

**STATE UNIVERSITY SYSTEM OF FLORIDA
BOARD OF GOVERNORS**
June 22, 2023

SUBJECT: Performance-Based Recruitment and Retention Initiative

PROPOSED BOARD ACTION

The Committee will consider the allocation of \$100 million in Performance-Based Recruitment and Retention funds for 2023-2024 fiscal year.

AUTHORITY FOR BOARD OF GOVERNORS ACTION

2023 General Appropriations Act Proviso for Specific Appropriation 143

BACKGROUND INFORMATION

The 2023 General Appropriations Act includes \$100 million in non-recurring funds for recruitment and retention. Proviso states:

From the funds in Specific Appropriation 143, \$100,000,000 is provided for the State University System Performance-Based Recruitment and Retention Incentive. These funds should be allocated based on the maximum number of excellence points using the data from the 2023 Accountability Plan. The Board of Governors shall provide guidance to ensure these funds are used for the recruitment and retention of full-time instruction and research personnel. Universities that receive preeminence funding in Fiscal Year 2023-2024 are not eligible to receive these funds.

Excellence is defined as receiving the maximum excellence score for a metric. Nine metrics have a maximum score of 10 and two metrics have a maximum score of 5. Receiving the maximum improvement score is not counted.

Utilizing scoring from the performance-based funding metrics in the 2023 Accountability Plan, attached is the proposed distribution and guidance document.

Supporting Documentation Included:

Information located in the
Budget & Finance
Committee Materials