



**FIVE-YEAR STRATEGY
ACCOUNTABILITY MEASURES**
Revised June 23, 2022

Access, Affordability, and Attainment

1. Four-Year Graduation Rate

Reporting Period	Accountability Measure	Report Date	Reporting Committee
AY2021-22	Each campus will increase their four-year graduation rate over AY2020-21.	Feb. 2023	Academic
AY2022-23	Each campus will increase their four-year graduation rate over AY2021-22.	Feb. 2024	Academic
AY2023-24	Each campus will increase their four-year graduation rate over AY 2022-23.	Feb. 2025	Academic

2. Tuition

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY2021-22	Three-year average tuition rate increases will be less than peer ¹ averages.	Jun. 2022	Business
FY2022-23	Three-year average tuition rate increases will be less than peer averages.	Jun. 2023	Business
FY2023-24	Three-year average tuition rate increases will be less than peer averages.	Jun. 2024	Business

3. Nebraska Promise

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY2022-23	Nebraska Promise adjusted gross income (AGI) threshold will be equal or greater than the Nebraska median household income.	Apr. 2022	Business

¹ References to “peers” in this document mean the peer institutions set for the system and each campus by the Board of Regents (<https://nebraska.edu/get-to-know-nebraska/one-university-four-campuses-one-nebraska/peer-institutions>)

FY2023-24	Nebraska Promise adjusted gross income (AGI) threshold will be equal or greater than the Nebraska median household income.	Apr. 2023	Business
FY2024-25	Nebraska Promise adjusted gross income (AGI) threshold will be equal or greater than the Nebraska median household income.	Apr. 2024	Business

4. Winter Term

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Winter 2021-22	1) # of Winterim courses will exceed # offered in AY2020-21. 2) # of student credit hours completed will exceed # completed in AY2020-21.	Aug. 2022	Academic
Winter 2022-23	1) # of Winterim courses will exceed # offered in AY2021-22. 2) # of student credit hours completed will exceed # completed in AY2021-22.	Apr. 2023	Academic
Winter 2023-24	1) # of Winterim courses will exceed # offered in AY2022-23. 2) # of student credit hours completed will exceed # completed in AY2022-23.	Apr. 2024	Academic

5. Summer Term

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Summer 2022	1) # of Summer courses will exceed # offered in AY2020-21. 2) # of student credit hours completed will exceed # completed in AY2020-21.	Oct. 2022	Academic
Summer 2023	1) # of Summer courses will exceed # offered in AY2021-22. 2) # of student credit hours completed will exceed # completed in AY2021-22.	Oct. 2023	Academic
Summer 2024	1) # of Summer courses will exceed # offered in AY2022-23. 2) # of student credit hours completed will exceed # completed in AY2022-23.	Oct. 2024	Academic

6. Enrollment

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2022	1) Each campuses' total headcount will exceed Fall 2021. 2) Total transfer students will exceed Fall 2021.	Oct. 2022	Academic
Fall 2023	1) Each campuses' total headcount will exceed Fall 2022. 2) Total transfer students will exceed Fall 2022.	Oct. 2023	Academic

Fall 2024	1) Each campuses' total headcount will exceed Fall 2023. 2) Total transfer students will exceed Fall 2023.	Oct. 2024	Academic
-----------	---	-----------	----------

7. Retention

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2022	Campus freshman to sophomore retention rates will exceed Fall 2021.	Oct. 2022	Academic
Fall 2023	Campus freshman to sophomore retention rates will exceed Fall 2022.	Oct. 2023	Academic
Fall 2024	Campus freshman to sophomore retention rates will exceed Fall 2023.	Oct. 2024	Academic

8. Open Nebraska

Open Nebraska is the University of Nebraska System's collaborative effort to encourage the use of Open Educational Resources (OERs). Open Nebraska courses and programs utilize no cost materials (digital course materials incorporated into Canvas at no additional cost to the student), low-cost materials (digital course materials costing less than \$40), or a low-cost eBook (eBook costing less than \$40).

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY2021-22	\$8 million in savings to students.	Aug. 2022	Academic
FY2022-23	\$9 million in savings to students.	Aug. 2023	Academic
FY2023-24	\$10 million in savings to students.	Aug. 2024	Academic

Talent Development

9. Graduates in Key Fields

Metrics to be developed and aligned with Nebraska Department of Labor High Wage, High Skill, High Demand (H3) careers data.

