<table>
<thead>
<tr>
<th>Pillar</th>
<th>Key Performance Indicator (KPI)</th>
<th>2018/19</th>
<th>2019/20</th>
<th>2020/21</th>
<th>5-year Trend</th>
<th>Goal</th>
<th>Target Date</th>
<th>Leader</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quality</td>
<td>Student Retention(^1)</td>
<td>79%</td>
<td>60%</td>
<td>67%</td>
<td>72% Avg</td>
<td>100%</td>
<td>2030</td>
<td>Provost</td>
</tr>
<tr>
<td></td>
<td>Graduation Rate(^2)</td>
<td>42%</td>
<td>43%</td>
<td>40%</td>
<td>40% Avg</td>
<td>100%</td>
<td>2030</td>
<td>Provost</td>
</tr>
<tr>
<td></td>
<td>Cohort Default Rate(^3)</td>
<td>9.2%</td>
<td>9.0%</td>
<td>7.9%</td>
<td>9.1% Avg</td>
<td>&lt;12%</td>
<td>Annual</td>
<td>Provost</td>
</tr>
<tr>
<td></td>
<td>Learning Outcomes (LOs)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>% of Students that Met Program LOs(^4)</td>
<td>84%</td>
<td>85%</td>
<td>85%</td>
<td>82% Avg</td>
<td>90%</td>
<td>Annual</td>
<td>Provost</td>
</tr>
<tr>
<td></td>
<td>% of Program LOs Met(^5)</td>
<td>63%</td>
<td>84%</td>
<td>72%</td>
<td>70% Avg</td>
<td>100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>% Students Met Univ Obj(^6)</td>
<td>n/a</td>
<td>n/a</td>
<td>90%</td>
<td>n/a</td>
<td>90%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Licensure/Certification(^7)</td>
<td>74%(^{iv})</td>
<td>72%</td>
<td>72%</td>
<td>72% Avg</td>
<td>100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>People</td>
<td>Employee Engagement(^8)</td>
<td>Off Cycle</td>
<td>3.9</td>
<td>Off Cycle</td>
<td>3.9 Avg(^{ii})</td>
<td>4</td>
<td>Annual</td>
<td>AVPHR</td>
</tr>
<tr>
<td></td>
<td>Performance Appraisal Score(^9)</td>
<td>4.1</td>
<td>4.1</td>
<td>4.1 Avg</td>
<td>4</td>
<td>Annual</td>
<td>AVPHR</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Staff Appraisals</td>
<td>4.0</td>
<td>4.0</td>
<td>n/a</td>
<td>3.9 Avg</td>
<td>4</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Faculty Appraisals</td>
<td>4.3</td>
<td>4.3</td>
<td>4.3</td>
<td>4.3 Avg</td>
<td>4</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Employee Retention(^10)</td>
<td>93%</td>
<td>92%</td>
<td>83%</td>
<td>88% Avg(^{ii})</td>
<td>&gt;90%</td>
<td>Annual</td>
<td>AVPHR</td>
</tr>
<tr>
<td>Service</td>
<td>Student Satisfaction at Graduation(^11)</td>
<td>3.6</td>
<td>3.7</td>
<td>n/a</td>
<td>3.7 Avg</td>
<td>4</td>
<td>Annual</td>
<td>VPSL</td>
</tr>
<tr>
<td></td>
<td>Customer Satisfaction(^12)</td>
<td>4.8</td>
<td>4.7</td>
<td>4.3</td>
<td>4.7 Avg</td>
<td>4</td>
<td>Annual</td>
<td>President</td>
</tr>
<tr>
<td>Finance</td>
<td>Composite Financial Index(^13)</td>
<td>2.4</td>
<td>2.2(^{ix})</td>
<td>Pending Audit</td>
<td>2.9 Avg</td>
<td>5.0</td>
<td>2030</td>
<td>EVPF</td>
</tr>
<tr>
<td></td>
<td>Dept. of Education Financial Responsibility(^14)</td>
<td>3.0</td>
<td>2.2(^{ix})</td>
<td>Pending Audit</td>
<td>2.8 Avg</td>
<td>2.0 to 3.0</td>
<td>Annual</td>
<td>EVPF</td>
</tr>
<tr>
<td></td>
<td>Working Capital(^15)</td>
<td>1.1M</td>
<td>3.3M</td>
<td>Pending Audit</td>
<td>TBD Avg</td>
<td>9 months</td>
<td>2030</td>
<td>EVPF</td>
</tr>
<tr>
<td></td>
<td>Gifts and Grants(^16)</td>
<td>$7.1M (.9M)</td>
<td>$13.9M (.7M)</td>
<td>Pending Audit</td>
<td>$9.3M Avg (1.0M Avg)</td>
<td>$20M</td>
<td>2030</td>
<td>EDA</td>
</tr>
<tr>
<td></td>
<td>Private Donations</td>
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<td></td>
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<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Development Cost to Private Donations(^17)</td>
<td>57%</td>
<td>22%</td>
<td>Pending Audit</td>
<td>33% Avg</td>
<td>&lt;33%</td>
<td>Annual</td>
<td>EDA</td>
</tr>
<tr>
<td>Growth</td>
<td>Enrollment Headcount(^18)</td>
<td>1131</td>
<td>1078</td>
<td>968</td>
<td>1067 Avg</td>
<td>1600</td>
<td>Annual</td>
<td>VPEM</td>
</tr>
<tr>
<td></td>
<td>Undergraduate (UG) Graduate (GR)</td>
<td>960</td>
<td>945</td>
<td>845</td>
<td>907 Avg</td>
<td>1380</td>
<td>220</td>
<td></td>
</tr>
<tr>
<td></td>
<td>New UG Students(^19)</td>
<td>301</td>
<td>229(^{i})</td>
<td>145</td>
<td>219 Avg</td>
<td>400</td>
<td>Annual</td>
<td>VPEM</td>
</tr>
<tr>
<td></td>
<td>Freshmen Transfers</td>
<td>177</td>
<td>128</td>
<td>89</td>
<td>116 Avg</td>
<td>103 Avg</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Community</td>
<td>Student Community Service(^20)</td>
<td>9.7</td>
<td>6.2(^{vii})</td>
<td>0.5</td>
<td>5.5 Avg</td>
<td>7.0</td>
<td>Annual</td>
<td>VPSL</td>
</tr>
<tr>
<td></td>
<td>Employee Community Service(^21)</td>
<td>Not Tracked</td>
<td>Not Tracked</td>
<td>n/a</td>
<td>n/a</td>
<td>40</td>
<td>Annual</td>
<td>AVPHR</td>
</tr>
<tr>
<td></td>
<td>Organizational Relationships(^22)</td>
<td>Not Tracked</td>
<td>Not Tracked</td>
<td>n/a</td>
<td>n/a</td>
<td>50% Assessed</td>
<td>Annual</td>
<td>President</td>
</tr>
</tbody>
</table>

