



2025 Accountability Plans

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www.flbog.edu



SUS 30

EXTRAORDINARY IMPACT

Elevating Student Success

2025 Accountability Plans: System Highlights



Prioritizing Student Success

64%
4-yr Grad Rate

↑ 7 pts
5-YR TREND



Improving Pell Student Outcomes

60%
Pell 4-yr Grad Rate

↑ 8 pts
5-YR TREND



Increasing Graduate Salaries

\$51k
Median Salary

↑ \$9k
5-YR TREND

SUS 30 Crosswalk to 2025 Accountability Plan



Metric #	Metric in 2025 Accountability Plan	2025 Performance	SUS 30 Goal
PBF 1	% of Bachelor's Graduates Enrolled or Employed	74.4%	85%
PBF 2	Median Wages of Bachelor's Graduates Employed Full-time	\$51,000	\$60,000
PBF 4	4-Year FTIC Graduation Rate	63.5%	70%
PBF 5	Academic Progress Rate	89.8%	92%
PBF 7	University Access Rate	33.9%	35%
PBF 9a	FCS AA Transfer 3-Year Graduation Rate	63.5%	72%
KPI 7	Pell Recipient 4-Year Graduation Rate	60%	70%
KPI 8	Bachelor's Degrees Awarded	72,055	80,000
KPI 9	Graduate Degrees Awarded	29,196	34,000
KPI 14	Professional Licensure & Certification Exam First-time Pass Rates	5 below benchmarks	Top Decile/Top in FL
KPI 15	National Academy Memberships	67	80
KPI 17	Total Research Expenditures	\$3.12B	\$3.75B
KPI 19	Utility Patents Awarded	383	425
KPI 20	Number of Licenses/Options Executed Annually	452	500
KPI 21	Number of Start-up Companies Created	38	100

PBF 1: % of Bach Grads Enrolled or Employed (\$40,000+)

More Bachelor's grads are employed with higher wages



Current Data: 2022-23

YOY Change (% pts)

POLY	80.9	-4.4	SUS 30
UWF	80.1	0.3	
UF	79.4	0.4	
FIU	76.4	-0.8	
FSU	76.2	1.1	System
USF	72.9	1.3	
UNF	72.8	0.8	
FAU	72.5	1.1	
UCF	70.9	0.6	
FGCU	70.5	0.2	
FAMU	69.8	2.9	
NCF	64.6	8.5	

SUS 30 Goal 85%

System % 74.4

- **10 institutions** improved on this metric
- **NCF** had the largest 1-year improvement
- **POLY & UWF** exceed 80%
- Median wages for graduates rose at **10 institutions** last year, ranging from \$45,800 to \$66,800

PBF 1: % of Bach Grads Enrolled or Employed (\$40,000+)

2025 System Performance



System

74.4%

↑

0.6% pts

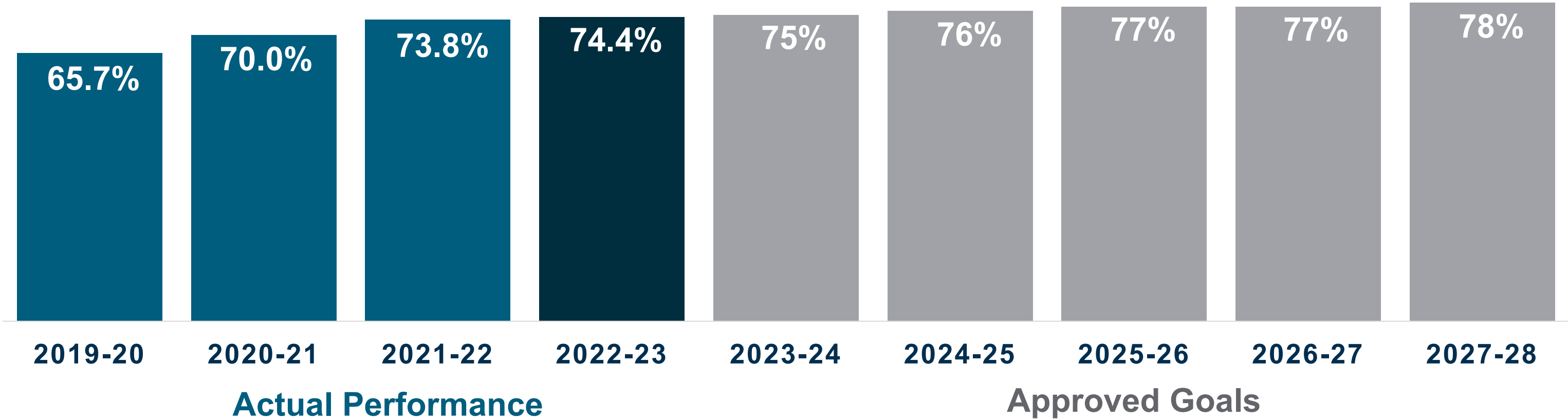
1-year change

Distance to goal

10.6% pts

On pace to meet SUS 30 goal

SUS 30 Goal: 85%



PBF 5: Academic Progress Rate

Commitment to Student Success



Current Data: 2023-24

YOY Change (% pts)

UF	96.9	0.7	
FSU	95.6	0.5	SUS 30
UCF	91.5	0.4	
FIU	91.5	0.7	System
USF	89.5	0.4	
UWF	87.8	1.0	
FAMU	86.3	4.5	
UNF	82.7	5.0	
FAU	82.4	0.5	
FGCU	80.5	1.7	
NCF	75.6	10.7	
POLY	74.9	1.3	

SUS 30 Goal 92%

System % 89.8

- **All institutions** improved performance in the last year
- **UF & FSU** exceeded the SUS 30 Goal of 92%
- **NCF, UNF, & FAMU** had the largest 1-year improvement

