

# PERFORMANCE BASED FUNDING HISTORY OF EXCELLENCE BENCHMARKS

PBF metrics that are included in the 2025 System Strategic Plan use the 2025 goal as the maximum benchmark on the excellence scale. PBF metrics that are not included in the Strategic Plan use the System average as the middle benchmark on the excellence scale. The table below shows that the current 2021 PBF model has four metric benchmarks based on the System Strategic Plan, five metric benchmarks based on the System average, and one metric benchmark that is not based on either.

SYSTEM	1	2	3	4	5	6	7	8	9A	9B
PLAN				•	•	•		•		
AVERAGE	•	•	•						•	•
OTHER							•			

## 1. Percent of Bachelor's Graduates Enrolled or Employed (\$25,000+) One Year After Graduation

For the initial full-time employed metric, the 2011-12 System average (of 70%) was used to set the three point benchmark.

- In the 2016 PBF model, the Board expanded the benchmark scales from five to ten points. As a result, the 70% benchmark shifted to the six point benchmark.
- In the 2017 PBF model, the wage threshold was raised to \$25,000 based on the median wages for full-time workers in Florida, between the ages of 24 and 26, with a high school diploma and no college. The System average for the new \$25,000 threshold was 9% points lower than the full-time employed average. As a result, each benchmark was proportionally lowered 9%.
- In an effort to align this metric with the 2025 System Strategic Plan, the Board is considering whether to raise the wage threshold to \$30,000 for the 2022 PBF model.

Wage Threshold	Years	5	4	3	2	1					
Full-time	2013-2015	80%	75	70	65	60					
Wage Threshold	Years	10	9	8	7	6	5	4	3	2	1
Full-time	2016	80%	77.5	75	72.5	70	67.5	65	62.5	60	57.5
\$25,000	2017-2021	72.8%	70.5	68.3	66	63.7	61.4	59.2	56.9	54.6	52.3
\$30,000 proposed	2022	80%	77	74	71	68	65	62	59	56	53

## 2. Median Wages of Bachelor's Graduates Employed Full-time One Year After Graduation

This metric was not included in the System Strategic Plan when the metric was added to the 2013 PBF model, so this metric's benchmarks were set using the SUS system average. Originally, this metric only included wages from bachelor's recipients that worked in Florida.

- In the 2017 PBF model, the Board expanded the metric to include wages from any state in the nation. As a result of having wages from more states, the system average increased \$700 – so, each benchmark was increased by \$700.

Metric	Year	5	4	3	2	1					
FL only	2013-2015	\$40,000	\$35,000	\$30,000	\$25,000	\$20,000					
Metric	Year	10	9	8	7	6	5	4	3	2	1
FL only	2016	\$40.0	\$37.5	\$35.0	\$32.5	\$30.0	\$27.5	\$25.0	\$22.5	\$20.0	\$17.5
in US	2017+	\$40.7	\$38.2	\$35.7	\$33.2	\$30.7	\$28.2	\$25.7	\$23.2	\$20.7	\$18.2

# PERFORMANCE BASED FUNDING METRIC BENCHMARKS

### 3. Cost to the Student

Net Tuition & Fees  
for Resident Undergraduates  
per 120 Credit Hours

This metric is not included in the 2025 System Strategic Plan, so the System average was used to set the middle benchmark on the excellence scale.

The 'Cost to the Student' metric was first used in the 2017 PBF model. This 'Cost to the Student' metric replaced a previous metric that measured the 'Average Cost per Bachelor's Degree' to the institution.

The 2014-15 System average was used to set the five excellence point value (at \$14,000). The amount between the benchmarks was set at \$1,000, because it resulted in a ten-point benchmark below Governor Scott's \$10,000 goal.

Years	10	9	8	7	6	5	4	3	2	1
2017+	\$9,000	\$10,000	\$11,000	\$12,000	\$13,000	\$14,000	\$15,000	\$16,000	\$17,000	\$18,000

### 4. Four Year FTIC Graduation Rate

The 2025 System Strategic Plan's goal (of 70%) was used to set the ten-point excellence value for the original six-year graduation rate metric.

- In the 2018 PBF model, a Legislative act required this metric to measure 4-year graduation rates instead of 6-year graduation rates. The new ten-point benchmark was set to match the 2025 System Strategic Plan goal of 50%.
- In the 2019 PBF model, the Board raised the 2025 Strategic Plan goal for this metric to 65% as a more aspirational goal for the System. In November 2021, the Board will consider raising the benchmarks to align with the updated Strategic Plan goal.

Metric	Years	5	4	3	2	1
6yr rate	2014-2015	70%	67.5	65	62.5	60

  

Metric	Years	10	9	8	7	6	5	4	3	2	1
6yr rate	2016-2017	70%	68.8	67.5	66.3	65	63.8	62.5	61.3	60	58.8
4yr rate	2018-2021	50%	48.8	47.5	56.3	45	43.8	42.5	41.3	40	38.8
4yr rate proposed	2022	65%	62	59	56	53	50	47	44	41	38

### 5. Academic Progress Rate

2nd Year Retention  
with GPA Above 2.0

The 2025 System Strategic Plan's goal (of 90%) was used to set the maximum excellence value for this metric. Besides the scale conversion from 50 to 100 point in the 2016 PBF model, neither the metric nor the excellence benchmarks have changed.

