



SUS 30

EXTRAORDINARY IMPACT

PBF WORKSHOP

September 10, 2025

www.flbog.edu



**STATE UNIVERSITY
SYSTEM OF FLORIDA**

PBF Metric to PBF Statutes Crosswalk

Section 1001.92, Florida Statutes



#	Metric	Statutory Language	Pts
1	% of Bachelor's Graduates Employed/Continuing their Education	(d) Post-graduation education rates	10
2	Median Wages 1 Yr after Graduation	(g) Post-graduation employment & salaries, including wage thresholds that reflect the added value of a baccalaureate degree	10
3	Net Tuition & Fees per 120 credit hours	(f) Affordability	10
4	4-Year Grad Rate	(a) The 4-year graduation rate for first-time-in-college students	10
5	Academic Progress Rate	(c) Retention rates	10
6	Bachelor's Degrees in Areas of Strategic Emphasis	(e) Degree production	10
7	University Access Rate	(h) Access rate, based on the % of undergraduate students enrolled during the fall term who received a Pell Grant during the fall term	10
8	Graduate Degrees in Areas of Strategic Emphasis	(e) Degree production	10
9a	3-Year Grad rate for FCS Transfer Students	(b) 3-year graduation rate for associate in arts transfer students	5
9b	6-Year Grad rate for Students awarded Pell Grant in 1st Year	(i) 6-year graduation rate for students who are awarded a Pell Grant in their 1st year	5
10	BOT Choice Metric	Not in statute	10

PBF Metric to PBF Statutes Crosswalk

Section 1001.92, Florida Statutes



Other statutory requirements

- ✓ The Board shall adopt benchmarks to evaluate each university's performance on the metrics to measure institutional excellence or need for improvement & minimum requirements for eligibility to receive performance funding
- ✓ The Board may approve other metrics in a publicly noticed meeting
- ✓ Benchmarks & metrics **may not** be adjusted **after university performance** data has been received by the Board (usually January)

Overview of Proposed Changes



Metric #	Description	Type of Change
Metric 1	% of Bachelor's Graduates Employed/Continuing their Education	Align benchmark with SUS 30 goal
Metric 2	Median Wages 1 Yr after Graduation	Align benchmark with SUS 30 goal
Metric 5	Academic Progress Rate	Align benchmark with SUS 30 goal
Metric 6	Bachelor's Degrees in Areas of Strategic Emphasis	New list; need SUS 30 goal
Metric 8A	Graduate Degrees in Areas of Strategic Emphasis	New list; need SUS 30 goal
Metric 4	4-Year Grad Rate	Revise methodology & align benchmark with SUS 30 goal
Metric 9A	3-Year Grad rate for FCS Transfer Students	Revise methodology & align benchmark with SUS 30 goal
Metric 3	Net Tuition & Fees per 120 credit hours (Affordability)	Revise methodology
Metric 7	University Access Rate (% of Undergraduates with a Pell Grant)	No change
Metric 8B	NCF Only - FTICs with H.S. GPA of 4.0 or higher	No change
Metric 9B	6-Year Grad Rate for Students awarded Pell Grant in 1st Year	No change; need SUS 30 goal
Metric 10	BOT Choice Metric	No change. Discuss framework.

Metrics with Benchmarks to Align with SUS 30 Goals



Metric #	Description	Old SP Goal	10 Point Benchmark	SUS 30 Goal	Proposed 10 Point Benchmark
Metric 1	% of Bachelor's Graduates Employed/Continuing their Education	80%	80%	85%	85%
Metric 2	Median Wages 1 Yr after Graduation	\$43,200	\$43,200	\$60,000	\$60,000
Metric 5	Academic Progress Rate	90%	90%	92%	92%

PBF 1: % of Bachelor's Graduates Employed (\$40,000+)/ Continuing their Education 1 Year after Graduation



