

**PASSHE Performance Funding Program
ESU's Five Optional Performance Measures**

Performance Measures	Student Success	Student Access	Stewardship
<p>Mandatory (5)</p>	<p>Degrees Conferred</p> <ul style="list-style-type: none"> • Total #s • BA/BS per UG FTE Enrollment <p>Closing the Achievement Gaps for FR</p> <ul style="list-style-type: none"> • Pell Recipients • Underrep. Minority (URM) 	<p>Closing the Access Gaps for FR</p> <ul style="list-style-type: none"> • Pell Recipients • URM <p>Faculty Diversity</p> <ul style="list-style-type: none"> • FT Non-majority • FT Female 	<p>Private Support</p> <ul style="list-style-type: none"> • Three year average of total \$ raised
<p>Optional (5)*</p> <ul style="list-style-type: none"> • <i>One measure must be in Stewardship</i> 	<p>Student Persistence</p> <ul style="list-style-type: none"> • Returning for 3rd year • Returning for 4th year <p>Student Learning Assessment</p> <ul style="list-style-type: none"> • ETS®Proficiency Profile – comparison of FR - SR 	<p>Employment (Non-faculty) Diversity</p> <ul style="list-style-type: none"> • Non-majority Executives • Female Executives • Non-majority Professional Staff • Female Professional Staff <p>Student Diversity</p> <ul style="list-style-type: none"> • % of Students receiving Pell Recipients • % of Students who are Non-majority 	<p>Instructional Productivity</p> <ul style="list-style-type: none"> • Number of student credit hours divided by total fall instructional FTE