PBF 5: Academic Progress Rate

2025 System Performance



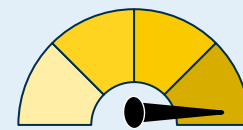
System 89.8%



1% pts
1-year change

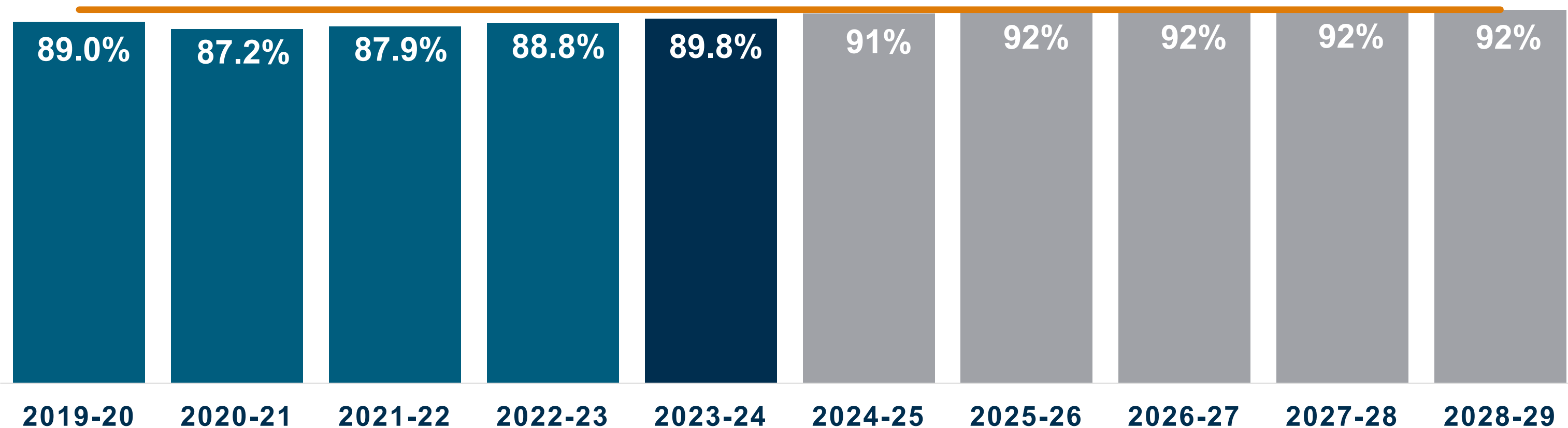
Distance
to goal

2.2% pts



On pace to meet
SUS 30 goal

SUS 30 Goal: 92%



Actual Performance

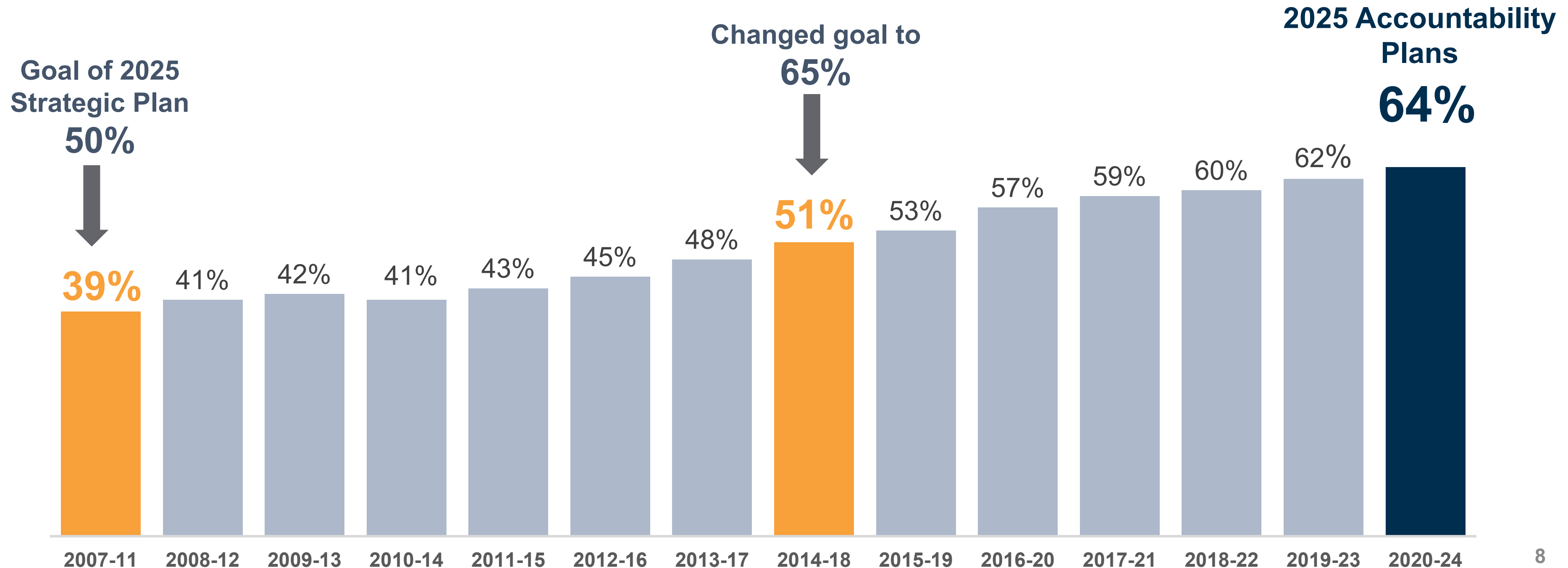
Approved Goals

FTIC 4-Year Graduation Rate

History of Goals & Improvement



The System has improved **25% pts** since 2011



PBF 4: FTIC 4-Year Graduation Rate (Full-Time Only)

Continued Focus on Student Success



Current Data: 2020-24 5-Year Change (% pts) YOY Change(% pts)

UF	78.0	7.3	1.1	
FSU	75.9	2.1	1.0	
FIU	70.0	20.7	5.1	SUS 30
USF	66.0	5.1	0.5	
UCF	58.7	11.0	4.5	System
UWF	53.7	17.3	5.6	
FAU	53.2	5.7	2.9	
NCF	47.4	-6.5	-5.7	
FGCU	45.3	3.9	3.0	
UNF	45.0	-3.3	-3.4	
FAMU	41.0	6.4	6.0	
POLY	36.8	2.5	-4.4	

SUS 30 Goal 70%

System % 63.5

- **9 institutions** improved performance
- **4 institutions (FGCU, FIU, UF, & USF)** improved every year for the last 5 years
- **3 institutions (UF, FSU, & FIU)** met or exceeded the SUS 30 Goal of 70%

PBF 4: FTIC 4-Year Graduation Rate (Full-Time Only)

2025 System Performance



System

63.5%

↑

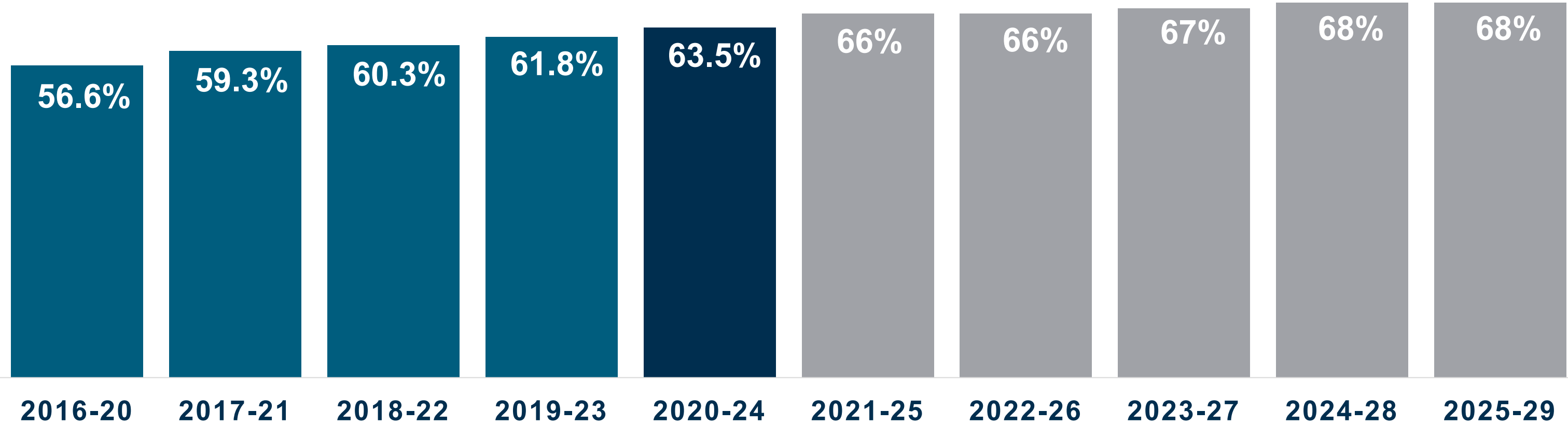
1.7% pts
1-year change

Distance to goal

6.5% pts

On pace to meet
SUS 30 goal

SUS 30 Goal: 70%



Actual Performance

Approved Goals

KPI 7: Pell Recipient 4-Year Grad Rate (Full-Time FTIC Students)

Systemwide commitment to graduating Pell students in 4 years



Current Data: 2020-24 5-Yr Change (% pts) YOY Change (% pts)

UF	76	8.0	3.0
FIU	71	22.0	5.0
FSU	70	-1.0	-1.0
USF	62	1.0	-3.0
UCF	57	14.0	6.0
FAU	53	5.0	3.0
UWF	52	18.0	7.0
UNF	45	-4.0	-4.0
NCF	44	-3.0	-2.0
FAMU	40	7.0	8.0
FGCU	39	2.0	1.0
POLY	35	-13.0	-13.0

SUS 30

System

SUS 30 Goal 70%

System % 60.0

- 7 institutions improved performance
- 3 institutions (UF, FIU, & FSU) met or exceeded the SUS 30 Goal of 70%
- 7 institutions met their performance goals