Numbered notes are on the reverse side.
\(^1\) Restated from prior reports. \(^2\) 5-year average not available; 3-year average/trend used. \(^3\) 5-year average not available; 4-year average/trend used. \(^4\) Partial data; not all programs reported. DOE score maintained at 3.0. \(^5\) 5-year average not available; 2-year average/trend used. \(^6\) Number is an estimate based on a half year due to COVID-19. \(^7\) Preliminary.

Prepared by WAU’s COIRE and the Institutional Effectiveness Committee March 2022
Notes:

Quality
1 The Student Retention KPI reports the retention rate for freshmen from the Fall of the previous year who returned in the reported Fall timeframe. For 2020/21, n=128 (2019 cohort of full-time, first-time, bachelor’s). Vision 2020 goals met in 2016 and 2017; 75% and 77% respectively.
2 The Graduation Rate KPI reports all completers within 150% of the standard time to complete any degree. This rate is calculated from the starting cohort of native first-time, full-time degree seeking freshmen. For 2020/21, n=141 (2015 cohort).
3 Cohort Default Rate KPI is the percentage of a school’s borrowers who enter repayment on certain Federal Family Education Loan (FFEL) Program or William D. Ford Federal Direct Loan (Direct Loan) Program loans during a particular federal fiscal year (FY), October 1 to September 30, and default or meet other specified conditions prior to the end of the second following fiscal year.
4 % of Students that Met Learning Outcomes includes measures such as embedded assessments, exit exams, portfolio reviews, etc. For 2018/19, 2,987 students were assessed, 2,506 met expectations. For 2019/20, 2,774 students were assessed, 2,357 met expectations. For 2020/21, 1,312 assessed, 1,120 met.
5 The % of Program Learning Outcomes Met KPI reports the percentage of learning outcomes (across all programs) where the goal for that learning outcome was met. For 2018/19, 172 learning outcomes were assessed, 109 were met. For 2019/20, 145 learning outcomes were assessed, 122 were met. For 2020/21, 87 assessed, 63 met.
6 The % of Students that Met University Objectives KPI reports the percentage of students who met expectations in the areas assessed. Each year, two university objectives from page 13 in the Academic Bulletin are assessed. For 2020/21, Teamwork 86%; Effective Citizenship 93%.
7 For Licensure/Certification, the pass rates for 2018/19 were, Nursing (NCLEX n=40, 73%); Psychology (n=6, 83%). For 2019/20, Nursing (NCLEX n=50, 68%); Medical Imaging (AART n=5, 100%); Psychology (n=6, 83%). For 2020/21, Nursing (NCLEX n=53, 58%); Medical Imaging (AART n=6, 100%).