Align Benchmarks to SUS 30 Goal

- Raise the 10-pt benchmark to match the SUS 30 goal
- Keep increments between each metric 3%, increasing all benchmarks

Points	10	9	8	7	6	5	4	3	2	1
Current benchmarks	80.0%	77.0%	74.0%	71.0%	68.0%	65.0%	62.0%	59.0%	56.0%	53.0%
Proposed benchmarks	85.0%	82.0%	79.0%	76.0%	73.0%	70.0%	67.0%	64.0%	61.0%	58.0%

Normalize scores in 2026-2027

Current Data

	FAMU	FAU	FGCU	FIU	POLY	FSU	NCF	UCF	UF	UNF	USF	UWF	SUS
Excellence	69.8	72.5	70.5	76.4	80.9	76.2	64.6	70.9	79.4	72.8	72.9	80.1	74.4
Improvement	2.9	1.1	0.2	-0.8	-4.4	1.1	8.5	0.6	0.4	0.8	1.3	0.3	0.6

PBF 2: Median Wages of Bachelor's Graduates Employed Full-time 1 Year After Graduation



Align Benchmarks to SUS 30 Goal

- Raise the 10-point benchmark to \$60,000 to match the SUS 30 goal
- Set increments at \$2,500, increasing all benchmarks

Points	10	9	8	7	6	5	4	3	2	1
Current benchmarks	\$43,200	\$40,700	\$38,200	\$35,700	\$33,200	\$30,700	\$28,200	\$25,700	\$23,200	\$20,700
Proposed Benchmarks	\$60,000	\$57,500	\$55,000	\$52,500	\$50,000	\$47,500	\$45,000	\$42,500	\$40,000	\$37,500

Normalize scores in 2026-2027

Current Data

	FAMU	FAU	FGCU	FIU	POLY	FSU	NCF	UCF	UF	UNF	USF	UWF	SUS
Excellence	\$45,800	\$51,500	\$48,900	\$50,400	\$66,800	\$50,300	\$46,100	\$51,300	\$58,200	\$50,100	\$48,000	\$54,000	\$51,000
Improvement	4.8	4.0	2.5	1.6	-1.8	3.7	8.5	1.6	3.0	4.2	-2.0	1.9	2.0

PBF 5: Academic Progress Rate

2nd Year Retention with GPA Above 2.0



Align Benchmarks to SUS 30 Goal

- Raise the 10-point benchmark to 92% to match the SUS 30 goal
- Make the increments between each benchmark 1%, increasing all benchmarks

Points	10	9	8	7	6	5	4	3	2	1
Current benchmarks	90.0%	88.8%	87.5%	86.3%	85%	83.8%	82.5%	81.3%	80.0%	78.8%
Proposed benchmarks	92.0%	91.0%	90.0%	89.0%	88.0%	87.0%	86.0%	85.0%	84.0%	83.0%

Normalize scores in 2026-2027

Current Data

	FAMU	FAU	FGCU	FIU	POLY	FSU	NCF	UCF	UF	UNF	USF	UWF	SUS
Excellence	86.3	82.4	80.5	91.5	74.9	95.6	75.6	91.5	96.9	82.7	89.5	87.8	89.8
Improvement	4.5	0.5	1.7	0.7	1.3	0.5	10.7	0.4	0.7	5.0	0.4	1.0	1.0

Metrics with New Lists & SUS Goals



Metric #	Description	Old SP Goal	10/5 Point Benchmark	SUS 30 Goal	Proposed Change
Metric 6	Bachelor's Degrees in Areas of Strategic Emphasis	50%	50%	Proposed: 45%	Align PBF 10-point benchmark to 45%
Metric 8a	Graduate Degrees in Areas of Strategic Emphasis	60%	60	Proposed: 50%	No changes in 2025 Discuss possible new graduate outcome metric at workshop, but delay changes to next year

PBF 6 & 8: Programs of Strategic Emphasis



In 2023, the Board identified Programs of Strategic Emphasis focused on the most critical workforce needs of Florida that provide students a strong return on investment

