

Performance-Based Funding Proposed Changes September 2021

I. Metric 1 – Percent of Bachelor’s Graduates Employed (earning \$25,000+) or Enrolled One Year after Graduation

The new 2025 Strategic Plan goal for this metric increases the wage threshold to \$30,000 and sets the goal to 80%.

i. **Issue:** Should the PBF Metric match the updated 2025 Strategic Plan goal?

Option: Raise the benchmarks to match the Strategic Plan Goal of 80% and earnings of \$30,000+.

Recommendation: Agree with aligning the metric with the current 2025 Strategic Plan and update the Benchmarks accordingly.

Most Recent Data and Scores (for current \$25,000+ Threshold):

	FAMU	FAU	FGCU	FIU	FL Poly	FSU	NCF	UCF	UF	UNF	USF	UWF	SUS Avg
Ex. Data	69.1%	70.6%	70.7%	72.3%	74.1%	70.2%	51.4%	69.1%	75.2%	72.7%	71.8%	79.1%	71.7%
Imp. Data	3.5%	2.2%	0.5%	1.4%	6.6%	2.2%	-13.9%	0.0%	3.4%	2.2%	0.2%	5.9%	1.6%
Ex. Score	8	9	9	9	10	8	0	8	10	9	9	10	
Imp. Score	7	4	1	2	10	4	0	0	6	4	0	10	

Most Recent Data for \$30,000+ Threshold:

	FAMU	FAU	FGCU	FIU	FL Poly	FSU	NCF	UCF	UF	UNF	USF	UWF	SUS Avg
\$30,000	61.9%	65.8%	64.6%	68.3%	72.4%	65.7%	48.1%	63.6%	71.8%	67.0%	66.5%	74.7%	66.9%
Diff	-7.2	-4.8	-6.1	-4.0	-1.7	-4.5	-3.3	-5.5	-3.4	-5.7	-5.3	-4.4	-4.8

Current Benchmarks:

Points	10	9	8	7	6	5	4	3	2	1
Increments of 2.3%	72.8%	70.5%	68.3%	66.0%	63.7%	61.4%	59.2%	56.9%	54.6%	52.3%

Proposed Updated Metric:

Percent of Bachelor’s Graduates Employed (earning \$30,000+) or Enrolled One Year after Graduation

Proposed Updated Benchmarks:

Points	10	9	8	7	6	5	4	3	2	1
Increments of 3%	80%	77%	74%	71%	68%	65%	62%	59%	56%	53%

Performance-Based Funding Proposed Changes September 2021

II. Metric 4 – Four-Year Graduation Rate (Full-time FTIC)

The new 2025 Strategic Plan goal for this metric is 65%.

i. **Issue:** Should the PBF metric match the new 2025 Strategic Plan goal?

Option: Raise the benchmarks to match the Strategic Plan goal.

Recommendation: Agree with aligning the metric with the current 2025 Strategic Plan and update the Benchmarks accordingly.

Most Recent Data and Scores:

	FAMU	FAU	FGCU	FIU	FL Poly	FSU	NCF	UCF	UF	UNF	USF	UWF	SUS Avg
Ex. Data	34.6%	47.5%	41.4%	49.3%	34.3%	73.8%	53.9%	47.7%	70.7%	48.3%	60.9%	36.4%	59%
Imp. Data	6.9%	10.1%	5.7%	6.5%	-5.2%	4.3%	-4.0%	1.4%	-0.2%	3.7%	1.5%	1.6%	4%
Ex. Score	0	8	3	9	0	10	10	8	10	8	10	0	
Imp. Score	10	10	10	10	0	8	0	2	0	7	3	3	

Current Benchmarks:

Points	10	9	8	7	6	5	4	3	2	1
Increments of 1.2/1.3%	50%	48.8%	47.5%	46.3%	45%	43.8%	42.5%	41.3%	40%	38.8%

Proposed Updated Benchmarks:

Points	10	9	8	7	6	5	4	3	2	1
Increments of 3%	65%	62%	59%	56%	53%	50%	47%	44%	41%	38%

2021AP System Plan

4. FTIC Four-Year Graduation Rate [Full-Time FTIC students]														
ACTUAL	FAMU	FAU	FGCU	FIU	FPOLY	FSU	NCF	UCF	UF	UNF	USF	UWF	SUS SAME	SUS ANY
2012-16	18.3	25.6	21.7	28.6	.	66.0	52.5	43.6	68.3	32.9	52.0	22.0	45.2	47.2
2013-17	21.6	27.5	23.0	33.8	.	68.4	53.6	43.7	66.7	34.7	57.4	25.2	47.6	49.7
2014-18	22.5	33.9	28.8	38.9	36.6	71.5	55.7	45.7	67.3	38.6	58.6	31.3	50.6	52.7
2015-19	27.7	37.4	35.7	42.8	39.5	69.5	57.9	46.3	70.9	44.6	59.4	34.8	53.0	55.1
2016-20	34.6	47.5	41.4	49.3	34.3	73.8	53.9	47.7	70.7	48.3	60.9	36.4	56.6	58.8
1YR % Δ	6.9	10.1	5.7	6.5	-5.2	4.3	-4.0	1.4	-0.2	3.7	1.5	1.6	3.6	3.7
GOALS	FAMU	FAU	FGCU	FIU	FPOLY	FSU	NCF	UCF	UF	UNF	USF	UWF	SUS SAME	SUS ANY
2017-21	38	48	43	55	41	72	54.8	50.1	74	49	61	41	58	60
2018-22	40	48.5	46	57	43	73	57	50.7	74	50	62	45	58	60
2019-23	42	49	49	59	42	73	59	51.8	74	52	63	48	61	63
2020-24	45	49.5	50	61	41	74	62	52.9	75	54	64	50	62	64
2021-25	48	50	51	63	45	74	66	53	76	55	65	51	63	65
5YR % Δ	13.4	2.5	9.6	13.7	10.7	0.2	12.1	5.3	5.3	6.7	4.1	14.6	5.9	5.8
2025 STRATEGIC PLAN GOAL														65

Note: Board staff improved the methodology for calculating this metric starting with the 2013-17 cohort. The annual System goals are mathematically derived from the institutions' goals. The 'System Same' rate does not include the students who transfer between SUS institutions and still graduate within four years – the 'System Any' includes these system transfers.

Performance-Based Funding Proposed Changes September 2021

Metric 10 – BOT Choice

The universities were asked by Board staff in May if they would like to make any changes to their BOT choice metric (metric 10) now that the new metric has been in place for two years.

Issue: Three universities would like to make changes to their choice metric. Should the Board approve the requested changes?

Option: Make the changes the universities have requested.

Recommendation: Approve requested changes for FGCU, FSU, and UF.

a. Florida Gulf Coast University – Bachelor’s Degrees Awarded to African American & Hispanic Students

Most Recent Data and Scores:

	FGCU
Ex. Data	800
Imp. Data	-4.0%
Ex. Score	8
Imp. Score	0

Requested Changes:

1. Include students who identify as Black/African American and another one of these races: Asian, American Indian/Alaska Native, Native Hawaiian/Pacific Islander, or White. Mixed race students are under-represented students.

Justification: A small number of students who consider themselves racial minorities and are of mixed race are currently not counted in Metric 10. A more equitable approach would be to include students selecting one or more races/ethnicities along with Black/African American in this metric. The number of students in this category is only 1-3% of the total counted in Metric 10, but the change is important in terms of the underlying principle of who is represented in our data.

2. Adjust the benchmarks downward to reflect the current pipeline of undergraduate students.
Justification: FGCU continues to diversify its student body, just at a slightly lower rate than had been projected in 2016 when original benchmarks were set. FGCU is graduating students at an ever-growing rate while simultaneously experiencing a steady rate of increase in admissions, thus the number of African American and Hispanic students in the student body has been reduced temporarily.

