

**EXECUTIVE SUMMARY**

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**Attachment B**

**Proposed 2015-2018 Multiple-Year Performance Incentives for President Hart  
(To be measured as of June 2018)**

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**Enterprise Performance Incentives.**

1. **Freshman Retention.** University President will be entitled to a performance incentive payment of \$10,000 for achievement of the 2018 fiscal year strategic plan metric goal in the Freshman Retention Rate of 83%, with an additional incentive payment of \$10,000 for exceeding the goal by attaining a Freshman Retention Rate of 84%. (Total possible = \$20,000)
2. **Research Expenditures.** University President will be entitled to a performance incentive payment of \$20,000 for University attaining the total research expenditures of \$622.44 million with an additional incentive payment of \$20,000 for attaining total research expenditures of \$636.48 million for the 2018 fiscal year. (Total possible = \$40,000)
3. **Bachelor's Degrees.** University President will be entitled to a performance incentive payment of \$10,000 for achievement of the projected 2018 fiscal year strategic plan metric goal in Bachelor's Degrees Awarded of 7,771. (Total possible = \$10,000)
4. **Total Students.** University President will be entitled to a performance incentive payment of \$10,000 for achievement of the projected 2018 fiscal year strategic plan metric goal of 48,607 total students enrolling in the University. (Total possible = \$10,000)
5. **Number of Degrees in High Demand Fields.** University President will be entitled to a performance incentive payment of \$10,000 for achievement of the projected 2018 fiscal year strategic plan metric goal of number of degrees in high demand fields of 4,419. (Total possible = \$10,000)

**University Initiatives Performance Incentives.**

1. Medical School Research & Development Expenditures will comprise 30% of our university total research expenditures reported on the NSF Higher Education Research Data survey as the UA grows it 18% from \$159.1 M to 186.7M by 2018. (Total possible = \$10,000)

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**Background:** *Never Settle* identifies medical research as an area of opportunity for growth, and correspondingly the new partnership between UA and Banner provides new resources and opportunities to grow research in UA's medical school. For the last NSF HERD survey data issued in 2015, Medical School Research & Development (R&D) expenditures were \$159.1M (NSF HERD Survey table 68, [http://ncesdata.nsf.gov/herd/2013/html/HERD2013\\_DST\\_68.html](http://ncesdata.nsf.gov/herd/2013/html/HERD2013_DST_68.html)). Using the goal setting 2025 metric process, UA's Total R&D expenditures are projected to be \$622,440,000 in 2018. At 186.7M, the Medical School's projected R&D expenditures would comprise 30% of the total 2018 target. This is a growth rate of 18%.

2. By 2018, 85% of graduating seniors will have completed a UA approved Engaged Learning Experience to earn a formal notation on their transcript. (Total possible = \$20,000)

**Background:** All students have an engagement experience; however, not all students yet are in UA approved experiences that have specific learning outcomes associated with them and specific requirements for how much time a student must put into the experience (generally about the same as a three-unit class). The first entering class who entered under this initiative was the 14-15 class, so 2018 will be the first graduation year for these students.

3. Establish the UA Oro Valley Campus, defined by 1) enrolled students in the DVM program and on schedule for accreditation of the DVM program, and 2) approved One Health research center with at least three researchers hired. (Total possible = \$20,000)

**Background:** The integration of UA's new UA Doctor of Veterinary Medicine Program with a One Health research and development effort will be the nucleus of the *UA Oro Valley* campus. This university campus will be a full-time Oro Valley community anchored effort, which connects and leverages strong university programs and research to regional bioscience efforts across the metro area to foster economic development in the region and spur job creation for Arizona.

The UA College of Agriculture has received ABOR approval to establish the Doctor of Veterinary Medicine program. The final program plan in Oro Valley will include a minimum of 300 DVM students in three clinical education years, associated administrative, clinical DVM program teaching, and clinical distribution office staff (46 FTE; 22 of which will have salaries > \$100K, 9 > \$50K). *UA Oro Valley* will be the DVM program home (12 months fulltime operation) and this site will focus on students learning all aspects of clinical veterinary medicine.

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“One Health” is the discovery of preventive health solutions using interdisciplinary sciences with industries, governments, NGOs, and communities. It is founded on the inextricable connections among animals and humans in common ecosystems. It has been estimated that over 75% of all emerging pathogens are zoonotic (transferred from animals to humans) and that zoonotic pathogens are twice as likely to be associated with an emerging disease as non-zoonotic pathogens. The goal of One Health is to develop countermeasures that are effective and stamp out the diseases in the animal population before it gets into humans. One Health research tackles complex local and global health problems impacting all biosystems, bringing together land and natural resources (sustainable ecosystems especially those challenged by arid conditions), energy, public and animal health, people, social sciences and economics, medicine, and informatics to focus on health and wellbeing for all. A bold new approach is needed to harness this data and translate via analytics the resultant information into health solutions – *to predict, prevent and protect*. This program will be comprised of a full-time research and development team working in big data analytics integrating animal, environmental and human health information to solve global challenges of infectious disease. This full-time Oro Valley community-anchored effort will connect and leverage university programs and research to regional bioscience efforts across the metro area.

### **Notes**

- These multiple-year incentives are in addition to the two annual incentives assigned to each president each year.
- The University President may receive compensation for each of the individual performance goals. Generally, payments are not pro-rated for partial achievement of a goal.
- If all of the multiple-year incentives (i.e., the enterprise metric and university initiatives incentives) are achieved, the University President will be eligible for an additional incentive payment of \$50,000.