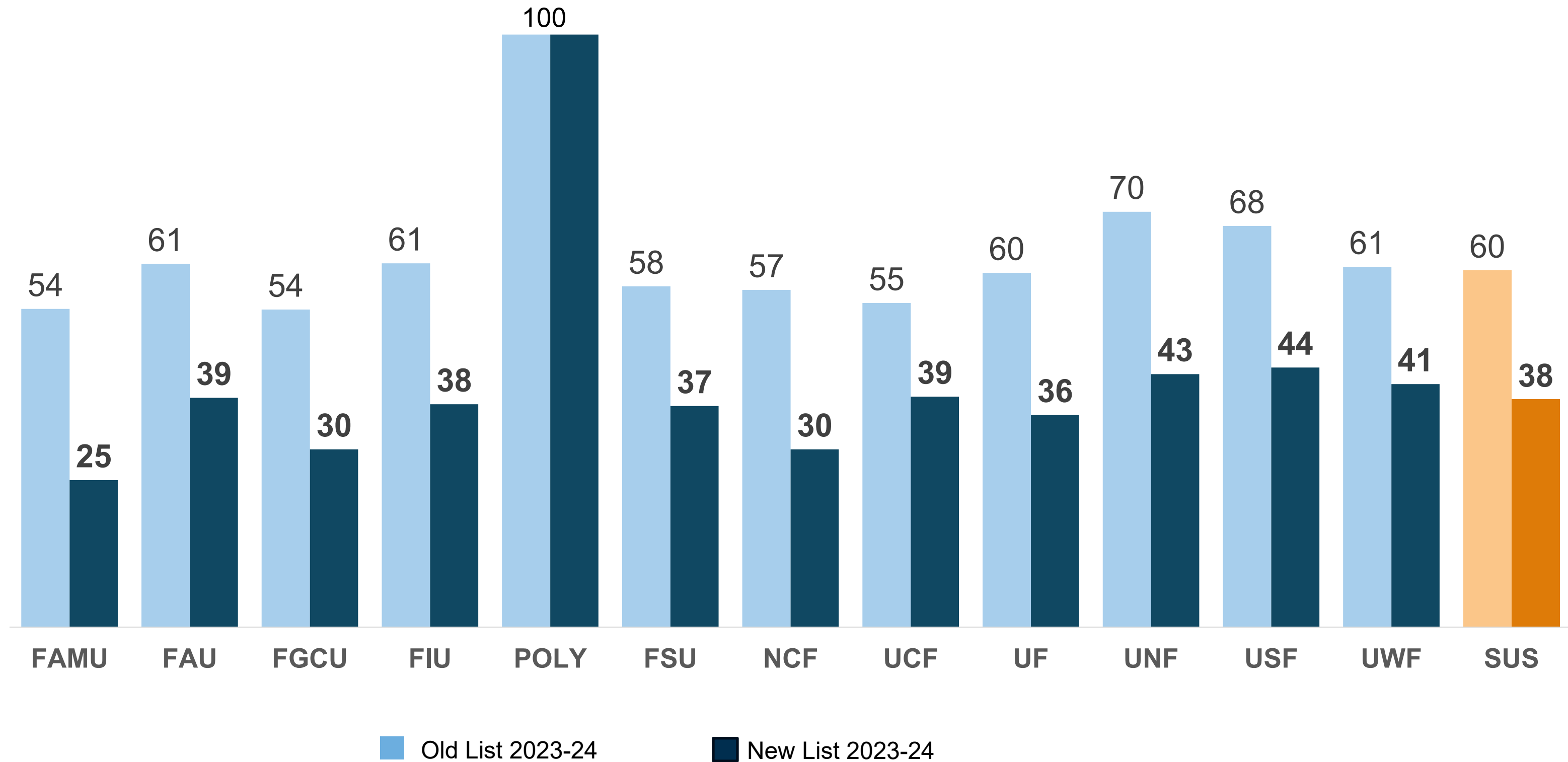


New List

Degree Level	Total	Active
Bachelor's	95	72
Master's	75	65
Doctoral	57	54

The previous list had over 800 programs on it

PBF 6 Old & New List 2023-24



PBF 6: Bachelor's Degrees Awarded in Areas of Strategic Emphasis



Align Benchmarks to SUS 30 Goal