People
8 The Employee Engagement KPI reports a composite score from the annual employee job satisfaction survey. Likert scale 1 thru 5.
9 Employee Performance Appraisal Score – Beginning in 2020/21, faculty and staff scores are scored and reported on a 3-point scale. The prior scale was 1-5. For 2018/19: staff n=59, faculty n=43; for 2019/20: staff n=46, faculty n=29. For 2020/21: staff n= , faculty n=34. Goal met.
10 The Employee Retention KPI is based on the number of voluntary and involuntary departures vs. WAU full- and part-time employees. Goal met.

Service
11 The Student Satisfaction at Graduation KPI is based on the annual Graduating Student Satisfaction Survey – Likert scale 1 thru 5. In addition to this survey, we utilize NSSE to assess student satisfaction and engagement. For 2019/20 n=152
12 The Customer Satisfaction KPI reports on feedback provided by internal customers, students, alumni, and external vendors. For 2019/20, the surveys were conducted for Admissions (n=47), SGPS (n=39), ITS (n=34), COIRE (n=20), Facilities (n=14), HR (n=11). Other offices with <10 responses include Provost, Accounting, Library, Security, SHPSW. Likert scale 1 thru 5.

Finance
13 The Composite Financial Index is a comprehensive measurement of the financial health of an educational institution.
14 The Department of Education Financial Responsibility KPI is a quantitative econometric measurement of the ability of an institution to manage Title IV funds. The score ranges from -1.0 to 3.0. A score greater than 1.5 indicates the institution is financially responsible.
15 Working Capital – Previously, the church requires that working capital is equal to or exceeds 20% of operating expenses. This KPI is equal to working capital / 20% of operating expenses. Beginning in 2020/2021, SDA Working Capital has been replaced with a goal of nine months of Working Capital.

Growth
16 Gifts and Grants from the annual Independent Auditors’ Report – Financial Statement. It includes State & Federal Grants & Contracts (including Federal and State Financial Aid), Private Gifts & Grants, and Church Subsidies & Gifts. The prior goal for Gifts and Grants was $14M.
17 The Development Cost to Private Donations KPI is the ratio of the cost of raising donations to private donations.
18 Enrollment Headcount is the number of undergraduate and graduate students as of the official Fall Census date.
19 New UG Students is the total number of new traditional undergraduate students in the Fall semester. Freshmen are first time in college, degree-seeking students and Transfers are any student that has previously not attended WAU at any time.

Community
20 Student Community Service is the average hours of community service per student, which is the total number of community service hours divided by enrollment (headcount). WAU has won the President’s Service award three times in recent years.
21 The Employee Community Service KPI was reinstated in 2020/2021 with a goal of 40 community service hours per employee.
22 Organizational Relationships is the percentage of the University’s partnerships, memorandums of understanding, and articulation agreements that were assessed. Total number of partnerships for 2018/19, n=50; for 2019/20, n=50; for 2020/21, n=45.

Prepared by WAU’s COIRE and the Institutional Effectiveness Committee March 2022
Key Performance Indicators - Benchmark Comparisons

Comparison group data provides a context for Key Performance Indicators. Comparison against peer data is as close to 2019/20 as possible, as this is the latest data that is publicly available.