KPI 7: Pell Recipient 4-Year Grad Rate (Full-Time FTIC Students)

2025 System Performance



System

60.0%

↑

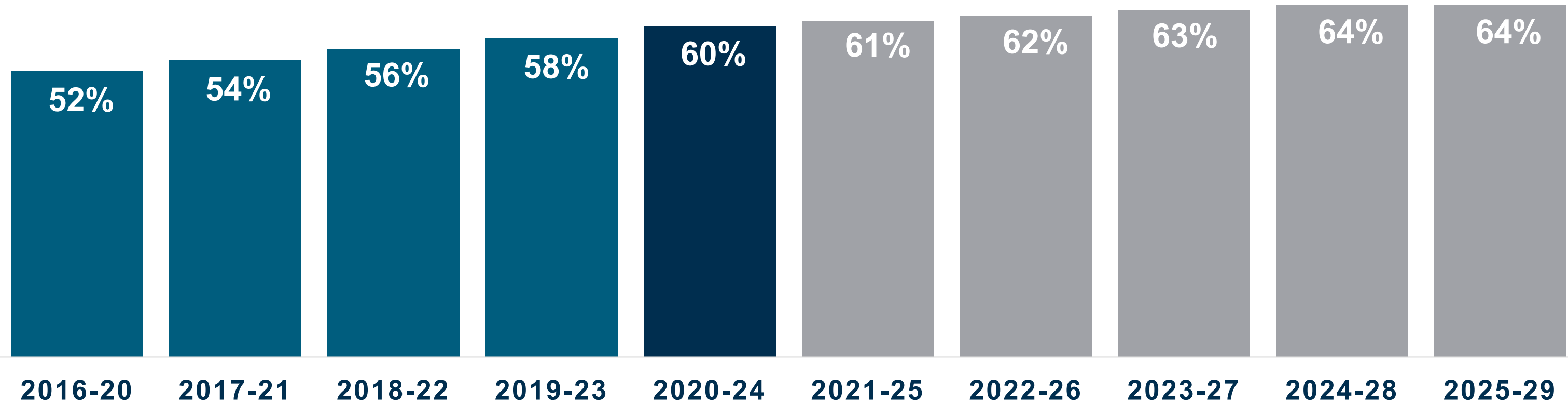
2% pts
1-year change

Distance to goal

10% pts

On pace to meet SUS 30 goal

SUS 30 Goal: 70%



Actual Performance

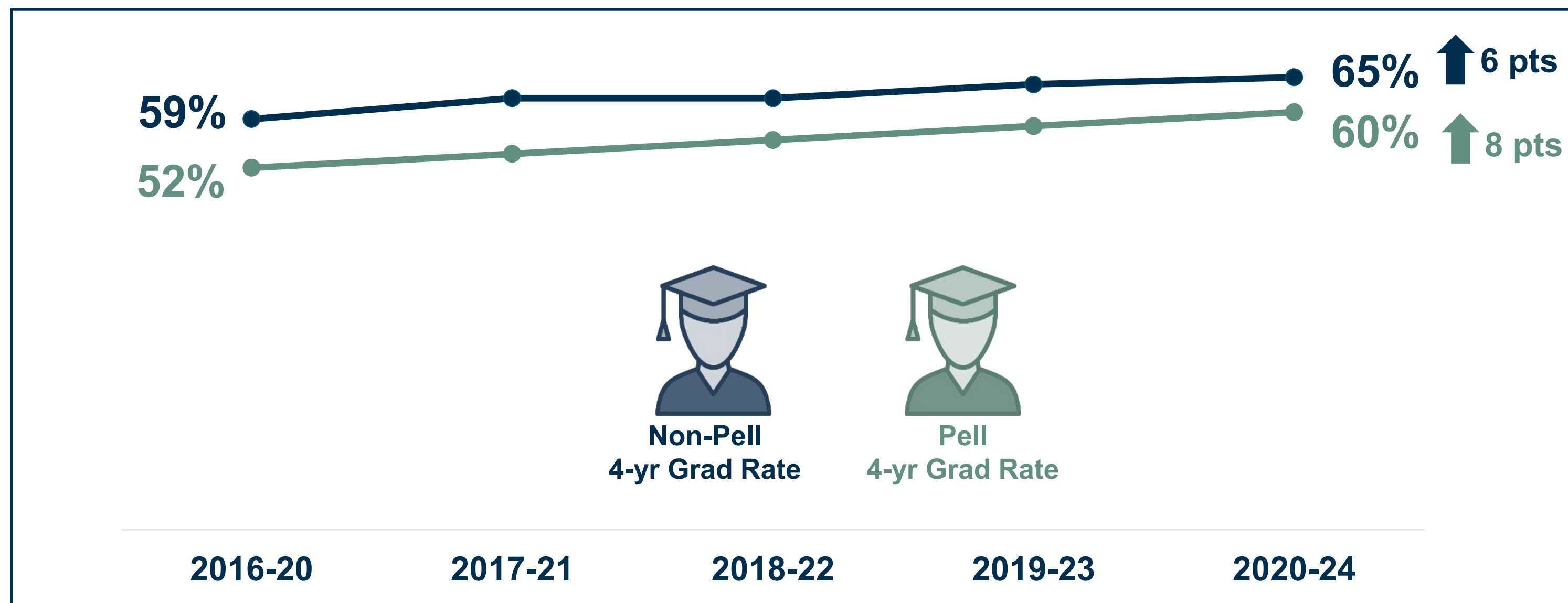
Approved Goals

Pell & Non-Pell 4-Year Graduation

Non-Pell & Pell Graduation Rates Improving



Non-Pell vs Pell Gap
Closed by **2 pts** since 2020



PBF 9a: FCS AA Transfer 3-year Grad Rate (Full- & Part-Time)

Overall System Performance improved this year



Current Data: 2021-24

5-Year Change (% pts)

YOY Change (% pts)

FSU	78.4	2.4	4.0	
UF	72.2	1.9	1.8	SUS 30
FIU	70.6	5.4	0.6	
USF	66.2	2.9	2.3	
UNF	64.5	1.2	1.9	System
UWF	61.2	7.7	8.9	
NCF	60.7	-14.9	4.8	
FAU	59.8	2.0	0.9	
FAMU	59.6	-0.7	-0.9	
FGCU	59.5	0.3	2.0	
UCF	52.4	-1.6	1.5	
POLY	25.0	-5.9	-	

SUS 30 Goal 72%

System % 63.5

- **10 institutions** improved on this metric
- **7 institutions** met or exceeded their goals
- **FSU & UF** exceeded the SUS 30 Goal of 72%

*NCF & POLY rate is the average for the last 3 cohorts

PBF 9a: FCS AA Transfer 3-year Grad Rate (Full- & Part-Time)

2025 System Performance



System **63.5%**

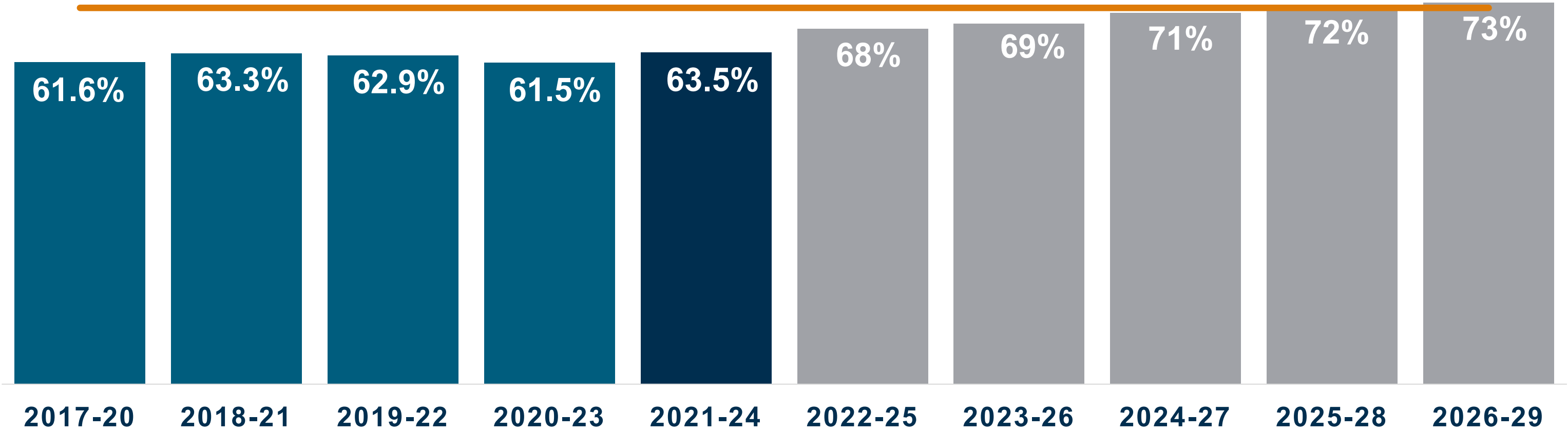
2% pts
1-year change

Distance
to goal

8.5% pts

On pace to meet
SUS 30 goal

SUS 30 Goal: 72%



KPI 17: Total Research Expenditures (Millions)

2025 System Performance



System Rate



\$869M
5-year change

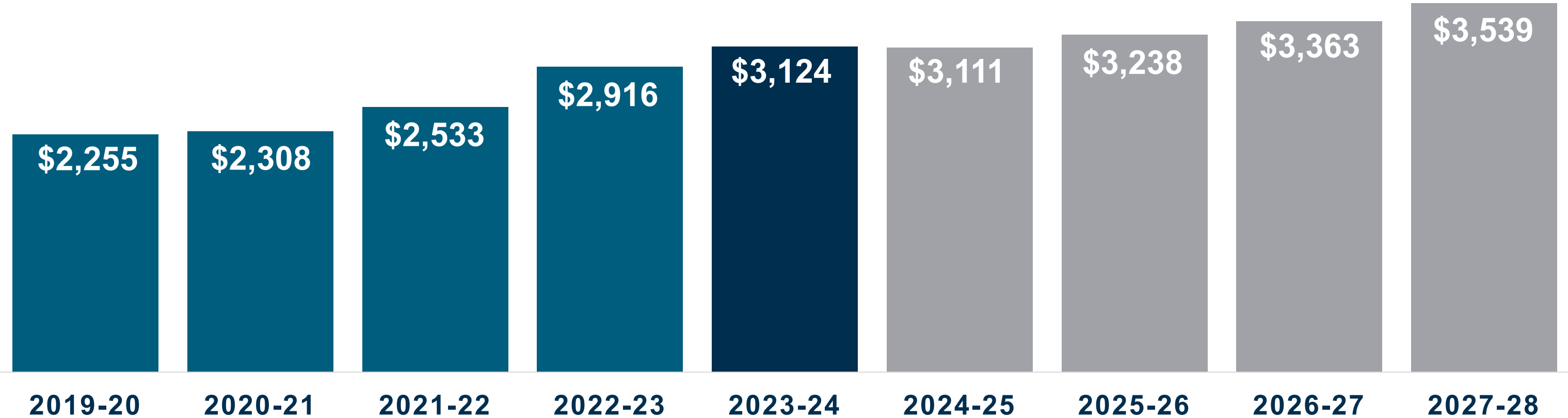
Distance
to goal

\$626 M



On pace to meet
SUS 30 goal

SUS 30 Goal: 3.75 Billion



Actual Performance

Approved Goals

Opportunities for Improvement



Licensure Pass Rates

4 institutions missed exam benchmarks

Enrollment of FCS Transfers

KPI 14: Licensure Exam Pass Rate*

2025 Summary



Exam Performance Relative to Benchmarks

	FAMU	FAU*	FGCU	FIU	FSU	UCF	UF**	UNF	USF	UWF
Nursing										
Law										
Physical Therapy										
Pharmacy										
Medicine (2 exams)										
Total Exams Meeting Benchmarks	1 of 4	3 of 4	2 of 2	4 of 5	3 of 4	4 of 4	8 of 8	2 of 2	5 of 5	1 of 1

ABOVE/TIED

BELOW (<5 pts)

BELOW (≥5 pts)

No goals were lowered for licensure exam pass rates

*FAU reports licensure exam data for two campuses: The FAU Boca Campus exceeded the national benchmark, & the Davie Campus fell below

** UF exams also include Dentistry & Veterinary

Transfer FCS with AA enrollment

Systemwide Decline since Fall 2020



Subgroup	System (Fall 2020)	System (Fall 2024)	Change (#)	Change (%)
Transfer: FCS AA	69,326	55,187	-14,139	-20

Transfer FCS with AA Enrollment Trends





- **9 institutions** experienced a decline in enrollment
- **6 institutions** experienced a decline of 20% or more
- **3 institutions (FAMU, FSU, & NCF)** experienced enrollment growth

KPI 14: Licensure Exam Pass Rate








2025 Summary



Excellence in Licensure Exam Performance

100% Pass Rates	
Nursing	Medicine
	
Dentistry	
	

Pursuing Excellence

Goals for 100% Pass Rates	
Nursing	Physical Therapy
 	 
 	Medicine
	

No goals were lowered for licensure exam pass rates

Nursing Licensure Exam Pass Rate

2025 Summary



100%
pass rate for FGCU

9
institutions
met the
92%
benchmark

	Current Data: 2024	YOY Change (% pts)
FGCU	100	0
UWF	98	9
UF	98	0
USF	97	2
UCF	96	-1
UNF	94	0
FAU	94	13
FIU	93	0
FAMU	93	11
FSU	88	-7
FAU DAVIE*	71	2

Benchmark

*FAU Davie is in the teach-out phase for its nursing program

Met 2025 Goal & Increased 2026 Goal

PBF Metrics



Excellence on Key PBF Metrics

METRIC	Goals Met (# of institutions)	Goals Raised (# of institutions)
2. Median wages of Bach Graduates (employed full-time)	11	10
1. % of Bach Grads Enrolled or Employed (\$40,000)	8	5
4. FTIC 4-Year Grad Rate	7	6
9a. FCS AA Transfer 3-Year Grad Rate	7	2

2025 System Leader



9 goals met

7 goals met & raised



2025 Accountability Plans: Preeminent Research University Metrics

Preeminent Research University Performance

2025 Summary



☒ All 13 Preeminent Benchmarks Met

12 Preeminent
Benchmarks Met

FSU

Increased Endowment
to over \$1B

UF

Growth in Average
GPA to 4.6


UNIVERSITY of
**SOUTH
FLORIDA**

Growth in Total Research
Expenditures to over
\$500M

FIU

Growth in the # of
Post-Doctoral Appointees
to 274

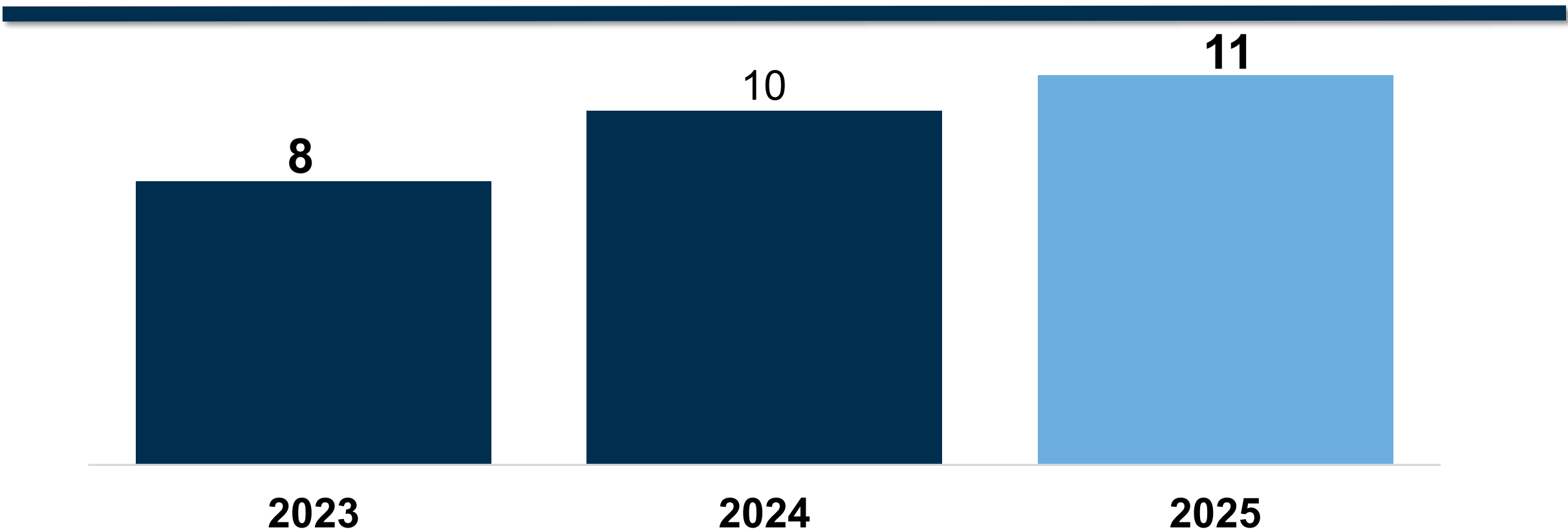
Emerging Preeminent University Performance

2025 Summary

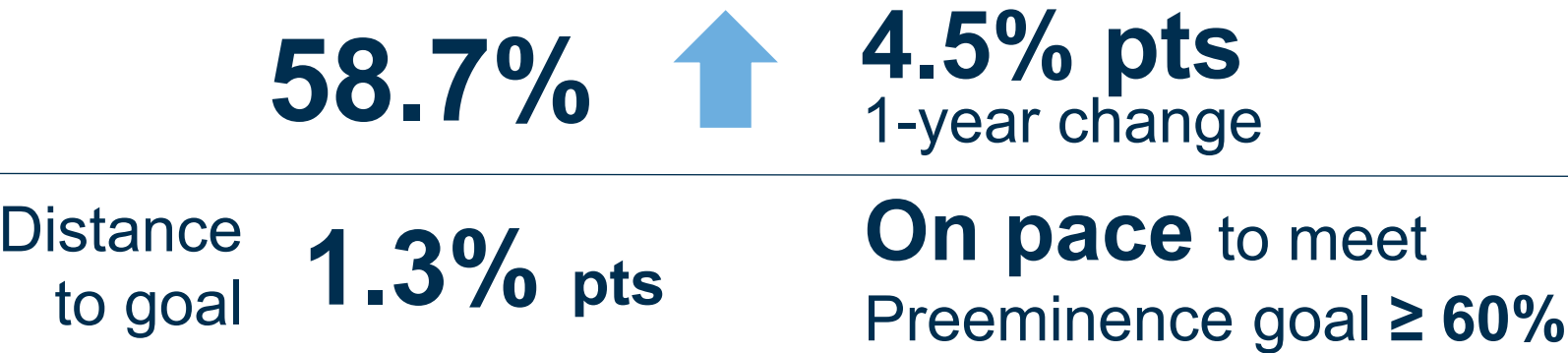


Met 11 of 13
Benchmarks for
Preeminence

Must meet 12 of 13 Preeminence benchmarks



4-Year Graduation Rate






Institution Performance Highlights

2025 Highlights

Exceptional Performance on Nursing Exam

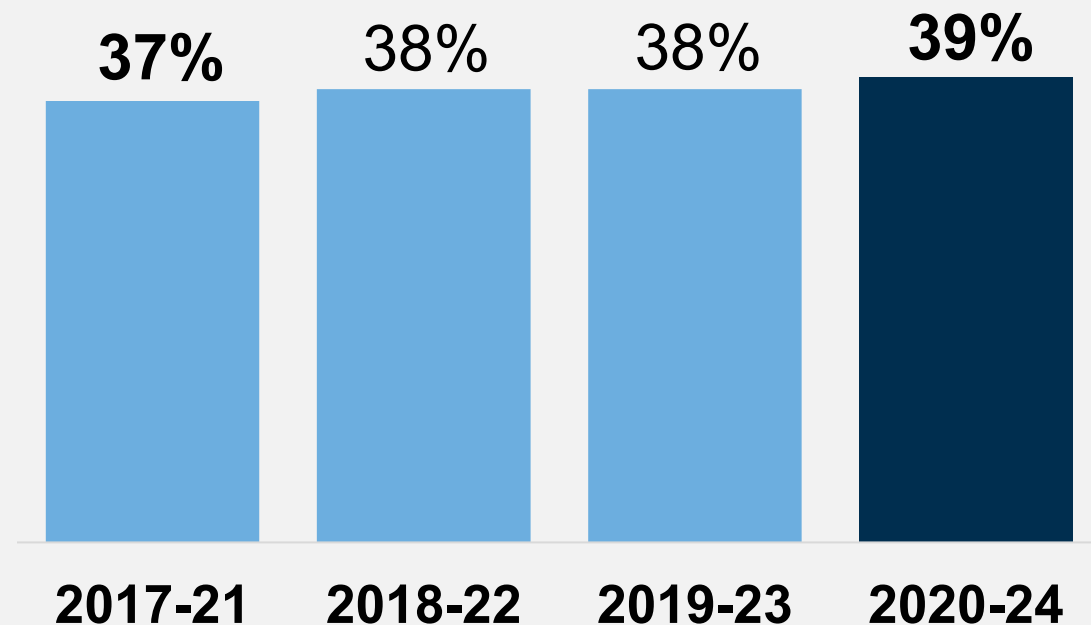
 The only university with 100% pass rate in 2024