- Establish SUS 30 goal at 45% & lower the 10-point benchmark to align
- Keep the increments between each benchmark 2.5%, lowering all benchmarks

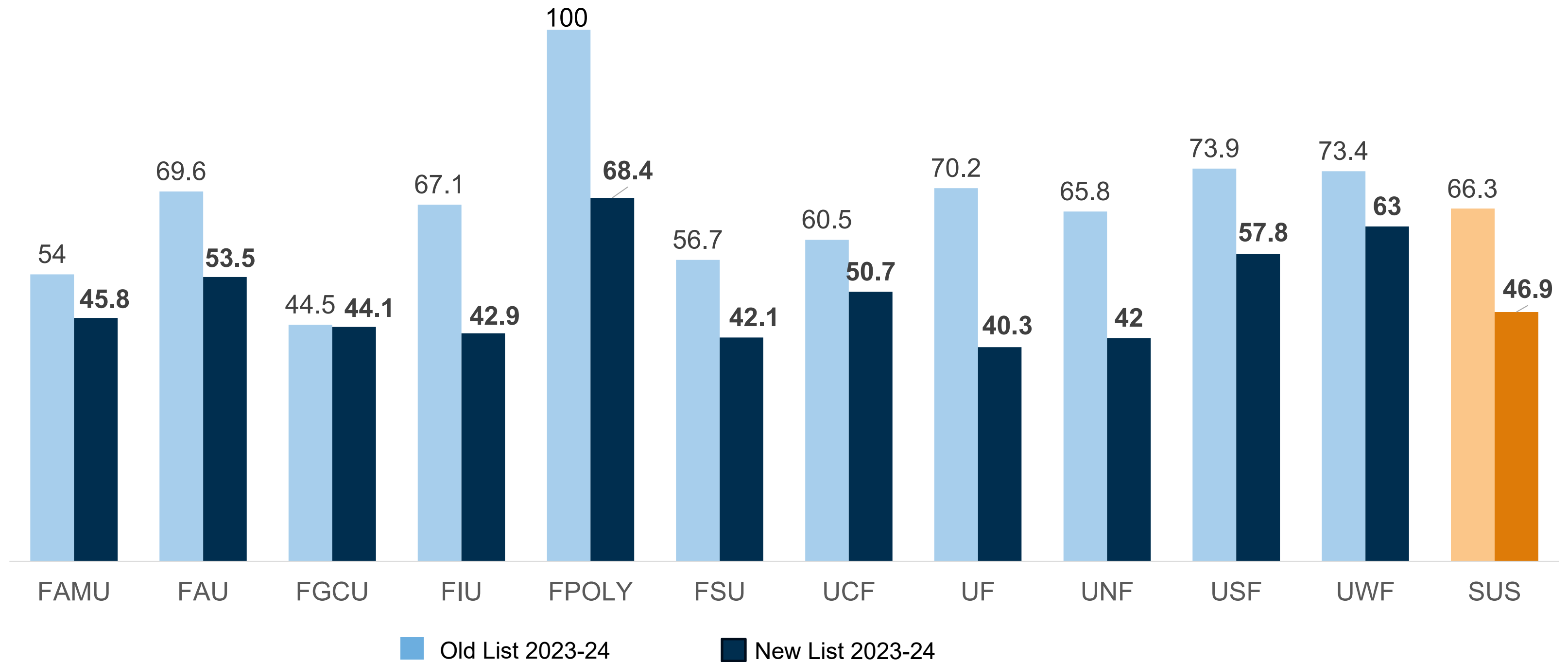
Points	10	9	8	7	6	5	4	3	2	1
Current Benchmarks	50.0%	47.5%	45.0%	42.5%	40.0%	37.5%	35.0%	32.5%	30%	27.5%
Proposed Benchmarks	45.0%	42.5%	40.0%	37.5%	35.0%	32.5%	30.0%	27.5%	25.0%	22.5%

