



2021-2022 Performance Funding Initiative

Universities were requested to provide information on the intended use of the 2021-2022 performance funds.

The following are examples provided by the universities:

- Student success initiatives, student financial support, academic program support and institutional operational support – FAMU;
- Faculty and staff increases including multi-year merit salary adjustments, retention efforts for academic advisors and support services staff – FAU;
- Faculty hiring, instruction and retention in engineering and health sciences, advising, student services, technologies and infrastructure – FGCU;
- Improve student recruitment, retention, and graduation, enhance STEM success, faculty/staff support and development – FIU;
- Admissions quality and numbers growth, improve student campus experience, data driven operation improvements and curricular enhancement – FPU;
- IT upgrades and library resources – FSU;
- Enhance student recruitment and retention efforts; Invest in campus information technology and minor renovation projects, – NCF;
- Faculty hiring, increasing graduate and research activity support and student access and success – UCF;
- Achieving Top 5 Public University National Ranking status by investing in human and capital resources for faculty recruitment; faculty retention; and targeted support for students, faculty, and infrastructure – UF;
- Financial aid and scholarships, faculty and staff investment, library resources, employment of adjuncts; and research initiatives – UNF;
- Invest in incremental financial aid, infrastructure to support student success, faculty in areas of strategic emphasis and enhance student success, services and resources – USF Tampa
- Increase support of areas of strategic emphasis and enhance student success, services and resources – USF Sarasota-Manatee;
- Institutionalize first and second-year experience programs, maintain and increase teaching faculty and enhance student success, services and resources – USF St. Pete;
- Hire and retain additional faculty in programs of strategic emphasis, enhance academic advising, student success initiatives; faculty and staff retention – UWF

For detailed reports by institution, please contact the Board of Governors General Office.



Impact of Eliminating State Investment Performance Funding

The 2021-22 General Appropriations Act appropriated the state investment portion of Performance-Based Funding (\$265 million) as nonrecurring funds. In prior years, these funds have been appropriated to the State University System as recurring. Universities were asked how the elimination of Performance Funding would impact their institution if the \$265 million was not re-appropriated for the next fiscal year. The universities provided the number of faculty and staff positions that would be eliminated:

Number of Estimated SUS Faculty Positions to be Eliminated	Number of Estimated SUS Staff Positions to be Eliminated
1463	851

The universities provided descriptions of how their campuses would be impacted by the loss of funding. The following are some examples:

- Reduce or eliminate undergraduate programs, including degrees in STEM areas, health related fields, financial technologies, cybersecurity, logistics, entrepreneurship, and others.
- Reduce or eliminate student services, such as peer mentoring, teaching and learning support in classes, Fulbright programs, sports clubs, writing centers, math labs and more.
- Top quality students will choose another university due to poor staff support, high levels of temporary faculty and academic programs with high student/faculty ratio.
- Reduce or eliminate career centers, counseling centers, and student disabilities services.
- Decrease in national rankings, accomplishments in student success and research excellence.
- Reduced funding for finance & accounting departments, human resources, compliance & audit, campus police, information technology and marketing.
- Reduction in number of courses offered each semester, decrease in course availability.
- Increase in classes sizes, advisor/student ratios, and faculty/student ratios.
- Strain in promoting faculty startups, freeze/reduce faculty positions and hire adjunct faculty.
- Increase in wait times in student success services, registrar, admissions, and financial aid.
- Limited scholarships, financial aid, and decrease in research grant applications and awards.
- Decline in community travel and outreach for admissions counselors.
- Decline in community engagement and partnerships with local school districts.
- Reduction in first-time licensure pass rates for nursing, pharmacy, physical therapy and law.
- Reduction in maintenance of heavily used facilities and utility expenses.
- Students will be forced to take lower course loads and seek additional employment to cover reduction in financial aid, and possible increase in course withdrawals.
- Decline in percentage of bachelor's graduates employed and/or continuing their education.

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