

## Metrics of Success Definitions

### Transforming Tomorrow: Strategic Plan 2015-2020

	Metric	Definition	2020 Target	
Undergraduate Student Success	Retention rates	First-Year	Proportion of the incoming class that completes the first year of study and returns to the University the following year	90.0%
		Second-Year	Proportion of the incoming class that completes the second year of study and returns to the University the following year	85.5%
		Third-Year	Proportion of the incoming class that completes the third year of study and returns to the University the following year	82.0%
	Graduation rates	Four-Year	Proportion of the incoming class that completes a bachelor's degree within four years	53.0%
		Six-Year*	Proportion of the incoming class that completes a bachelor's degree within six years	70.0%
	Undergraduate degrees		Number of bachelor's degrees awarded in one academic year	
	Graduation rate gaps	Underrepresented Minorities**	The gap between the six-year graduation rate of underrepresented minority students and the six-year graduation rate of all other students	-9.8%
First-generation		The gap between the six-year graduation rate of first generation students and the six-year graduation rate of all other students	-6.0%	
Pell recipients		The gap between the six-year graduation rate of low income students who receive Pell grants and the six-year graduation rate of all other students	-8.0%	
Graduate Education	Doctoral program selectivity	Proportion of doctoral students who apply to University graduate programs and are accepted	22.0%	
	Graduate degrees	Number of master's, specialist, and research doctoral degrees awarded in one academic year	1,639	
	Diversity of graduate students	African American/Black	Proportion of graduate students enrolled in master's, specialist, and research doctoral degrees who are African-American	7.7%
Hispanic/Latino		Proportion of graduate students enrolled in master's, specialist, and research doctoral degrees who are Hispanic and/or Latino	2.7%	
Diversity & Inclusivity	Enrollment of underrepresented	Undergraduates	Proportion of undergraduate students who are from underrepresented minority groups	16.2%
		Graduates	Proportion of graduate students enrolled in master's, specialist, and research doctoral degrees who are from underrepresented minority groups	11.8%
	Graduation rate for underrepresented students	Undergraduates	Proportion of the underrepresented minority students in the incoming class that completes a bachelor's degree within six years	60.2%
		Master's	Proportion of the underrepresented minority students in the incoming class that completes a master's degree within three years	78.0%
		Doctoral	Proportion of the underrepresented minority students in the incoming class that completes a doctoral degree within seven years	68.0%
	Faculty	Females	Proportion of faculty members who are women	48.2%
		African American/Black	Proportion of faculty members who are African American and/or Black	6.9%
		Hispanic/Latino	Proportion of faculty members who are Hispanic and/or Latino	4.2%
	Executive	Females	Proportion of executives who are women	50.0%
		African American/Black	Proportion of executives who are African American and/or Black	7.9%
Hispanic/Latino		Proportion of executives who are Hispanic and/or Latino	6.1%	
Professional	African American/Black	Proportion of the professional staff who are African American and/or Black	5.1%	
	Hispanic/Latino	Proportion of the professional staff who are Hispanic and/or Latino	1.5%	
Research & Scholarship	Total R&D expenditures	Total Research Expenditures (in millions)	Total Research and Development (R&D) expenditures on grants, contracts, and institutional support as reported to the National Science Foundation Higher Education Research and Development Survey, data lag by one year	\$364
		Federal Research	Federal R&D expenditures on grants and contracts as reported to the National Science Foundation Higher Education Research and Development Survey, data lag	\$159
	Ranking of doctoral programs		Proportion of UK faculty with research published in the top 50% of peer-reviewed publications. This metric is based on the Leiden Rankings that measure scientific performance among nearly 1,000 leading research universities in the world	
	Space	\$/square foot	R&D expenditures within a laboratory space divided by the net assigned research space (in square feet). Calculated using only "modern" laboratory space	\$300
Licenses	Licenses	Number of exclusive-active licenses executed for UK technologies	177	
	License income (M)	Income from all licenses as reported annually to the Association of University Technology Managers (AUTM) survey	\$3.5	
Outreach & Community Engagement	Databases tracking outreach		Number of campus databases dedicated to tracking information about outreach and community engagement	1
	Faculty and staff delivering community engagement	% faculty teaching	Proportion of faculty teaching courses with a community engagement, volunteerism, or service learning component	25.8%
		% staff teaching courses	Proportion of staff teaching courses with a community engagement, volunteerism, or service learning component	3.3%
	Undergraduate participation in engagement	# undergraduate community engagement courses	Number of courses offered with a community engagement, volunteerism, or service learning component	429
	Partnerships with community stakeholders		Number of documented partnerships between the University and community groups	

\* The six-year undergraduate graduation rate is the federal standard set by the US Department of Education. All institutions report six-year graduation rates as part of their annual reporting to the Department of Education, and the six-year graduate rate is used to compare institutions. UK adopts this idea of 150% of time for measuring completion at the graduate level, which means master's degrees are measured three years and doctoral degrees at seven years.

\*\*Underrepresented minority students includes those identifying as: African American/Black, Hispanic/Latino, Two or More Races, American Indian/Alaska Native, and Native Hawaiian/Pacific Islander