



Florida Board of Governors Performance-based Funding Recruitment and Retention Incentives June 2023 Guidelines

The 2023-2024 General Appropriations Act (Senate Bill 2500) included \$100 million in non-recurring funds for the recruitment and retention of university full-time instruction and research personnel.

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.

- Funds are to be used to retain existing university full-time instruction and research personnel identified in the Board of Governors Job Structure Category (BOGJOB 06).
 - Full-Time Instruction/Research Personnel - Typically fully credentialed, full-time teaching and research faculty positions. The effort in these positions must be primarily in teaching, scholarship, and research at the college level, and engaging primarily with students and related academic instructional activities (including full-time post-Doctoral appointee/scholar).
 - The top 5 class titles with BOGJOB 06 include: Professor, Assistant Professor, Associate Professor, Instructor, Lecturer.
 - These positions are not primarily involved with administration. This category should not include any full time professional (Category 09) classifications that are performing professional work or faculty administrators as defined in Category 07 – Faculty Administrators - Managerial.
- Funds are to be used to recruit new university full-time instruction and research personnel that would meet the above definition, including equipment or setting up lab space.
- Funds may be supplemented with other university resources.
- The Chancellor may provide additional or amended guidance as needed.



The allocation of \$100 million is based on a non-preminent university receiving the maximum excellence score (10 or 5) on a metric in the Board’s performance-based funding model. The following are tentative amounts pending Board approval at the June 2023 meeting.

| University | Amount |
|-------------------|---------------|
| FAMU | \$7,500,000 |
| FAU | \$10,000,000 |
| FGCU | \$10,000,000 |
| FIU | \$17,500,000 |
| FL POLY | \$12,500,000 |
| NCF | \$7,500,000 |
| UCF | \$12,500,000 |
| UNF | \$10,000,000 |
| UWF | \$12,500,000 |

By September 1, 2023, the university shall provide a plan for use of these funds to recruit and retain full-time instruction and research personnel. The plan should include appropriate data and analysis to support the use of the funds. Any allocated funds not spent in the 2023-2024 fiscal year should be carried forward and utilized for the same purpose in subsequent years.

After the end of the fiscal year, the university shall provide an update to their plan, including expenditures as of June 30, 2024. The due date will be determined by the Chancellor.

Questions regarding this incentive plan should be directed to Mr. Tim Jones, Senior Vice Chancellor, Finance and Administration at tim.jones@flbog.edu.