Normalize scores in 2026-2027

	FAMU	FAU	FGCU	FIU	POLY	FSU	NCF	UCF	UF	UNF	USF	UWF
New List 2023-24	24.8	38.7	30.0	37.6	100.0	37.3	30.0	38.9	35.8	42.7	43.8	41.0

PBF 8a Graduate Degrees in Strategic Emphasis

Old & New List 2023-24



PBF 8a: Graduate Degrees Awarded in Areas of Strategic Emphasis



- Establish SUS 30 goal at 50%
- Consider revising the benchmarks to align with 50%

Points	10	9	8	7	6	5	4	3	2	1
Proposed Benchmarks	50.0%	47.5%	45.0%	42.5%	40.0%	37.5%	35.0%	32.5%	30.0%	27.5%

Normalize scores in 2026-2027

	FAMU	FAU	FGCU	FIU	POLY	FSU	NCF	UCF	UF	UNF	USF	UWF
New List 2023-24	45.8	53.5	44.1	42.9	68.4	42.1	0.0*	50.7	40.3	42.0	57.8	63.0

*NCF currently has an alternative metric for PBF 8a.

Potential New Graduate Program Outcomes

Metric



- Measure post-graduate outcomes (employed & earnings) for graduate students
- Compare wages to bachelor's degree
- Control by program level

Median wages for graduate degree completers found employed full-time 1 year following graduation

2021-22 & 2022-23 completers

Degree level	FAMU	FAU	FGCU	FIU	POLY	FSU	NCF	UCF	UF	UNF	USF	UWF	System
Masters/ Specialist	\$55,246	\$73,672	\$77,036	\$69,864	\$72,864	\$64,840	--	\$68,104	\$73,694	\$64,802	\$69,816	\$72,792	\$69,880
Doctoral - Research	\$70,198	\$97,250	\$90,214	\$95,822	--	\$84,832	--	\$95,964	\$80,384	\$112,098	\$89,372	\$99,328	\$89,076
Doctoral - Professional	\$78,332	\$60,612	--	\$72,050	--	\$69,844	--	\$62,906	\$93,756	--	\$63,136	--	\$70,898
Bachelors	\$42,512	\$51,568	\$48,982	\$50,990	\$63,088	\$48,232	\$40,568	\$50,668	\$52,668	\$50,608	\$49,544	\$55,606	\$50,420

Source: BOG ODA analysis of preliminary MyFloridaFutures data. Missing data indicates fewer than ten graduates were found working full-time.

Metrics with Proposed Changes



Metric #	Description	Old SP Goal	10 Point Benchmark	SUS 30 Goal	Proposed Change
Metric 4	4-Year Grad Rate	65%	65%	70%	Change methodology to <ul style="list-style-type: none">• Not penalize universities if students transfer to another SUS institution• Allow for an extra term for engineering grads

PBF 4 Proposed Methodology Change 1



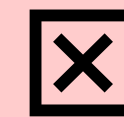
Allow Extra Term for Engineering Grads

- Most SUS engineering bachelor's programs are 128 credit hours, mirroring other nationally ranked programs
- Graduates of CIP code 14 programs will be given an extra term & still count towards 4-year grad rates



Counts in #4 numerator

Student B begins at UF in fall 2025 & graduates from UF in fall 2029



Does not count in #4 numerator

Student B begins at UF in fall 2025 & graduates from UF in spring 2030

PBF 4 Proposed Methodology Change 2



Adjust Cohort for SUS Transfers = Supports One SUS

Removes students from the PBF #4 cohort if:
Student transfers to another SUS or graduated from another
SUS in 4 years