Improved Student Retention

 1.7% pts increase in 1-year to 80.5%
4th largest 1-year increase in the System


Opportunities to Improve

Pell 4-Year Graduation Rate Minimal Progress



2025 Highlights


Exceptional Outcomes for Bachelor's Grads

 Highest median wages in the System at \$66,800

Improved Student Retention

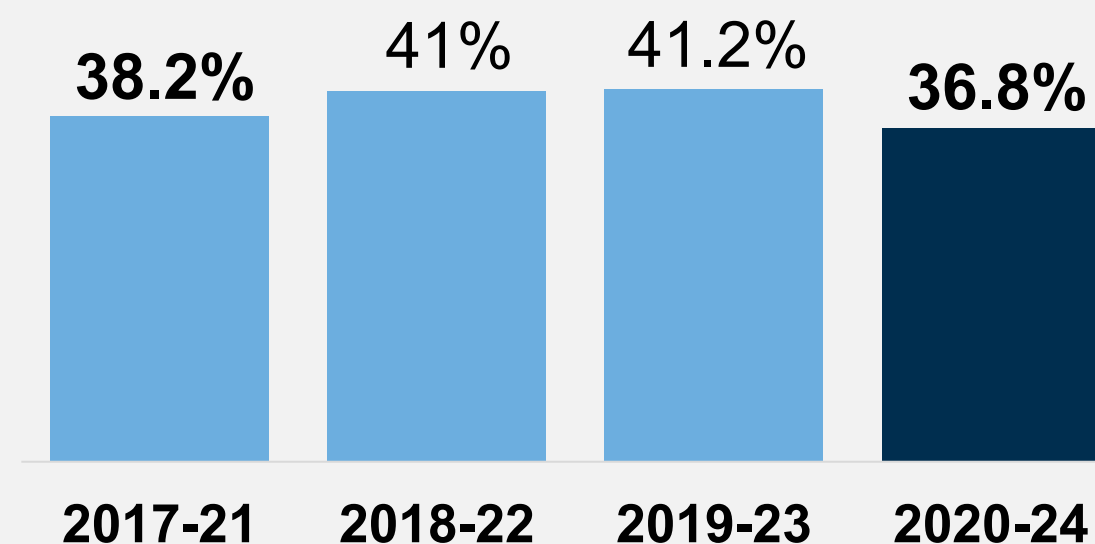
 1.3% pts increase in 1-year to 74.9%

Significant Enrollment Growth

 13% 1-year increase in undergraduate enrollment

Opportunities to Improve

4-Year Graduation Rate Decline in the last year



2025 Highlights

Improved Student Retention

↑ 5% pts, 2nd largest 1-year increase
in the System

Improved Outcomes for Bachelor's Grads

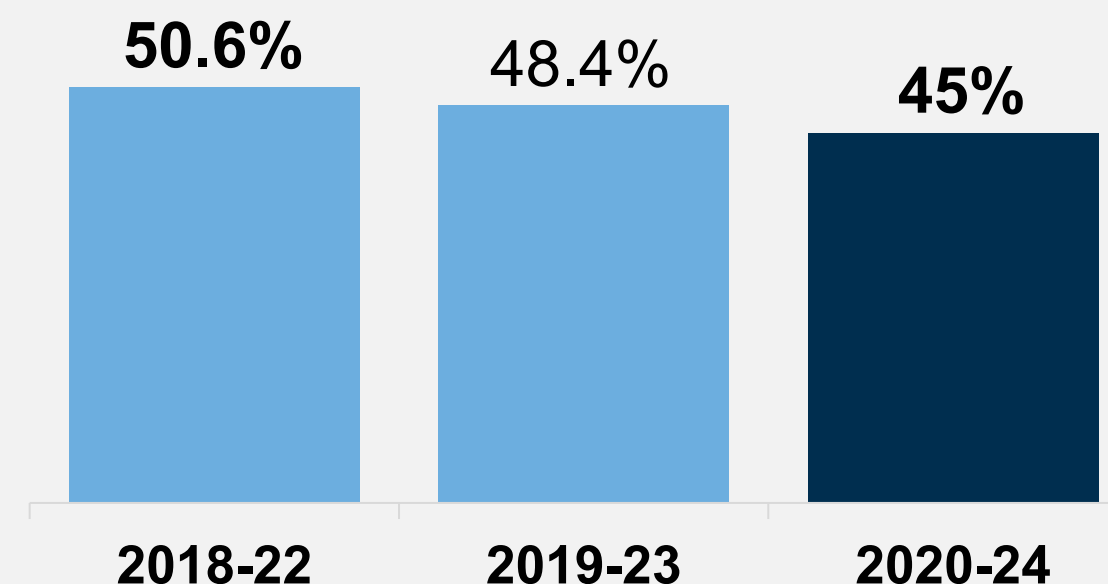
↑ 4% increase in 1-year to \$50,100 in median
wages

1st year above \$50,000 in median wages

Opportunities to Improve

4-Year Graduation Rate

Decline for last two cohorts





2025 Highlights

Improvement in Nursing Pass Rates

↑ 13% pts 1-year increase to 94% for Boca Raton Campus

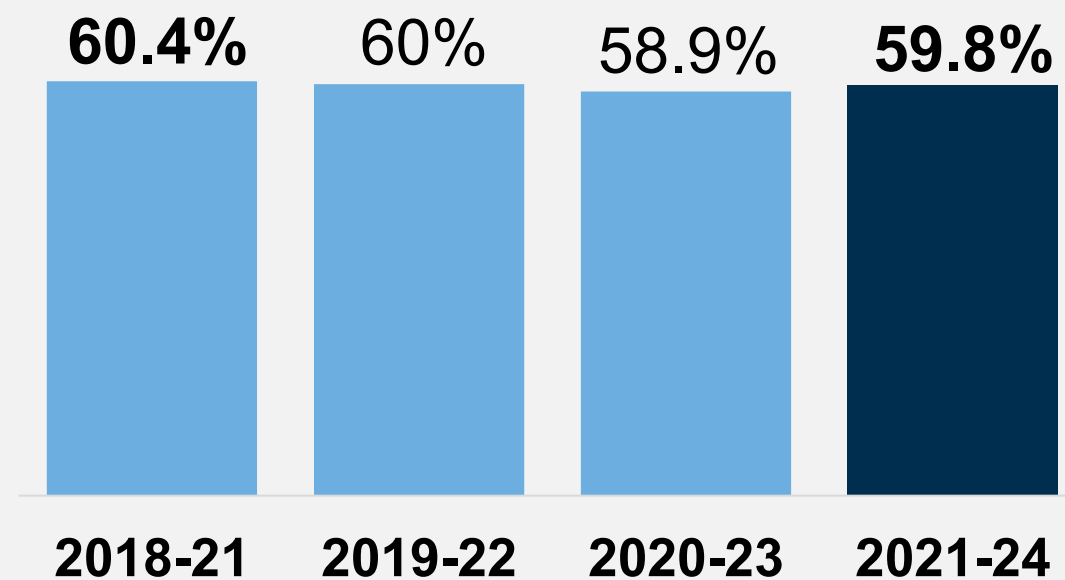
Largest 1-year increase in the System

Excellence in Medicine: Licensure Pass Rates

🏆 100% pass rate for 2nd year in a row

Opportunities to Improve

FCS AA Transfer 3-year Graduation Rate Minimal Progress





2025 Highlights

Improved Student Retention

↑ 10.7% pts, the largest 1-year increase in the System

Improved Access Rate

↑ 4.2% pts, the largest 1-year increase in the System

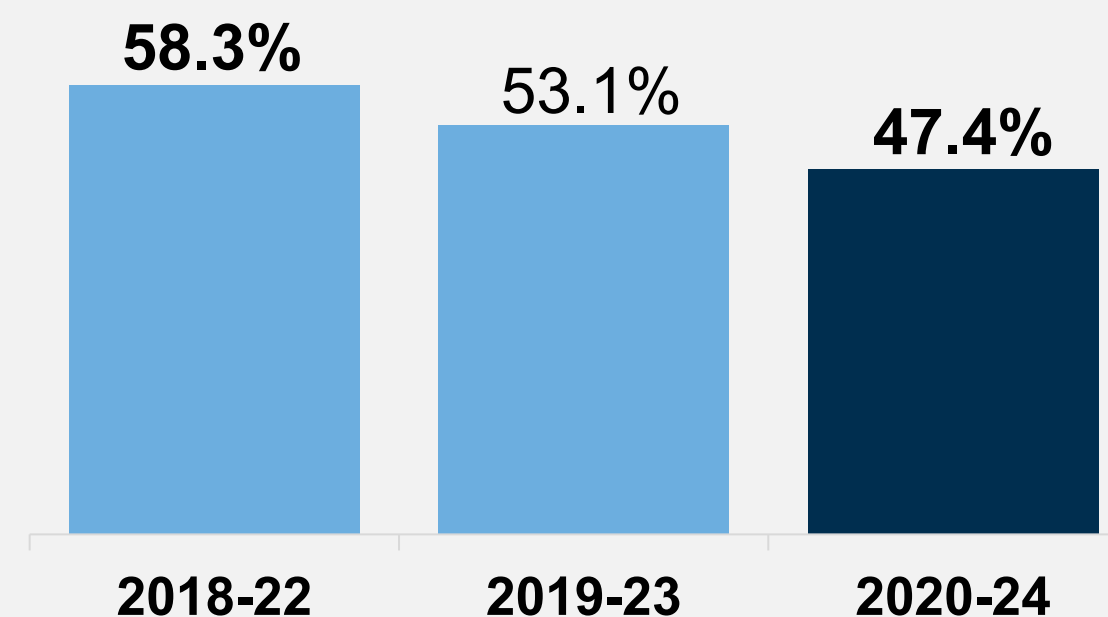
Significant Enrollment Growth

↑ 19% 1-year increase in undergraduate enrollment

Opportunities to Improve

4-Year Graduation Rate

Decline for last two cohorts



Opportunities to Improve

↑ 6% pts in 1-year

Improvement in Nursing Pass Rates

↑ 11% pts 1-year increase to 93%

	Exam Pass Rate (%)	Below Benchmark	YOY Change
Law	63	-14	+22
Pharmacy	67	-11	-3
Physical Therapy	75	-10	-4