10. Handshake Participation

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY2021-22	# of Nebraska businesses with active <i>Handshake</i> account.	Aug. 2022	Academic
FY2022-23	5% increase over FY2021-22.	Aug. 2023	Academic
FY2023-24	5% increase over FY2022-23.	Aug. 2024	Academic

11. Nebraska Career Scholarships

Reporting as required by LB902 (2022).

Culture, Diversity, and Inclusion

13. Staff Pay Equity

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY2021-22	1) Pay equity survey conducted. 2) Pay equity gaps addressed.	Jun. 2022	Business
FY2023-24	1) Pay equity survey conducted. 2) Pay equity gaps addressed.	Jun. 2024	Business

14. Faculty Salary Competitiveness

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY2021-22	1) All salary increases should be awarded, to the extent possible, on the basis of merit. 2) Average faculty salaries on each campus shall be between 98-102% of peer averages.	Jun. 2022	Business
FY2022-23	1) All salary increases should be awarded, to the extent possible, on the basis of merit. 2) Average faculty salaries on each campus shall be between 98-102% of peer averages.	Jun. 2023	Business
FY2023-24	1) All salary increases should be awarded, to the extent possible, on the basis of merit.	Jun. 2024	Business

	2) Average faculty salaries on each campus shall be between 98-102% of peer averages.		
--	---	--	--

15. University Climate

Metrics to be developed and based on Climate Survey action plans.

Partnerships

16. Private Support

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY2021-22	Three-year average of philanthropic funds received will exceed \$245 million.	Dec. 2022	Executive
FY2022-23	Three-year average of philanthropic funds received will exceed \$255 million.	Dec. 2023	Executive
FY2023-24	Three-year average of philanthropic funds received will exceed \$265 million.	Dec. 2024	Executive

17. Research

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY2021-22	1) Total research expenditures exceed FY2020-21. 2) Extramural research expenditures exceed FY2020-21.	Apr. 2023	Academic
FY2022-23	1) Total research expenditures exceed FY2021-22. 2) Extramural research expenditures exceed FY2021-22.	Apr. 2024	Academic
FY2023-24	1) Total research expenditures exceed FY2022-23. 2) Extramural research expenditures exceed FY2022-23.	Apr. 2025	Academic

Efficiency and Effectiveness

18. Administrative “Bloat”

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY2020-21	Institutional Support expenditures will be below peer average.	Aug. 2022	Business

FY2021-22	Institutional Support expenditures will be below peer average.	Aug. 2023	Business
FY2022-23	Institutional Support expenditures will be below peer average.	Aug. 2024	Business

19. Facilities Condition Report

Metrics to be developed and based on Gordian baseline report.

20. Procurement Savings


Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY2021-22	Amount saved through University-wide RFPs.	Aug. 2022	Business
FY2022-23	Amount saved through University-wide RFPs.	Aug. 2023	Business
FY2023-24	Amount saved through University-wide RFPs.	Aug. 2024	Business


21. Sustainability


To be developed by President’s Sustainability Council.

**University of Nebraska System
Five-Year Strategy
Accountability Measures**


Updated August 11, 2022

Winter Term (4.1) 2021-22		
	Target	Outcome
	# of Winter Term Courses > 2020-21	122 courses offered during Winter Term 2021-22

Winter Term (4.2) 2021-22		
	Target	Outcome
	# of Winter Term Student Credit Hours Completed > 2020-21	5,768 Student Credit Hours Completed during Winter Term 2021-22

Open Nebraska (8) 2021-22		
	Target	Outcome
	\$8 million in aggregate savings to students	\$9.2 million in aggregate savings to students

Handshake Participation (10) 2021-22		
	Target	Outcome
Establishes baseline	# of Nebraska businesses with active Handshake account	6,232

Administrative Bloat (18) FY2020-21		
	Target	Outcome
	Institutional Support expenditures below peer average	\$794/FTE Student Below Peer Average (19.6% Below)

Procurement Savings (20) FY2021-22		
	Target	Outcome
Establishes baseline	Amount saved through University-wide RFPs	\$542,167

LEGEND:

