

STUDENT ACCESS

PERFORMANCE METRICS	EXTERNAL STRATEGIC PRIORITY CATEGORY						INTERNAL STRATEGIC PRIORITY CATEGORY		
Average High School GPA Scores			Preeminence			BOG AP	Goal 1 PRIMARY		College Accountability
Average SAT Scores			Preeminence			BOG AP	Goal 1 PRIMARY		College Accountability
Median SAT Scores					USNWR Top 25				
Incoming enrollees graduated in Top-10%						BOG AP	Goal 1		College Accountability
University Access Rate (Pell Enrollment)		AAU		PBF		BOG AP	Goal 4		College Accountability
Percentage of Adult (Aged 25+) Undergraduates Enrolled						BOG AP	Goal 4 PRIMARY		College Accountability
Headcount Enrollment by Student Level and Student Type						BOG AP	Goal 4 (indirect)		College Accountability
Undergraduate FTE in Online Courses						BOG AP	Goal 4		College Accountability

UNDERGRADUATE STUDENT SUCCESS

PERFORMANCE METRICS	EXTERNAL STRATEGIC PRIORITY CATEGORY						INTERNAL STRATEGIC PRIORITY CATEGORY		
Progression Rates									
<i>Retention Rate</i>			Preeminence		USNWR Top 25	BOG AP	Goal 1 PRIMARY	College Scorecard	College Accountability
<i>Academic Progress Rate</i>				PBF		BOG AP	Goal 1	College Scorecard	College Accountability
<i>Time to Degree for FTICs</i>						BOG AP	Goal 1		
Undergraduate Class Size							Goal 1		College Accountability
Undergraduate Student Survey & Post-Graduation Data									College Accountability
4-year graduation rate for FTICs			Preeminence	PBF		BOG AP	Goal 1	College Scorecard	College Accountability
<i>Pell Recipient 4-Year Graduation Rate [for Full-Time FTIC]</i>						BOG AP		College Scorecard	
6-year Graduation Rate for FTICs		AAU		PBF	USNWR Top 25	BOG AP	Goal 1 PRIMARY	College Scorecard	College Accountability
<i>6-year Graduation Rate for FTICs - Male Students</i>							Goal 4 PRIMARY		
<i>6-year Graduation Rate for FTICs - Female Students</i>							Goal 4 PRIMARY		
<i>Pell Grant 6-year Graduation Rate for FTICs</i>		AAU		PBF	USNWR Top 25	BOG AP	Goal 4 PRIMARY	College Scorecard	
<i>Graduation Rate Gap (6-year Grad Rate minus Pell Grant 6-year Grad Rate)</i>		AAU							
<i>Graduation Rate Performance</i>					USNWR Top 25				
<i>Pell graduation performance (Pell Grant Grad Rate minus non-Pell Grant Grad Rate)</i>					USNWR Top 25				

UNDERGRADUATE STUDENT SUCCESS (CONTINUED)

PERFORMANCE METRICS	EXTERNAL STRATEGIC PRIORITY CATEGORY						INTERNAL STRATEGIC PRIORITY CATEGORY		
2-year graduation rate for Transfers						BOG AP	Goal 1		College Accountability
3-year graduation rate for Transfers				PBF		BOG AP	Goal 1 PRIMARY	College Scorecard	College Accountability
Percent Bachelor's Degrees Awarded Without Excess Hours						BOG AP	Goal 1		College Accountability
Percent of Bachelor's Degrees in STEM & Health						BOG AP			
Bachelor's Degrees Awarded						BOG AP	Goal 1		College Accountability
Bachelor's Degrees Awarded in Areas of Strategic Emphasis				PBF		BOG AP	Goal 1		College Accountability
Bachelor's Degrees Awarded to African American and Hispanic Students						BOG AP	Goal 4		College Accountability
Percent Bachelor's Graduates Employed and/or Continuing their Education 1 year after Graduation				PBF		BOG AP	Goal 1 PRIMARY		College Accountability
Percent of Bachelor Graduates Completing HIPS							Goal 1 PRIMARY		
<i>Total enrollment in study abroad</i>							Goal 1 PRIMARY		College Accountability
<i>Total enrollment in service learning courses</i>							Goal 1 PRIMARY		College Accountability
<i>Number of students participating in experiential learning programs (e.g., co-ops, internships)</i>							Goal 1 PRIMARY		College Accountability
<i>Percent of undergraduates engaged in research</i>						BOG AP	Goal 1 PRIMARY		College Accountability
<i>Undergraduate Research Activity (number of students enrolled in undergraduate research courses)</i>							Goal 1 PRIMARY		College Accountability
Median Full-time Wage of Bachelor's Recipients in Employment One Year after Graduating				PBF		BOG AP	Goal 1		College Accountability
Student Awards									College Accountability
Average cost to the student				PBF		BOG AP	Goal 1		
Average spending per student					USNWR Top 25		Goal 5 PRIMARY		
Federal Loan Debt					USNWR Top 25		Goal 1		
College graduates earning more than a high school graduate					USNWR Top 25				

