

**STATE UNIVERSITY SYSTEM OF FLORIDA  
BOARD OF GOVERNORS**  
September 14, 2022

**SUBJECT:** Wage Threshold for Percent of Bachelor's Graduates Employed

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**PROPOSED BOARD ACTION**

Consider for approval modifications to the wage threshold and methodology for the percent of bachelor's graduates employed.

**AUTHORITY FOR BOARD OF GOVERNORS ACTION**

Article IX, Section 7, Florida Constitution

**BACKGROUND INFORMATION**

One metric in the Board of Governors Strategic Plan 2025 and the Board's Performance Based Funding Model is the percentage of a graduating class of bachelor's degree recipients enrolled or employed and earning at least \$30,000 somewhere in the United States. The Board of Governors included this metric in the strategic plan to emphasize the importance of post-graduation outcomes and assess the economic benefit of undergraduate education. In 2019, the Board incorporated a \$30,000 wage threshold based on staff analysis of the median personal income in Florida for individuals ages 25-29 as determined by the U.S. Census, American Community Survey. The median wages for State University System bachelor's degree graduates have increased from \$38,100 for 2015-16 graduates to \$42,000 for 2019-20 graduates, a more than 10% increase during this time. Several members of the Board requested additional analyses to continue evaluating appropriate wage thresholds. In addition, Board staff will propose a change to the calculation to better address students for whom data is regularly unavailable.

If approved by the Strategic Planning Committee, a recommendation for modifying the metric in the Board of Governors Strategic Plan 2025 will be forwarded to the full Board for consideration.

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**Supporting Documentation Included:**

In Strategic Planning Committee  
Materials