

**President's At Risk Pay
Payout Summary
2014-2015**

Category	Objective	Values		Weights		Payments	
		Target	Actual	Base	Actual	Base	Actual
Student Affordability	(25%) Average debt of undergraduates	\$4,500	\$4,326	15%	15%	\$18,900	\$18,900
		19.80%	20.8%	10%	0%	\$12,600	\$0
Sub-Total				25%	15%	\$31,500	\$18,900
Student Success	(25%) 4 year graduation rate	52%	51.5%	8%	6%	\$10,080	\$7,560
		75%	75.4%	4%	4%	\$5,040	\$5,040
		44.2%	47.5%	2%	3%	\$2,520	\$3,780
		41%	38.1%	2%	0%	\$2,520	\$0
		93%	92.8%	5%	3%	\$6,300	\$3,780
		89.2%	89.3%	2%	2%	\$2,520	\$2,520
		90.5%	89.8%	2%	1%	\$2,520	\$1,260
Sub-Total				25%	19%	\$31,500	\$23,940
Fundraising	(30%) Increase net production	\$260M	\$343.4M	12%	16%	\$15,120	\$20,160
		\$130M	\$166.1M	6%	8%	\$7,560	\$10,080
		66K	76.1K	6%	8%	\$7,560	\$10,080
		\$55M	\$67.7M	6%	8%	\$7,560	\$10,080
Sub-Total				30%	40%	\$37,800	\$50,400
Institutional Reputation and Excellence	(20%) Research Productivity	\$360M	\$334.9M	8%	0%	\$10,080	\$0
		Y/N	Y	5%	5%	\$6,300	\$6,300
		Y/N	Y	4%	8%	\$5,040	\$10,080
		•Ad equivalency rates exceed peers					
		•# of news stories exceeds peers					
•Total reach social media exceeds peers							
Y/N	Y	3%	3%	\$3,780	\$3,780		
Sub-Total				20%	16%	\$25,200	\$20,160