REPUTATION - UNDERGRADUATE

Performance Metrics		External Strategic Priority Category					Internal Strategic Priority Category		
Academic Peer Assessment					USNWR Top 25		Goal 1		
Public University Rankings			Preeminence			BOG AP	Goal 1		College Accountability

GRADUATE STUDENT SUCCESS

[illegible]

REPUTATION - GRADUATE

Performance Metrics		External Strategic Priority Category					Internal Strategic Priority Category			
National Ranking in 5 STEM Disciplines				Preeminence			BOG AP	Goal 1		College Accountability

ACADEMIC PROGRAM PLANNING & REVIEW

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FACULTY SUCCESS

PERFORMANCE METRICS	EXTERNAL STRATEGIC PRIORITY CATEGORY						INTERNAL STRATEGIC PRIORITY CATEGORY		
Average faculty salary					USNWR Top 25		Goal 5		
Proportion of faculty with highest degree							Goal 2		College Accountability
Proportion of full-time faculty					USNWR Top 25		Goal 2		
Percentage of Full Time Faculty with Highest Degree							Goal 2 PRIMARY		
Faculty Engagement & Experience (Surveys)									College Accountability
Student-to-Faculty Ratio					USNWR Top 25		Goal 1		College Accountability
Sponsored Research Total Expenditures per Tenure/Tenure-Track Faculty								College Scorecard	College Accountability
Faculty Awards, Fellowships, and Memberships		AAU				BOG AP	Goal 2 PRIMARY	College Scorecard	College Accountability
National Academy Members		AAU	Preeminence			BOG AP	Goal 2		College Accountability
Number of Books Published		AAU							
Average number of Citations		AAU					Goal 2 PRIMARY	College Scorecard	College Accountability
Publications cited in top 25% of journals					USNWR Top 25				
Publications cited in top 5% of journals					USNWR Top 25				
Field weighted citation impact					USNWR Top 25				
Citations per publication					USNWR Top 25				

RESEARCH & INNOVATION SUCCESS

PERFORMANCE METRICS	EXTERNAL STRATEGIC PRIORITY CATEGORY						INTERNAL STRATEGIC PRIORITY CATEGORY		
Total R&D Expenditures	Carnegie		Preeminence			BOG AP	Goal 2 PRIMARY	College Scorecard	College Accountability
Research Expenditures from External Sources						BOG AP			
Science & Engineering Research Expenditures			Preeminence			BOG AP			College Accountability
Federal Research Expenditures		AAU					Goal 2 PRIMARY		College Accountability
USDA, State, and Industrial Research Expenditures		AAU							
Non-Medical Science & Engineering Research Expenditures			Preeminence			BOG AP	Goal 2		College Accountability
Non-faculty S&E Research Staff with Doctorates	Carnegie						Goal 2		College Accountability
Grant Proposals Submitted									College Accountability
Grant Dollars Awarded									College Accountability
Effective F&A Rate									College Accountability
Invention Disclosures Received									College Accountability
Number of Patents issued			Preeminence			BOG AP	Goal 3		
Number of Start-up Companies Created						BOG AP	Goal 3		
Number of Licenses/Options Executed Annually						BOG AP	Goal 3		

PARTNERSHIPS

PERFORMANCE METRICS	EXTERNAL STRATEGIC PRIORITY CATEGORY						INTERNAL STRATEGIC PRIORITY CATEGORY		
Number of New and Continuous Corporate and Community Partnerships per Year							Goal 3 PRIMARY		
Number of New National and Global Partnerships per Year							Goal 3 PRIMARY		
Number of Publications with International Coauthors from Outside USF							Goal 3 PRIMARY		
Number of Publications with National Coauthors from Outside USF							Goal 3 PRIMARY		

FINANCIAL

PERFORMANCE METRICS	EXTERNAL STRATEGIC PRIORITY CATEGORY						INTERNAL STRATEGIC PRIORITY CATEGORY		
Endowment			Preeminence			BOG AP	Goal 5 PRIMARY		College Accountability
Total no. of donors							Goal 5 PRIMARY		
Total Fundraising								College Scorecard	College Accountability
Annual Spending Budget							Goal 5 PRIMARY		
Net Tuition									College Accountability
Average time to complete key processes vital to the mission of USF (e.g., hiring, MOU approval, research content approval, etc.)							Goal 5 PRIMARY		

EMPLOYEE SUCCESS

PERFORMANCE METRICS	EXTERNAL STRATEGIC PRIORITY CATEGORY						INTERNAL STRATEGIC PRIORITY CATEGORY		
Employee Satisfaction							Goal 4 PRIMARY		

ODS, Fall 2024
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- Goal 1 - Student success at USF and beyond.
Goal 2 - Faculty excellence in research and innovation.
Goal 3 - Partnerships and engagement with local, national, and global impact.
Goal 4 - A diversive and inclusive community for learning and discovery.
Goal 5 - A strong, sustainable, and adaptable financial base.

TABLE KEY:	Carnegie	AAU	Preeminence	Performance Based Funding (PBF)	USNWR Top 25	BOG Accountability Plan (AP)	USF 2022-27 Strategic Plan	College Scorecard	College Accountability
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