☒ Remove from PBF #4 cohort

Student A starts as FTIC at UF in fall 2025
& transfers to UCF in fall 2026

☐ Do Not Remove from
PBF #4 cohort

Student A starts as FTIC at UF in fall 2025
& transfers to UGA in fall 2026

PBF 4: Proposed Adjustments 1 & 2



This is a preliminary analysis of enrollment and retention summary data by Board staff and has not been reviewed or approved by university data administrators.

Current: 4-year graduation rate			
INST	GRADS	COHORT	RATE
FAMU	404	986	41.0
FAU	1,571	2,951	53.2
FGCU	1,129	2,490	45.3
FIU	1,880	2,684	70.0
POLY	114	310	36.8
FSU	4,469	5,886	75.9
NCF	74	156	47.4
UCF	4,467	7,616	58.7
UF	5,365	6,878	78.0
UNF	1,153	2,565	45.0
USF	3,651	5,532	66.0
UWF	550	1,025	53.7
SUS	24,827	39,079	63.5

Adjustments			
INST	GRADS	COHORT	RATE
FAMU	7	-22	1.6
FAU	6	-342	7.2
FGCU	0	-149	2.9
FIU	14	-139	4.4
POLY	8	-35	7.6
FSU	21	-272	4.1
NCF	0	-12	4.0
UCF	126	-376	4.7
UF	221	-95	4.4
UNF	1	-258	5.0
USF	53	-266	4.3
UWF	5	-38	2.5
SUS	462	-2,004	4.7

Adjusted: 4-year graduation rate			
INST	GRADS	COHORT	RATE
FAMU	411	964	42.6
FAU	1,577	2,609	60.4
FGCU	1,129	2,341	48.2
FIU	1,894	2,545	74.4
POLY	122	275	44.4
FSU	4,490	5,614	80.0
NCF	74	144	51.4
UCF	4,593	7,240	63.4
UF	5,586	6,783	82.4
UNF	1,154	2,307	50.0
USF	3,704	5,266	70.3
UWF	555	987	56.2
SUS	25,289	37,075	68.2

Summary of proposed adjustments

1. Numerator (on-time graduates): Add students earning their first bachelor's degree from the same institution they were first admitted to as an FTIC with an engineering major (cip02=14) during the fifth fall term (+1 term).
2. Denominator (cohort): Remove students from an institution's FTIC cohort who (1) transfer to another SUS institution within four years, or (2) graduate from another SUS institution in 4 years or less

PBF 4: 4-Year Graduation Rate

Proposed Benchmark Change



Align Benchmarks to SUS 30 Goal

- Raise the 10-point benchmark to 70% to match the SUS 30 goal
- Keep the increments between each benchmark 3%, increasing all benchmarks

Points	10	9	8	7	6	5	4	3	2	1
Current benchmarks	65.0%	62.0%	59.0%	56.0%	53.0%	50.0%	47.0%	44.0%	41.0%	38.0%
Proposed benchmarks	70.0%	67.0%	64.0%	61.0%	58.0%	55.0%	52.0%	49.0%	46.0%	43.0%

Normalize scores in 2026-2027

2020-24 Data

	FAMU	FAU	FGCU	FIU	POLY	FSU	NCF	UCF	UF	UNF	USF	UWF
Excellence	41.0	53.2	45.3	70.0	36.8	75.9	47.4	58.7	78.0	45.0	66.0	53.7
Improvement	6.0	2.9	3.0	5.1	-4.4	1.0	-5.7	4.5	1.1	-3.4	0.5	5.6
Adjusted Rate	42.6	60.4	48.2	74.4	44.4	80	51.4	63.4	82.4	50	70.3	56.2

Metrics with Proposed Changes



Metric #	Description	Old SP Goal	5 Point Benchmark	SUS 30 Goal	Proposed Change
Metric 9A	3-Year Grad rate for FCS Transfer Students	62%	62%	72%	Change methodology to <ul style="list-style-type: none">• Include students who enrolled as an FTIC student at one SUS institution who transfer to a different SUS institution

PBF 9a: 3-Year Graduation Rate FCS Transfers & SUS Transfers



This is a preliminary analysis of enrollment and retention summary data by Board staff and has not been reviewed or approved by university data administrators.