2025 Highlights

Excellence in Medicine: Licensure Pass Rates

100% pass rates for the first time since 2020-21

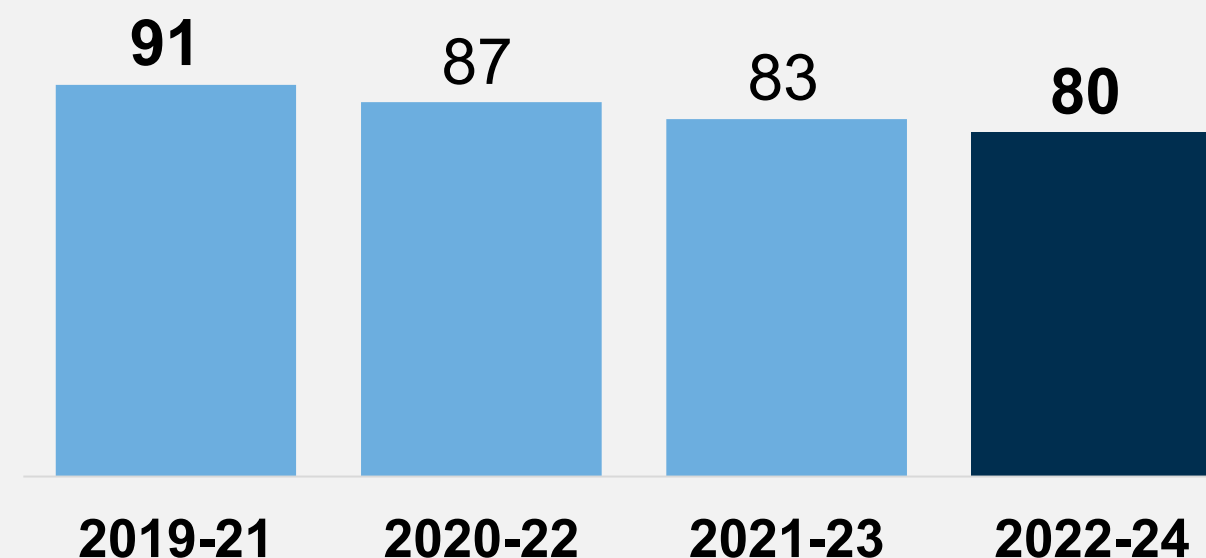
Improvement in 4-year Graduation Rate

5.1% pts, 3rd largest 1-year increase in the System

Opportunities to Improve

Decline in Physical Therapy Exam Scores

5% pts below benchmark



2025 Highlights

Excellence in Transfer Student Outcomes

 Highest FCS AA Transfer 3-year Grad Rate in the System at 78.4%


Excellence in Student Success

 Historic high of 75.9% for 4-year Graduation Rate

 Historic high of 95.6% for Academic Progress Rate

Opportunities to Improve

Performance on the Nursing Exam Declined Last Year

95% 2023  **88%** 2024



2025 Highlights

Exceptional Performance on Licensure Exams



All exams exceeded benchmarks

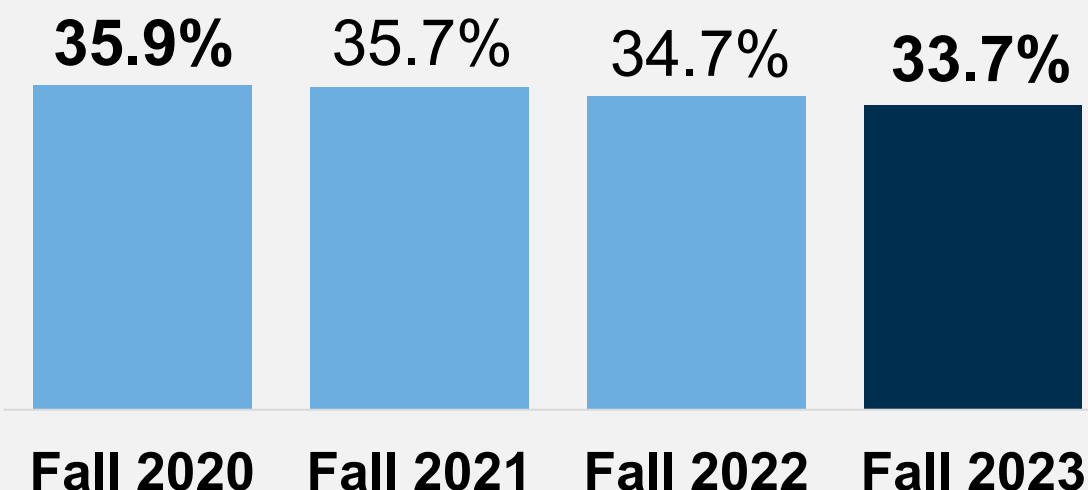
Medicine	96 & 99
Physical Therapy	96
Nursing	96

