

# Progress Tracker

Indicator	Objective	KPI Description	Frequency of Data Collection	Baseline Data	Year 1 Data (2021-2022)	Year 2 Data (2022-2023)	Year 3 Data (2023-2024)	KPI Target	Target Date
<b>Goal I: Student Opportunity &amp; Success</b>									
1	I.A.I	Six-year graduation rate for FTICs	Annual	46%	49%	46%	50%	55%	2027
2	I.A.I	Four-year graduation rate for transfer students	Annual	61%	63%	64%	61%	70%	2027
3	I.A.I	Five-year graduation rate for master's students	Annual	60%	61%	63%	63%	70%	2027
4	I.A.II	Number of students awarded credentials who are 25 or older	Annual	1,855	-	1,855	-	2,310	2025
5	I.A.II	Number of students enrolled at Tarleton who are 25 or older	Annual	3,775	-	3,775	-	5,437	2023
6	I.A.III	Participation in high-impact teaching and learning practices (FLCs, LLCs, HIPs, HIEs, ALEs, and civic engagement)	Annual	11,00%	In Process	In Process	In Process	By 100%	2025
7	I.B.I	Overall enrollment - Unduplicated headcount	Annual	14,022	13,995	14,006	15,723	18,122	2025
8	I.B.I	FTIC headcount/enrollment	Annual	2488	-	2488	2,702	2802	2025
9	I.B.I	Transfer headcount/enrollment	Annual	1307	-	1307	1,227	1534	2025
10	I.B.I	New Masters headcount/enrollment	Annual	521	-	521	588	1000	2025
11	I.B.II	Percentage of all students enrolled in graduate and professional programs	Annual	15%	16%	15%	15%	20%	2025
12	I.B.III	Percentage of transfer and graduate students participating in onboarding & student support	Annual	14.88%	14.88%	26.22%	15%	30%	2025
13	I.C.I	Six-year graduation rate for Pell-eligible FTICs	Annual	40%	44%	40%	37%	47%	2027
14	I.C.I	Four-year graduation rate for Pell-eligible transfer students	Annual	57%	60%	59%	60%	67%	2025
15	I.C.II	Percentage of graduates working &/or enrolled in Texas one year after completing degree or certificate	Annual	-%	-%	-	-	90%	2025
<b>Goal II: Academic Distinction</b>									
16	II.A.I	Percentage of faculty completing one ACUE training within first three years of hire	Annual	-%	-%	-	Reported Fall 2024	75%	Fall 2025
17	II.A.I	Number of all faculty completing one ACUE course	Annual	-%	-%	242	270	300	Fall 2025
18	II.A.II	Percentage of Common Core lecture/lab courses utilizing Open Educational Resources (OERs), or other low-cost course material options	Annual	3%	In Process	In Process	Reported Fall 2024	50%	2025
19	II.B.I	Number of accredited professional graduate programs	Annual	14	In Process	In Process	Reported Fall 2024	19	2025
20	II.B.I	Number of research doctoral programs	Annual	1	1	2	3	4	2025
21	II.B.I	Number of master's programs	Annual	29	31	35	37	46	2025
22	II.B.II	High school dual enrollment headcount via Tarleton Today	Annual	0	0	699	1,198	3,000	2025
23	II.B.III	Number of Presidential Honors Program graduates who defend an Honors thesis	Annual	-	-	-	3	15	2025
24	II.B.III	Number of Honors students applying for national/international fellowships	Annual	-	-	-	2	15	2025
25	II.C.I	Enrollment at outreach locations (campuses other than Stephenville)	Annual	4076	-	4,076	4,200	7,000	Fall 2025
26	II.C.II	Number of academic programs offered at outreach locations	Annual	-	-	3	Reported Fall 2024	inc by 15	Fall 2025
<b>Goal III: Global, Community and First-Gen Initiatives</b>									
27	III.A.I	Increase Latino student enrollment	Annual	-	-	In Process	23%	25%	Fall 2025
28	III.A.II	Student responses on a Campus Climate Survey	Triennial	18%	18%	No Fall 2024 Administration	Fall 2025 Administration Scheduled	5% above baseline	2025
