

FY25 President Chiang's At-Risk Pay

BOARD APPROVED
DECEMBER 13, 2024
Cindy Ream
Corporate Secretary

Category (5)	Objective (20)	2021	2022	2023	2024	Weight	Threshold	Target	Stretch	2025 Results
Financial	Favorable Operating budget - percentage	10%	13%	5%	4.6%	7%	3.0% (5%)	4.0% (7%)	5.0% (9%)	
16%	Fundraising dollar amount - Net Commitments	\$425 M	\$503 M	\$582 M	\$621 M	5%	\$600 M(4%)	\$640 M(5%)	\$680 M(6%)	
	Number of engaged individuals		104 k	150 k	212 k	4%	220 k (3%)	250 k (4%)	280 k (5%)	
Students	Average starting salary	\$ 62,294	\$ 62,452	\$ 68,371	\$ 71,026	4%	\$72,000 (3%)	\$74,000 (4%)	\$76,000 (5%)	
37%	Pell Grant Recipients % measure of Land Grant mission	13%	13%	12%	16%	5%	16% (4%)	17% (5%)	18% (6%)	
	5-Year graduation rate	79.7%	80.6%	80.6%	81.1%	4%	81.5% (3%)	82% (4%)	83% (5%)	
	Indianapolis Campus Incoming Class Size				760	4%	700 (3%)	800 (4%)	900 (5%)	
	System-wide number of degrees-Non PG	15,683	16,153	17,158	17,639	5%	18,000 (4%)	18,700 (5%)	19,200 (6%)	
	Enrollment of Purdue Online	11,478	10,717	11,099	16,072	4%	18,000 (3%)	20,000 (4%)	22,000 (5%)	
	Underrepresented minority student applications - System UG Only		13,454	14,967	16,733	4%	17,500 (3%)	18,000 (4%)	18,500 (5%)	
	Graduate Student Post-Grad Career Yield Rate Improvement					3%		Yes/No		
	WL 2 Yr Avg. of New Degrees				7	4%	14 (3%)	15 (4%)	17 (5%)	
Research	External research funding amount	\$473 M	\$533 M	\$587 M	\$648 M	5%	\$650 M (4%)	\$680 M (5%)	\$725 M (6%)	
20%	Number of industry partnerships-Active Master Agr.	30	38	45	53	5%	55 (4%)	60 (5%)	65 (6%)	
	Patents Filed	607	536	579	505	5%	580 (4%)	610 (5%)	640 (6%)	
	Successful Faculty Scholarship Support					5%		Yes/No		
Reputation	Key rankings - Avg. of US News/Times H.E. (US)/QS World (US)	40.0	40.3	38.3	35.3	5%	34 (4%)	33 (5%)	32 (6%)	
10%	Number of earned media hits		54.6 k	88.7 k	119 k	5%	120 k (4%)	125 k (5%)	135 k (6%)	
Successful Initiatives	Capital Prog. Delivery - On-Time+Under-Budget % - all projects	172	174	174	175	5%	170 (4%)	175 (5%)	180 (6%)	
17%	Strategy to coordinate Online and PG in the near future					4%		Yes/No		
	Two other significant achievements - 4% per achievement					8%		Yes/No		

New Objective

KEY RANKINGS	2017	2018	2019	2020	2021	2022	2023	2024	5-Year Change
US News Undergraduate	60	56	56	57	53	49	43	46	-10
Times Higher Education World University	70	60	64	88	94	105	127		
Times Higher Education World University – US Only	35	31	30	37	36	39	40	33	3
WSJ/Times Higher Education US rankings	39	43	43	46	47	48			
QS World University		105	100	111	109	116	129		
QS World University – US Only		32	31	33	31	33	32	27	-4

Average of the three highlighted publications

40

40.3

38.3

35.3

By contract: Base pay = \$436,800

By contract: At Risk pay = \$218,400