUS)	\$115,900 (UM-BC) \$116,678 (UF)				
2. Recruit and support a diverse community of students, faculty, and staff													
SAT scores of incoming full time freshmen (25th - 75th %ile)	IPEDS	AA	1000-1200	1010-1210	1010-1210	1020-1220	1110-1270	1021-1217 (Peers) 1053-1242 (SUS)	1150-1350 (TCNJ) 1220-1400 (New College) 1160-1380 (UF)				
ACT scores of incoming full time freshmen	IPEDS	AA	20-23	20-23	20-23	20-23	22-25	21-26 (Peers) 23-27 (SUS)	27-31 (New College) 24-28 (Miami University-Oxford)				
% minority students	IPEDS	AA	22% (Minority) 10% (Blacks) 6% (Hispanics)	22% (Minority) 10% (Blacks) 6% (Hispanics)	22% (Minority) 10% (Blacks) 6% (Hispanics)	22% (Minority) 10% (Blacks) 7% (Hispanics)	23% (Minority) 10% (Blacks) 6% (Hispanics)	26% (SUS-Minority), 9% (SUS-Blacks), 12% (SUS-Hispanics), 19% (Peer-Minority), 8% (Peer-Blacks), 5% (Peer-Hispanics),	40% (Minority-FAU), 17% (Blacks-FAU), 18%(Hispanics-FAU)-- (Exc: FAMU/FIU) 38% (Minority-UMBC), 17% (Blacks-UMBC), 18%(Hispanics-Montclair)				
% minority first year full-time freshmen retention rates	BOG Student Files	AA, SA	(1) 79% White (2) 85% Black (3) 76% Hisp	(1) 76% White (2) 80% Black (3) 70% Hisp	(1) 79% White (2) 73% Black (3) 82% Hisp	(1) 78% White (2) 81% Black (3) 72% Hisp	(1) 77% White (2) 83% Black (3) 74% Hisp	Data not available for peers/SUS schools	Data not available for peers/SUS schools				
% minority 6-year full-time, freshmen graduation rates from home institution	IPEDS	AA, SA				47% White 37% Black 47% Hisp		65.5% White 52.9% (SUS) 56.4% Black 48.6% (SUS) 61.5% Hisp 48.6% (SUS)	86% White (TCNJ) 83% (UF) 70% Black (JMU) 100% (NC)/71% (UF) 81% Hisp (JMU) 80% (UF)				
% international students	IPEDS	AA, SA				2%		3.2% (Peers) 4.5% in SUS	7% (PSU) 8.9% (UF)				

Average (annual) of the total non-need based award all Full-Time undergraduates (institutional award, does NOT include BF)	Common Data Set	AA		\$2,703	\$2,848	\$2,901	\$3,133	\$3,632 PEER \$2,942 (SUS)	\$4,795 (Towson) \$4,970 (UF)				
Need-Based: institutional endowed scholarships, annual gifts, tuition funded grants, awarded by college, excluding athletic aid and tuition waivers (Undergraduate Student)	Common Data Set (Total Non-Need Based Aid), IPEDS (Annual Undergrad FTEs)	AA	\$287	\$327	\$224	\$355	\$305	\$967 (Peers) \$154 (SUS)	\$1,721 (UNC-Charlotte) \$293 (UF)				
% minority faculty	IPEDS	AA	14% (Minority) 5% (Blacks) 4% (Hispanics)	13% (Minority) 5% (Blacks) 3% (Hispanics)	12% (Minority) 4% (Blacks) 3% (Hispanics)	13% (Minority) 5% (Blacks) 3% (Hispanics)	13% (Minority) 4% (Blacks) 3% (Hispanics)	13% (Peer-Minority) 4% (Peer-Blacks) 2% (Peer-Hispanics) 25% (SUS-Minority) 11% (SUS-Blacks) 7% (SUS-Hispanics)	18% (Peer-Minority-UMBC) 6% (Peer-Blacks-UMBC) 4% (Peer-Hispanics-Montclair) 21% (SUS-Minority-USF) 6% (SUS-Blacks-UWF) 7% (SUS-Hispanics-New College) -- Exc: FAMU/FIU				
% minority full professor level	IPEDS	AA											
% administrators (director and above) in underrepresented categories	IPEDS	All VPs	16% (Minority) 9% (Blacks) 5% (Hispanics)	16% (Minority) 9% (Blacks) 5% (Hispanics)	18% (Minority) 10% (Blacks) 6% (Hispanics)	18% (Minority) 11% (Blacks) 4% (Hispanics)	18% (Minority) 10% (Blacks) 5% (Hispanics)	15% (Peer-Minority) 10% (Peer-Blacks) 3% (Peer-Hispanics) 17% (SUS-Minority) 9% (SUS-Blacks) 5% (SUS-Hispanics)	25% (Peer-Minority-Montclair) 17% (Peer-Blacks-Montclair) 6% (Peer-Hispanics-Montclair) 23% (SUS-Minority-UCF) 14% (SUS-Blacks-FAU) 8% (SUS-Hispanics-UCF) -- Exc: FAMU/FIU				
3. Support and recognize research, community-based inquiry, and creative endeavors													
Total research expenditures as a %age of total expenditures	IPEDS	AA				2%		5%	22.8% (UM-BC)	2.50%	3%	3.50%	4%
Total library expenditures per FTE	NCES Academic Library Peer Comparison Tool	AA	N/A	\$264	N/A	\$275	N/A	\$447 (Peers) \$544 (SUS)	\$705 (UM-BC) \$1,525 New College	Expenditures include CF, according to Dee B: Survey conducted every even-numbered endi			
Federally financed academic research and development expenditures (in nominal dollars - not inflation-adjusted)	NSF Data	AA	\$1,493,000	\$2,984,000	\$3,517,000	\$5,758,000	\$5,759,000	82,733,000 (SUS) 11,959,000 (Peer)	240,366,000(UF) 50,698,000(UMBC)				
Research and Development Expenditures: Total Academic R&D Expenditures per full-time, tenured, tenure-earning faculty member	BOG/NSF	AA	\$18,614	\$20,294	\$24,596	\$28,877							
University innovations generating revenue through tech transfer: licenses and licensing revenue	BOG (AUTM file)	AA	0	\$1,273	0								
Resources allocated to scholarship/research development	NSF	AA				\$572,000							
% revenue from grants and contracts	IPEDS	AA				7%		10% (Peers) 16% (SUS)	32% (UMBC) 34% (UF)				