<table>
<thead>
<tr>
<th>Key Performance Indicator (KPI)</th>
<th>WAU 2019/20</th>
<th>National Averages</th>
<th>Similar Institutions</th>
<th>Competitors</th>
<th>SDA Institutions</th>
<th>Aspirants</th>
<th>Goal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Retention(^{24})</td>
<td>60%</td>
<td>75%(^{25})</td>
<td>71%</td>
<td>78%</td>
<td>75%</td>
<td>86%</td>
<td>100%</td>
</tr>
<tr>
<td>Graduation Rate(^{24})</td>
<td>43%</td>
<td>56%(^{25})</td>
<td>50%</td>
<td>55%</td>
<td>50%</td>
<td>70%</td>
<td>100%</td>
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<tr>
<td>Outcomes Scores</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Licensure/Certification</td>
<td>72%</td>
<td>75%(^{26})</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Engagement</td>
<td>3.9</td>
<td>4.3(^{27})</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>Employee Retention</td>
<td>92%</td>
<td>70%(^{28})</td>
<td></td>
<td></td>
<td></td>
<td>&gt;90%</td>
<td></td>
</tr>
<tr>
<td>Student Satisfaction</td>
<td>3.7</td>
<td>3.8(^{29})</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>Customer Satisfaction</td>
<td>4.7</td>
<td>3.8(^{30})</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>Composite Financial Index(^{31,40})</td>
<td>2.2</td>
<td>2.5</td>
<td>2.0(^{32})</td>
<td>2.8(^{33})</td>
<td>4.2(^{34})</td>
<td>5.0</td>
<td></td>
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<tr>
<td>Dept. of Education Financial Responsibility(^{35,40})</td>
<td>2.2</td>
<td>2.5</td>
<td>2.3</td>
<td>2.4</td>
<td>2.7</td>
<td>2.8</td>
<td>2.0 to 3.0</td>
</tr>
<tr>
<td>Gifts and Grants(^{24,36})</td>
<td>13.9M</td>
<td>$8.0M(^{37})</td>
<td>$4.8M</td>
<td>$10.8M</td>
<td>$7.0M</td>
<td>$27.6M</td>
<td>$20M</td>
</tr>
<tr>
<td>Development Cost to Private Donations</td>
<td>22%</td>
<td>20%(^{38})</td>
<td></td>
<td></td>
<td></td>
<td>&lt;33%</td>
<td></td>
</tr>
<tr>
<td>Enrollment Headcount(^{24})</td>
<td></td>
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<td></td>
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<td></td>
<td></td>
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</tr>
<tr>
<td>Undergraduate</td>
<td>1078</td>
<td>2618(^{39})</td>
<td>1092</td>
<td>10382</td>
<td>1661</td>
<td>4102</td>
<td>1600</td>
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<tr>
<td>Graduate</td>
<td>945</td>
<td>2326</td>
<td>970</td>
<td>8072</td>
<td>1311</td>
<td>3138</td>
<td>1380</td>
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<td>133</td>
<td>292</td>
<td>122</td>
<td>2310</td>
<td>350</td>
<td>964</td>
<td>220</td>
</tr>
</tbody>
</table>

Notes 20-23 are on the reverse side.

\(^{24}\) Source: National Center for Educational Statistics/IPEDS Data Center.

\(^{25}\) The national benchmark for **Student Retention** and for **Graduation Rates** is for full-time, first-time, degree-seeking students at private, not-for-profit institutions. Source: nces.ed.gov

\(^{26}\) For **Licensure/Certification** exams, the national pass rate for BSN programs the Nursing (NCLEX) exam is 86.5%.

\(^{27}\) The national benchmark for **Employee Engagement and Job Satisfaction** is across all industries. Source: Society for Human Resource Management. Retrieved from 2017 report, which covers 2016 results.

\(^{28}\) The national benchmark for **Employee Retention** is based on Educational Services. Source: bls.gov

\(^{29}\) The national benchmark for **Student Satisfaction** is for 4-year private institutions only. Source: Goshen.edu and SSI report

\(^{30}\) The national benchmark for **Customer Satisfaction** is across all industries, as a benchmark for higher education is not available. Source: ACSI (American Customer Satisfaction Index).

\(^{31}\) Source: Council of Independent Colleges – Financial Indicators Tool. The CFI national average lags a year behind the other benchmarks.

\(^{32}\) The Similar Institutions benchmark for the **Composite Financial Index** is based on institutions similar to WAU in Carnegie Classification, and not on the following Similar Institutions Peer Group.