Current Benchmarks:

Points	10	9	8	7	6	5	4	3	2	1
	860	820	780	740	700	660	620	580	540	500

Proposed Updated Benchmarks:

Points	10	9	8	7	6	5	4	3	2	1
	820	780	740	700	660	620	580	540	520	500

**Performance-Based Funding Proposed Changes
September 2021**

b. Florida State University – Percent of Bachelor’s Graduates who took an Entrepreneurship Class

Most Recent Data and Scores:

	FSU
Ex. Data	14.5%
Imp. Data	1.4%
Ex. Score	8
Imp. Score	2

Requested Change:

1. Shift Metric 10 from percent-based comparison to a numbers-based comparison: Number of Bachelor’s Graduates who took an Entrepreneurship Class.

Justification: By using percentage points instead of percent change, real improvement in this metric is greatly diminished. For example, the percent of Bachelor’s graduates who took an Entrepreneurship class improved from 13.1% in 2018-19 to 14.5% in 2019-20, representing an improvement of 1.4 percentage points and only 2 Improvement Points. In real numbers, however, the number of Bachelor’s graduates who took an Entrepreneurship class increased from 1,107 in 2018-19 to 1,260, which is 13.8% increase and 10 Improvement Points. The request will ensure a realistic depiction of the University’s efforts to educate students in Entrepreneurship.

Current Benchmarks:

Points	10	9	8	7	6	5	4	3	2	1
	16%	15%	14%	13%	12%	11%	10%	9%	8%	7%

Proposed Benchmarks:

Points	10	9	8	7	6	5	4	3	2	1
	1360	1275	1190	1105	1020	935	850	765	680	595

Actual Data and Proposed Goals:

Number of Bachelor’s Graduates who took an Entrepreneurship Class

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Actual	605	795	976	1107	1260					
Proposed Goals						1275	1360	1445	1530	1615

Recommendation: Approve request with modifications requested by Chair Lamb and approved by the Board of Trustees.

On 9/22/2021, the FSU BOT approved the following Metric 10 revision:

The number of Bachelor's graduates who passed an Entrepreneurship course and were not above Excess Hours at the time of taking their first entrepreneurship course.

Performance-Based Funding Proposed Changes September 2021

c. University of Florida – Six-Year Graduation Rates

Most Recent Data and Scores:

	UF
Ex. Data	88.8%
Imp. Data	0.4%
Ex. Score	5
Imp. Score	0

Requested Change:

1. New Metric Proposed: Endowment Size

Justification: The University of Florida has the largest endowment of any preeminent university in the State University System, yet our endowment is smaller than many leading research universities of comparable size and competitive position. The University of Florida is currently ranked #62 in FY20 among US and Canadian institutions. They are competing with leading public institutions that have much larger endowments (University of Michigan #9, University of Virginia #18, and the University of North Carolina #30).

Endowments provide important financial stability and flexibility. Funds can be used to start or sustain positions and programs, for which fluctuating levels of support would be costly or debilitating. Institutions can leverage endowed funds to increase student aid or provide additional student services. Endowments balance the present and the future, helping the University of Florida continue to offer an excellent quality of education.

The University of Florida, the state’s flagship university, serves more than 56,000 students from throughout the United States and many other countries. With sixteen colleges and 200 research, service, and education centers, bureaus, and institutes on a single 2,000-acre campus, UF offers educational opportunities matched by only a few universities. Reliable long-term support from the endowment helps the university aim higher and achieve educational and research goals.

Proposed Benchmarks (\$M):

Points	10	9	8	7	6	5	4	3	2	1
	2,600	2,350	2,100	1,850	1,600	1,350	1,100	850	600	350

Actual Data and Proposed Goals (\$M):

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Actual	1,468	1,612	1,735	1,825	1,847					
Proposed Goals						2,180	2,271	2,374	2,488	2,615

Recommendation: Approve the new metric.