

Proposed Performance Compensation Program

President, University of Alaska

FY16

Considerations

- Reflects high priority of UA
- Measureable
- Within ability to affect
- Stands up to public optics

Performance Measures¹

Theme I: Student Achievement & Attainment

- (a) Number of incoming Alaska Performance Scholarship (APS) recipients.
Counts entering fall first-time freshman receiving any level (1, 2, 3) or type (Vocational, Academic) of the APS award. The APS provides up to \$4,755 annually for four years to Alaska high school graduates meeting specific requirements for academic content and achievement who pursue a qualifying postsecondary degree or certificate in the State of Alaska².
- (b) Number of degrees and credentials earned by Alaska Native students.
Counts the number of distinct degrees, certificates and endorsements awarded to individuals self-reporting a racial background of Alaska Native or American Indian, either alone or in combination with any other race. Some individuals receive more than one postsecondary credential from UA in a given year.

Theme II: Productive Partnerships with Alaska's Schools

- (c) College level course success rates for incoming baccalaureate students taking developmental courses.
An individual is counted if he or she attempts and passes a college level class in the same subject area that he or she required remediation in as an entering, fall semester first-time freshman, with a grade of C or better, or a Pass, within one year following entry into UA. This measure counts college level courses completed in the same subject area as developmental coursework during the first fall semester the student enrolled, or in the subsequent spring, summer or fall semesters.

Theme III: Productive Partnerships with Public Entities and Private Industry

- (d) Industry investment in research, extension and workforce development –FY15 figure as of cycle 12, to be compared to FY16 as of cycle 12 for evaluation of performance. Total dollar amount of restricted revenue from industry sources in support of research, extension and workforce development activities. This includes indirect cost recovery and capital revenue from industry grants. Research and extension related grants are identified by grant “theme” and by unit.

¹ Unless otherwise noted, baseline figure for each metric reflects final FY15 performance level, with source data provided by UAA, UAF, UAS and SW via UA's information systems, and available through UA's Decision Support Database (RPTP.DSDMGR).

² For full details on eligibility requirements, see https://acpe.alaska.gov/Portals/0/APS/Forms/APS_2015_Checklist.pdf

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(e) Number of alumni giving to UA

Count of individual alumni donating to UA during the fiscal year. Source: UA Foundation (September, 2015).

Theme IV: Research and Development (R&D) and Scholarship to Sustain Alaska's Communities and Economic Growth

(f) Number of invention disclosures (Running 5-year average)

An invention disclosure is the start of a process that may lead to commercialization of technologies valuable to inventors, the university, and state citizens. The annual number of disclosures ranged from a low of 6 in FY11 to a high of 110 in FY14, which is well above a reasonable, sustainable annual activity level. A running 5-year average is used to accommodate large year-to-year variance observed for the annual number of disclosures since the effort began. Calculated as the average number of invention disclosures for UA over the past five fiscal years. Source: UAA Office of Technology Commercialization and the UAF Office of Intellectual Property and Commercialization.

Theme V: Accountability to the People of Alaska

(g) Administrative cost as portion of budget spent on institutional support.

This measure is defined as the annual expenditures in the Institutional Support functional category as a percent of total expenditures less Auxiliary Services. Institutional Support includes: executive services including the office of the President, the chancellors' offices, and other institutional support functions including business offices, accounting, budget development, EEO/AA, educational properties management, facilities planning and construction, finance, human resources, information services, institutional research, internal audit, investment properties management, legal counsel, payroll, procurement, records, risk and hazardous materials management, systems maintenance, university relations, and support for the assemblies and the Board of Regents. Auxiliary Services expenditures are excluded from the denominator to avoid double counting and in alignment with the nationally recognized definition used to quantify the proportion of cost for administration.

(h) Establish common workplace safety training system.

This item measures whether or not a common workplace safety training system is established during FY16, resulting in an FY16 baseline figure for the proportion of employees who complete annual training requirements.

Shaping Alaska’s Future Theme	Share of Total Performance Compensation	Performance Goal	Baseline or Target	1% Improvement	Min Payout at 1% Improvement	10% Improvement	Max Payout at 10% improvement
Student Achievement and Attainment	20%	Increase the number of incoming Alaska Performance Scholarship recipients	1,058	1,069	\$750	1,164	\$7,500
		Increase the number of degrees and credentials earned by Alaska Native students	621	627	\$750	683	\$7,500
Partnerships with Alaska’s Schools	20%	Increase college level course success rates of incoming baccalaureate students taking developmental courses	38.6%	39.0%	\$1,500	42.5%	\$15,000
Partnerships with Public Entities and Private Industry	20%	Increase industry investment in research	\$26.7m	\$27.0m	\$750	\$29.4m	\$7,500
		Increase alumni giving (N)	2,937	2,967	\$750	3,231	\$7,500
Research and Development	20%	Increase invention disclosures (Running 5-yr avg)	67	68	\$750	74	\$7,500
Accountability to Alaska’s People	20%	Decrease administrative costs as portion of institutional support budget	17.3%	17.1%	\$750	15.7%	\$7,500
		Establish common workplace safety training system	n/a	n/a	\$750	Develop baseline for FY16	\$7,500
Total	\$75,000 (100%)				\$7,500		\$75,000