Improvement in 4-year Graduation Rate

↑ 4.5% pts to 58.7%, 4th largest 1-year increase in the System

Opportunities to Improve

Access Rate Consistent Decline



2025 Highlights

Excellence in Student Success

Highest 4-year grad rate in the System at 78%

Highest Academic Progress Rate in the System at 96.9%

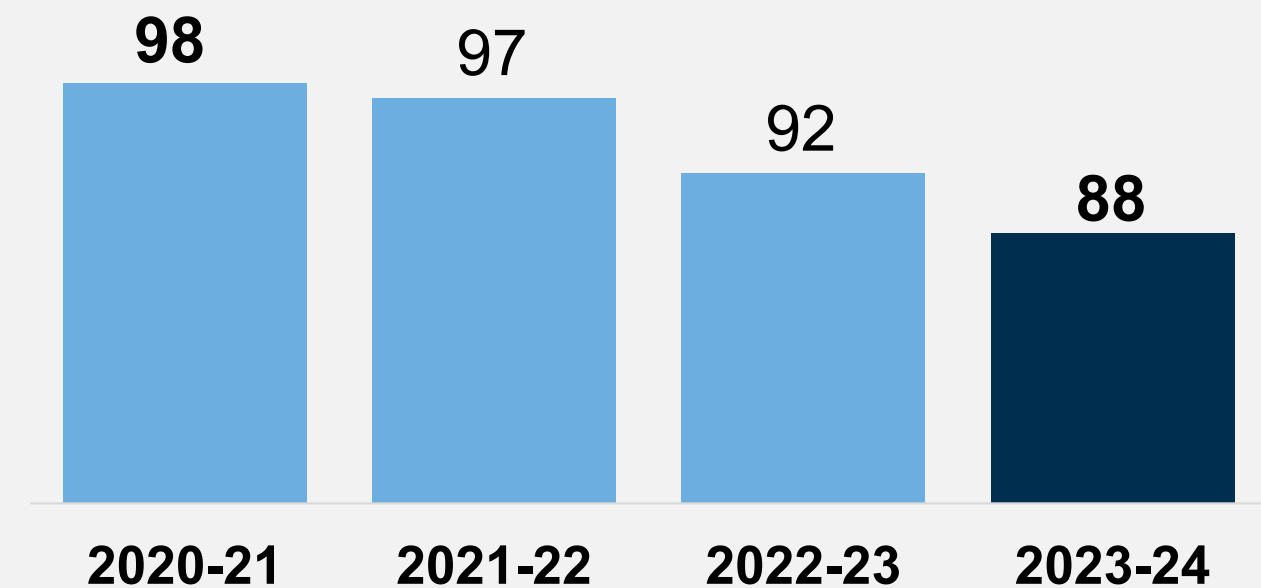
Excellence in Pell Student Outcomes

3% pts 1-year increase in 4-year graduation rate for Pell students to 76%

Opportunities to Improve

Decline on Veterinary Exam Scores

Still 6% pts above benchmark





2025 Highlights

Growth in Research Expenditures

↑ \$61M in 1-year to \$522M
1st year above \$500M in Research

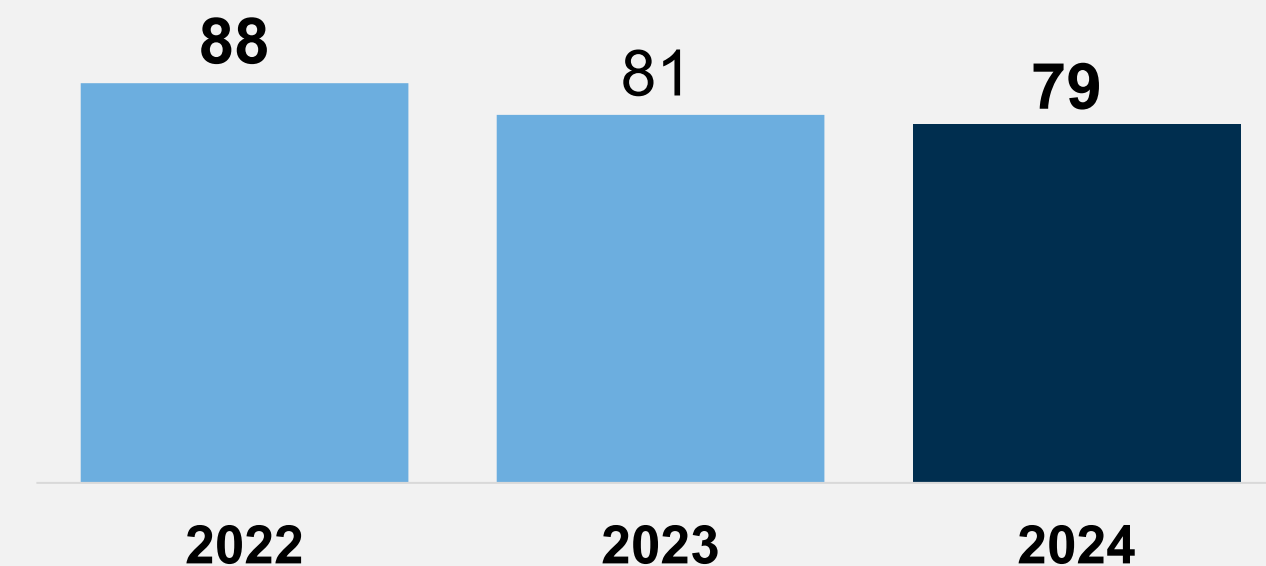
Excellence in Medicine: Licensure Pass Rates

🏆 100% pass rate for 2023-24

Opportunities to Improve

Decline on Pharmacy Exam Scores

Only 1% pt above benchmark



2025 Highlights

Improvement in Transfer Student Outcomes

↑ 8.9% pts to 61.2% for FCS AA Transfer
3-year Graduation Rate

Largest 1-year increase in the System

Improvement in Nursing Pass Rates

↑ 9% pts increase in 1-year to 98%

3rd largest 1-year increase in the System

Opportunities to Improve

Decline in Pell 6-Year Graduation Rate

57.2% → **53.6%**
2017-23 2018-24



2025 Accountability Plans: Enrollment

Undergraduate Enrollment

Fall 2024 & Proposed Goals for Fall 2029



Institution	Enrollment 2024		Enrollment 2029 Goals		
	#	% YOY	#	# Change	% Change
NCF	843	+19	1,300	457	+54
POLY	1,689	+13	2,497	808	+48
UF	40,200	+4	42,839	2,639	+7
USF	37,212	+3	38,456	1,244	+3
UWF	9,326	+3	10,143	817	+9
FIU	39,470	+2	41,508	2,038	+5
FAMU	7,574	+1	8,630	1,056	+14
FAU	23,755	+1	27,685	3,930	+17
FSU	32,292	+1	31,050	-1,242	-4
FGCU	13,864	0	13,983	119	+1
UCF	59,155	0	59,500	345	+1
UNF	13,338	-4	19,770	6,432	+48

Key Takeaways

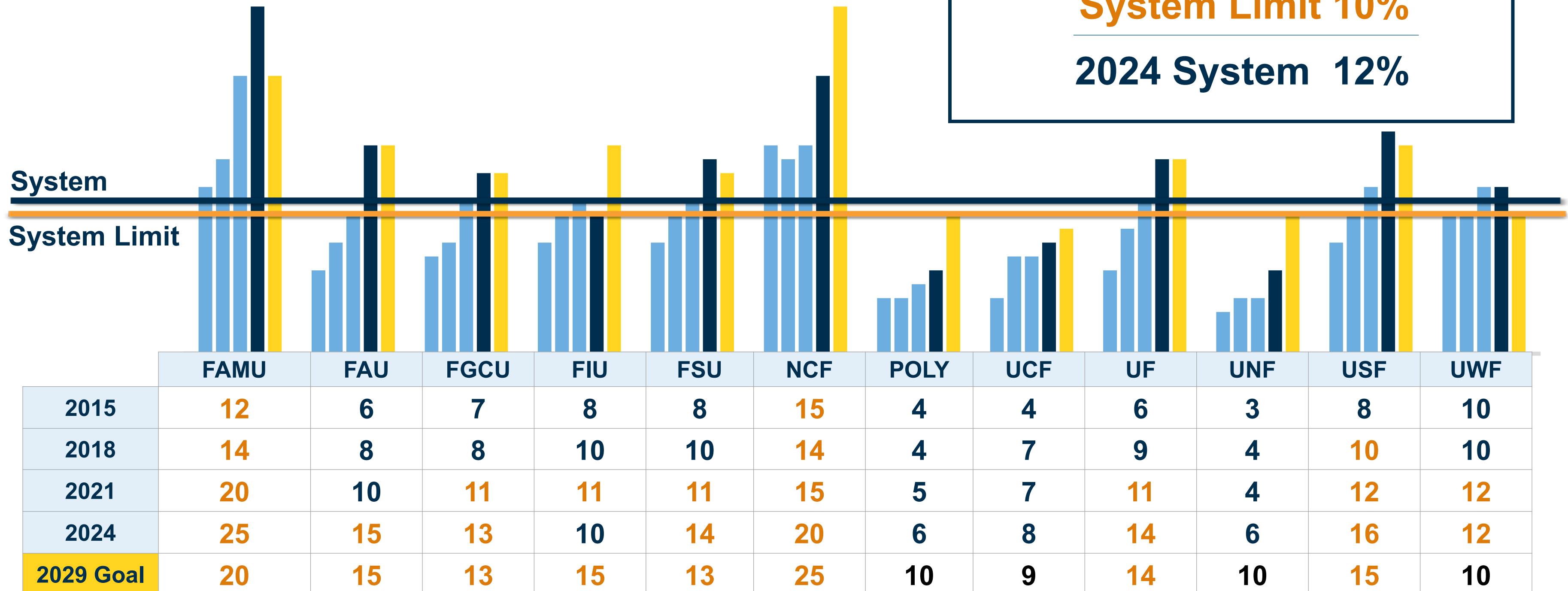
- Total System enrollment was **278,718 in 2024**; slight increase in undergrad
- **NCF** exceeded fall 2024 enrollment goals; **POLY** was close to goal
- **UNF** experienced a 4% decline in enrollment last year
- **NCF, POLY, UNF, FAU, FAMU, UWF, & UF** plan to grow by 7% or more in the next 5 years

% of Undergraduate Enrollment that is Non-Resident



System Limit 10%

2024 System 12%





SUS 30

EXTRAORDINARY IMPACT



**STATE UNIVERSITY
SYSTEM OF FLORIDA**