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# Performance Metrics

Four Year Graduation Rate  
(First-Time Full-Time Students)

Undergraduate Degree Efficiency  
(Degrees Per 100 Students)

First-Time Student Debt at Graduation  
(What Students Spend)

Transfer Student Debt at Graduation  
(What Students Spend)

Education and Related Expenses Per Degree  
(What We Spend)

Average Credits Earned Per Year\*

Sponsored Research & Licensing Income  
(Revenue from Extramural Funding)

\*New Metric for Performance Period (2024-2026)

## "PROMISES KEPT" SOURCE MATERIAL

UNCG MAGAZINE, FALL 2025



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# Highest Performance Score in the System

### *FY26 Performance Change Allocation*

Institution	Eligible Funding	Composite Performance Score	Performance Change	Extra Credit	Performance Change Funding
App State	\$ 2,755,279	40.6%	\$ 1,119,903	\$ 81,414	\$ 1,201,318
ECU	3,194,640	71.3%	2,277,009	89,717	2,366,725
ECSU	260,828	65.2%	170,079	51,651	221,730
FSU	796,697	67.3%	536,201	22,436	558,637
N.C. A&T	1,761,234	60.4%	1,064,222	112,854	1,177,076
NCCU	983,216	48.3%	475,076	265	475,341
NC State	4,624,932	84.5%	3,906,041	522,700	4,428,741
UNCA	368,300	6.6%	24,421	23,500	47,922
UNC-CH	4,077,829	51.4%	2,097,213	131,808	2,229,022
UNCC	3,753,384	67.1%	2,517,533	14,617	2,532,150
UNCG	2,164,050	88.5%	1,914,223	503,478	2,417,701
UNCP	876,827	60.3%	704,220	329,046	1,033,266
UNCW	2,204,250	68.4%	1,508,306	141,241	1,649,547
UNCSA	144,694	39.6%	57,258	14,727	71,985
WCU	1,427,450	75.3%	1,075,211	178,815	1,254,026
WSSU	606,389	-6.5%	(39,352)	75	(39,277)
Total	\$30,000,000	56.8%	\$ 19,407,563	2,218,346	\$ 21,625,908





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# Performance Metrics Progress

## (Performance Period One – Final Scores)

Core Metrics	Raw Score	Score (Bounded 0-100)	Weight	Weighted Score
Four-Year Graduation Rate	29.94	29.94	12.5%	3.74
Undergraduate Degree Efficiency	77.70	77.70	12.5%	9.71
First Time Student Debt at Graduation	179.70	100.00	16.25%	16.25
Transfer Student Debt at Graduation	188.22	100.00	8.75%	8.75
Education and Related Expenses per Degree	155.95	100.00	25.0%	25.00
<b>Institution Selected Strategic Plan Metric</b>				
Sponsored Research and Licensing Income	598.00	100.00	25.0%	25.00
		<b>Total Score out of 100%</b>		<b>88.45</b>
		<b>Performance Weight 3%</b>		<b>2.65</b>

Raw Score = (Actual – Baseline) / (Stretch Goal – Baseline)

Score Bounded = If (Raw Score) >100, (Score Bounded) = 100, If (Raw Score) <0, (Score Bounded) = 0, Else (Score Bounded) = (Raw Score)

Weighted Score = (Score Bounded) \* Weight

Total Score out of 100% = Sum(Weighted Score)

Performance Weight 3% = (Total Score) \* 3%



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# Performance Period One Threshold, Stretch, and Actuals

		2021	2022	2023	Performance Period One End	
Metric	2020 Baseline	Actual	Actual	Actual	Threshold	Stretch
4-Year Graduation Rate	42.05	43.62	42.61	43.56	43.39	48.38
Undergraduate Degree Efficiency	22.74	23.54	23.63	23.85	23.07	24.18
First-Time Student Debt at Graduation	\$ 16,612	\$ 16,403	\$ 15,089	\$ 14,317	-4.00%	-13.50%
Transfer Student Debt at Graduation	\$ 14,327	\$ 13,186	\$ 11,686	\$ 12,160	-4.00%	-13.50%
Education & Related Expenses per Degree	\$ 57,988	\$ 56,314	\$ 58,208	\$ 56,656	0.00%	-12.01%
Sponsored Research & Licensing Income	\$41,603,068	\$45,259,992	\$49,785,206	\$63,434,746		\$ 48,300,546



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# Performance Period Two Threshold, Stretch, and Actuals

Metric	2022-23 Baseline	2024			2025		2026	
		Threshold	Stretch	Actual	Threshold	Stretch	Threshold	Stretch
4-Year Graduation Rate	43.56	44.03	45.25	45.47	44.50	46.95	44.97	48.64
Undergraduate Degree Efficiency	23.85	23.90	24.03	24.17	23.95	24.22	24.00	24.40
Average Credits Earned per Year	26.79	26.88	27.10	26.87	26.98	27.40	27.07	27.71
First-Time Student Debt at Graduation *	\$14,317	0.00%	-5.00%	-11.11%	0.00%	-10.00%	0.00%	-15.00%
Transfer Student Debt at Graduation *	\$12,160	0.00%	-5.00%	-19.30%	0.00%	-10.00%	0.00%	-15.00%
Education & Related Expenses per Degree*	\$60,333^	-1.33%	-4.00%	-9.58%	-2.66%	-8.00%	-4.00%	-12.00%
Sponsored Research & Licensing Income	\$52,826,648^			\$63,138,648				\$60,750,645

\* Goals are expressed as a percent change from the inflation-adjusted baseline, using CPI minus food and fuel to adjust for inflation

^ Baseline is a 3-year average because the 2022-23 actual was an outlier.