\(^{33}\) Competitors benchmark for the CFI is for the mid-east region, and not the following Competitor Peer Group, as this is the closest benchmark available.

\(^{34}\) For the 75th percentile nationally, and not the following Aspirants group, as this is the closest benchmark.

\(^{35}\) Source: studentaid.ed.gov. Not all schools are available in each group.

\(^{36}\) No public institutions were included in the Gifts and Grants benchmark, as these receive more state and federal grants than private institutions.

\(^{37}\) The national benchmark for **Gifts and Grants** is based on Title IV participating, private not-for-profit, degree-granting institutions with a master’s degree as the highest degree granted. n=494.

\(^{38}\) Source: affinityresources.com.

\(^{39}\) National schools’ benchmark is based on the Carnegie Classification of WAU, Masters Colleges and Universities: Small Programs; n=125.

\(^{40}\) The IPEDS auto-generated peer group is based on WAU’s Carnegie Classification.
Benchmarking Comparison Groups:

WAU has selected four evolving comparison groups: an aspirant group of institutions that are similar in some respects but exceed our tracked KPIs in several areas; a group of competitive peers with which we cross student applicants; a peer group automatically generated from the federal database of institutions of higher education (IPEDS) based on similar institutional characteristics including but not exclusive to Carnegie Classification, enrollment, religious governance, teaching faculty size, and endowment; and the NAD SDA colleges and universities. A single institution may be listed in more than one group.

20 Similar Institutions (Auto-Generated) Peer Comparison Group
Barton College (Wilson, NC)
Bluffton University (Bluffton, OH)
Briar Cliff University (Sioux City, IA)
Cazenovia College (Cazenovia, NY)
Central Methodist University-College of Liberal Arts & Sciences (Fayette, MO)
Coker College (Hartsville, SC)
Cooper Union for the Advancement of Science and Art (New York, NY)
Corban University (Salem, OR)
Crown College (Saint Bonifacius, MN)
East Texas Baptist University (Marshall, TX)
Franklin College (Franklin, IN)
Hannibal-LaGrange University (Hannibal, MO)
Hilbert College (Hamburg, NY)
Humphreys College-Stockton and Modesto Campuses (Stockton, CA)
Huntingdon College (Montgomery, AL)
Huntington University (Huntington, IN)
LaGrange College (Lagrange, GA)
Maraatha Baptist University (Watertown, WI)
Martin Methodist College (Pulaski, TN)
McMurry University (Abilene, TX)
Midway College (Midway, KY)
Newberry College (Newberry, SC)
Olivet College (Olivet, MI)
Paul Smiths College of Arts and Science (Paul Smiths, NY)
Tennessee Wesleyan College (Athens, TN)
Thiel College (Greenville, PA)
Thomas College (Waterville, ME)
Thomas University (Thomasville, GA)
University of Great Falls (Great Falls, MT)
University of Jamestown (Jamestown, ND)

21 Competitor Peer Comparison Group
Andrews University (Berrien Springs, MI)
Bowie State University (Bowie, MD)
Coppin State University (Baltimore, MD)
Delaware State University (Dover, DE)
George Mason University (Fairfax, VA)
Marymount University (Arlington, VA)
Morgan State University (Baltimore, MD)
Mount St Mary’s University (Emmitsburg, MD)
Oakwood University (Huntsville, AL)
Southern Adventist University (Collegedale, TN)
Towson University (Towson, MD)
Trinity Washington University (Washington, DC)
University of Maryland, Baltimore County (Baltimore, MD)
University of Maryland, College Park (College Park, MD)
University of the District of Columbia (Washington, DC)

22 SDA Peer Comparison Group
AdventHealth University (Orlando, FL)
Andrews University (Berrien Springs, MI)
Kettering College (Kettering, OH)
La Sierra University (Riverside, CA)
Oakwood University (Huntsville, AL)
Pacific Union College (Angwin, CA)
Southern Adventist University (Collegedale, TN)
Southwestern Adventist University (Keene, TX)
Union College (Lincoln, NE)
Walla Walla University (College Place, WA)

23 Aspirant Peer Comparison Group
Catholic University of America (Washington DC)
Elon University (Elon, NC)
La Sierra University (Riverside CA)
Loyola University (Baltimore, MD)
St. John’s College (Annapolis, MD)
Stevenson University (Owings Mills, MD)