Years	5	4	3	2	1
2014-2015	90%	87.5	85	82.5	80

  

Years	10	9	8	7	6	5	4	3	2	1
2016+	90%	88.8	87.5	86.3	85	83.8	82.5	81.3	80	78.8

## PERFORMANCE BASED FUNDING METRIC BENCHMARKS

### 6. Bachelor's Degrees within Programs of Strategic Emphasis

The 2025 System Strategic Plan's goal (of 50%) was used to set the maximum excellence value for this metric. Besides the scale conversion from 50 to 100 point in the 2016 PBF model, neither the metric nor the excellence benchmarks have changed.

Years	5		4		3		2		1	
2014-2015	50%		45		40		35		30	
Years	10	9	8	7	6	5	4	3	2	1
2016+	50%	47.5	45	42.5	40	37.5	35	32.5	30	27.5

### 7. University Access Rate Percent of Undergraduates with a Pell-grant

This metric's benchmarks are not based on the System Strategic Plan or the System average. Originally, the 2025 System Strategic Plan's goal (of every institution having at least 30%) was used to set the maximum excellence value for this metric.

In the 2018 PBF model, the legislature required the Board to raise the access rate benchmark to reflect the varying access rate levels among the universities. The new ten-point benchmark was based on Board staff analysis of U.S. Census Bureau, Current Population Survey, Annual Social and Economic Supplement, 2018, that showed 42% of Florida's 18-24 year old population had family incomes below \$40,000, based on a three-year (2015-17) average of CPS data. The benchmark increments were set so that the prior ten point benchmark (of 30%) would be seven points.

Years	5		4		3		2		1	
2014-2015	30%		27.5		26.5		22.5		20	
Years	10	9	8	7	6	5	4	3	2	1
2016-2017	30%	28.8	27.5	26.3	25	23.8	22.5	21.3	20	18.8
2018+	42%	38	34	30	26	22	18	14	10	6

### 8a. Graduate Degrees within Programs of Strategic Emphasis

The 2025 System Strategic Plan's goal (of 60%) was used to set the maximum excellence value for this metric.

- In the 2015 PBF model, each benchmark was raised 10 percentage points in order to reflect the inclusion of other degrees in Areas of Strategic Emphasis as approved by the Board in November 2013.

Years	5		4		3		2		1	
2014	50%		45		40		35		30	
2015	60%		55		50		45		40	
Years	10	9	8	7	6	5	4	3	2	1
2016+	60%	57.5	55	52.5	50	47.5	45	42.5	40	37.5

## PERFORMANCE BASED FUNDING METRIC BENCHMARKS

### 8b. Freshmen in Top 10% of High School Class

Applies only to: NCF and FL Poly

The 2025 System Strategic Plan's goal (of 50%) was used to set the maximum excellence value for this metric. This metric's benchmarks have never been revised. In line with the Strategic Plan Goal, this 10-point benchmark was based on the average of the 108 institutions in the top tier of the 2011 U.S. News and World Report national university rankings based on the 2009-10 Common Data Set data.

Years	5	4	3	2	1					
2014-2015	50%	45	40	35	30					
Years	10	9	8	7	6	5	4	3	2	1
2016+	50%	47.5	45	42.5	40	37.5	35	32.5	30	27.5

### 9a. Two-Year Graduation Rate for FCS Associate in Arts Transfer Students

This metric is not included in the 2025 System Strategic Plan, so the System average (of 40%) was used to set the middle benchmark on the excellence scale.

This metric is worth a total of five PBF points instead of the usual ten, so the System average was set to three excellence points. The benchmark increments were set to five percentage points so the maximum benchmark matched the maximum benchmark for the four-year FTIC graduation rate.

Years	5	4	3	2	1
2021+	50%	45	40	35	30

### 9b. Six-Year Graduation Rate for Students who are Awarded a Pell Grant in their First Year

This metric is not included in the 2025 System Strategic Plan, so the System average (of 70%) was used to set the middle benchmark on the excellence scale.

This metric is worth a total of five PBF points instead of the usual ten, so the System average was set to three excellence points. The benchmark increments were set to five percentage points so the maximum benchmark matches the Strategic Plan goal (of 80%) for the overall six-year graduation rate.

Years	5	4	3	2	1
2021+	80%	75	70	65	60

### 9b1. Academic Progress Rate, 2<sup>nd</sup> Year Retention for FTIC with a Pell-Grant

Applies only to: FL Poly

This metric is not included in the 2025 System Strategic Plan, so the System average (of 87%) was used to set the middle benchmark on the excellence scale.

This metric is worth a total of five PBF points instead of the usual ten, so the System average was set to three excellence points. The benchmark increments were set to one percentage point, so the five point benchmark was near the Strategic Plan goal of 90%.

Years	5	4	3	2	1
2021+	89%	88	87	86	85