29	III.A.II	Employee responses on a Campus Climate Survey	Triennial	46%	46%	No Fall 2024 Administration	Fall 2025 Administration Scheduled	5% above baseline	2025
30	III.B.I	Percentage of enrolled students from historically underrepresented groups (2025 target)	Annual	37%	37%	37%	37%	44%	2025
31	III.B.I	Percentage of enrolled students from historically underrepresented groups (2030 target)	Annual	37%	37%	37%	37%	51%	2030
32	III.B.II	Six-year graduation rate for FTICs from historically underrepresented groups	Annual	40%	40%	41%	44%	50%	2027
33	III.B.II	Four-year graduation rate for transfer students from historically underrepresented groups	Annual	57%	59%	62%	58%	67%	2027
34	III.B.III	Retention of employees from historically underrepresented groups	Annual	81%	84%	83%	86%	86%	2026
35	III.B.III	Recruitment of full time employees hired from historically underrepresented groups	Annual	22%	26%	29%	30%	27%	2026
36	III.C.I	Student responses on an intercultural competence inventory	Biennial	TBD	Pending Climate Survey	TBD	Reported Fall 2024	5% above baseline	2024
37	III.C.I	Employee responses on an intercultural competence inventory	Biennial	TBD	Pending Climate Survey	TBD	Reported Fall 2024	5% above baseline	2024
<b>Goal IV: Research, Innovation, &amp; Economic Impact</b>									
38	IV.A.I	Increase total research expenditures to reach a 3-year rolling average of \$50M	Annual	\$13 Million	\$17.7 Million	\$20.1 Million	\$23 Million	\$50 Million	2027-2029
39	IV.A.II	Increase conferred research/scholarship doctoral degrees to reach a 3-year rolling average of 70	Annual	-	-	26	Reported Fall 2024	70	2027-2029
40	IV.A.III	Build sustainable research administration and infrastructure that is proportional to sponsored research	Annual	-	-	In Process	In Process	Completion	2024
41	IV.B.I	Establish an Institute for Rural Economic Development and Research	Annual	-	In Process	In Process	Completed	Completion	2023
42	IV.B.II	Establish interdisciplinary alliance in Fort Worth and develop a facility for the Research Alliance	Annual	-	-	In Process	In Process	Completion	August 2026
<b>Goal V: Institutional Prominence</b>									
43	V.A.I	Implementation of an annual review process to ensure compensation and benefit measures remain competitive as part of the annual budget process	Annual	In Process	In Process	In Process	In Process	Completion	FY 2025
44	V.A.II	Employee engagement scores	Annual	76%	In Process	Reported Fall 2023	-	10% above baseline	2026
45	V.A.III	Establish data infrastructure, governance, and cross divisional collaboration	Annual	-	In Process	In Process	-	Completion	2023
46	V.B.I	Percentage of expenditures related to teaching, research, and public service	Annual	50%	52%	Reported Fall 2023	-	55%	2026
47	V.B.II	Annual average number of donors	Annual	2,100	2,185	2,350	Reported Fall 2024	3,600	2025
48	V.B.II	Annual average fundraising amount	Annual	\$6.4 Million	\$17.1 Million	\$30 Million	Reported Fall 2024	\$11.5 Million	2025
49	V.C.I	Social media followers across all university social accounts (FB, Instagram, Twitter, LinkedIn)	Annual	154,199	170,454	204,818	213,328	20% increase annually	2025
50	V.C.II	Commissioner's Cup Points	Annual	17.5 CC Points	21.5 CC Points	21	92.7	25 CC Points	2025
51	V.C.III	Achieve Senior Military College Designation for Leadership and Military College	Annual	In Process	In Process	In Process	In Process	Completion	Fall 2027