4. Affirm the university's public responsibility through civic and community engagement												
% of budget spent in public service compared to peer-aspirants	IPEDS	AA				3%		3.2% (Peers) 2.8% (SUS)	7.6% (UM-BC) 8.3% (UF)			
Number of service learning courses	Campus Compact (all but NJ)	SA, AA				191						
Number of community-based learning courses	Banner Student (TBD)	AA, SA										
Number of students involved in community service, service learning, civic engagement activities	UNF co-curricular transcript, Campus Compact (data needs to be captured more accurately)	AA, SA				7,500 est						
5. Secure fiscal, physical, and technological resources aligned with the university's mission and values												
Endowments (Market Value in thousands)	Chronicle	IA	\$52,803	\$63,807	\$76,127	\$88,785	\$95,209	\$108,603 (Peers) \$376,726 (SUS)	\$404,674 (Umiami) \$147,753 (UNCC) \$1,250,603 (UF)			
E&G Revenue per Student FTE (includes tuition)	IPEDS	AA/A&F	(1) \$7,028 (2) \$8,607	(1) \$6,662 (2) \$8,807	(1) \$6,939 (2) \$8,204	(1) \$7,488 (2) \$8,802	(1) \$7,536 (2) \$8,966	(1) 13,845 (Peers-Not Normalized) 11,249 (Peers-Normalized)	(1) 17,901 (Peers-Not Normalized-TCNJ) 15,212 (Peers-Normalized-TCNJ)			
Facility Expenditures as a percentage of Total Expenditures; Custodial and Maintenance Costs per GSF; Grounds Costs per Maintained Acre	APPA survey	A&F				APPA data not yet available						
Centralized IT Funding per Student FTE	EDUCAUSE	A&F	N/A	N/A	\$808	\$916	N/A	\$1,122	\$1,764			
UNF tuition rates compared to peer-aspirants (tuition AND fees included)	IPEDS	President and BOT	(1) \$3,130 undergrad in-state (2) \$14,851 undergrad out-of-state (3) \$5,567 grad in-state (4) \$19,999 grad	(1) \$3,268 undergrad in-state (2) \$14,911 undergrad out-of-state (3) \$5,855 grad in-state (4) \$20,047 grad	(1) \$3,352 undergrad in-state (2) \$14,995 undergrad out-of-state (3) \$6,020 grad in-state (4) \$20,212 grad	(1) \$3,491 undergrad in-state (2) \$15,133 undergrad out-of-state (3) \$6,390 grad in-state (4) \$20,583 grad out-of-state	(1) \$3,775 undergrad in-state (2) \$15,417 undergrad out-of-state (3) \$6,735 grad in-state (4) \$20,927 grad	(1) \$7,120 undergrad in-state (2) \$17,762 undergrad out-of-state (3) \$8,058 grad in-state (4) \$17,175 grad out-of-state	(1) \$12,308 undergrad in-state (2) \$25,879 undergrad out-of-state (3) \$11,760 grad in-state (4) \$25,412 grad out-of-state			
Endowment balance per Student FTE	IPEDS	AA, IA	\$4,497	\$5,399	\$5,804	\$6,378	\$6,710	\$8,813 (SUS) \$5,029 (Peer)	\$19,589 (UF) \$21,757 (UM-Oxford)			
PECO Allocation as a percentage of Total Allocation	BOG	A&F	\$18,183,964 (6.8%)	\$26,449,254 (6.6%)	\$31,155,956 (6.0%)	\$30,524,263 (4.3%)	\$35,702,561 (6.1%)	SUS Data Only		6-8% of total		
Classroom and Lab ASF per Student FTE;	BOG Space File	A&F	23.2	22.2	21.2	20.6	22.2	SUS Data Only		24.0;		
Office ASF per Employee FTE;			155.6	144.6	137.5	148.8	177.7		199.1;			
Research Lab ASF per Faculty FTE			48.7	47.3	53.9	70.6	72.8		74.1			

*=USNEWS measures
Blue = BOG measures

Target

2014-15



82%

51%

32

180

75%

16

10

31

ures (It
salary)

5%