FCS AA Transfers

3-yr graduation rate (FT+PT)

2021-24			
	GRADS	COHORT	RATE
FAMU	152	255	59.6
FAU	889	1,487	59.8
FGCU	225	378	59.5
FIU	2,515	3,564	70.6
POLY	**	**	19.4
FSU	1,065	1,358	78.4
NCF	**	**	40.0
UCF	2,638	5,037	52.4
UF	1,154	1,598	72.2
UNF	404	626	64.5
USF	1,516	2,291	66.2
UWF	260	425	61.2
SUS	10,827	17,060	63.5

SUS Transfers

3-yr graduation rate (FT+PT)

2021-24			
	GRADS	COHORT	RATE
FAMU	11	23	47.8
FAU	59	100	59.0
FGCU	43	75	57.3
FIU	138	215	64.2
POLY	**	**	14.3
FSU	149	192	77.6
NCF	**	**	50.0
UCF	225	372	60.5
UF	166	204	81.4
UNF	46	91	50.5
USF	168	237	70.9
UWF	16	28	57.1
SUS	1,024	1,548	66.1

Florida Transfers

3-yr graduation rate (FT+PT)

2021-24			
	GRADS	COHORT	RATE
FAMU	163	278	58.6
FAU	948	1,587	59.7
FGCU	268	453	59.2
FIU	2,653	3,779	70.2
POLY	**	**	18.6
FSU	1,214	1,550	78.3
NCF	**	**	44.4
UCF	2,863	5,409	52.9
UF	1,320	1,802	73.3
UNF	450	717	62.8
USF	1,684	2,528	66.6
UWF	276	453	60.9
SUS	11,851	18,608	63.7

Notes: Three-year graduation rate for SUS transfer cohort follows same methodology as used for FCS AA transfer students (current PBF#9a metric).

SUS transfer cohort is defined as students enrolled as FTIC students at one SUS institution who transfer to a different SUS institution.

"Florida transfer" cohort reflects the combined FCS AA transfer and SUS transfer cohorts.

A three-cohort rolling average is used for Florida Polytechnic University and New College of Florida until each institution reaches at least 25 for three consecutive cohorts.

The table above includes outcomes for Florida Poly and NCF's single 2021-24 cohort, cells with astrisks (**) are used to protect the privacy of student records when counts are ten or less.

PBF 9a: 3-Year Graduation Rate FCS Transfers & SUS Transfers



Align Benchmarks to SUS 30 Goal

- Raise the 10-point benchmark to 72% to match the SUS 30 goal
- Keep the increments between each benchmark 3%, increasing all benchmarks

Points	5	4	3	2	1
Current benchmarks	70.0%	67.0%	64.0%	61.0%	58.0%
Proposed benchmarks	72.0%	69.0%	66.0%	63.0%	60.0%

Normalize scores in 2026-2027

2021-24 Data

	FAMU	FAU	FGCU	FIU	POLY	FSU	NCF	UCF	UF	UNF	USF	UWF
Excellence	59.6	59.8	59.5	70.6	25.0	78.4	60.7	52.4	72.2	64.5	66.2	61.2
Improvement	-0.9	0.9	2.0	0.6	0.0	4.0	4.8	1.5	1.8	1.9	2.3	8.9
Adjusted	58.6	59.7	59.2	70.2	18.6*	78.3	44.4*	52.9	73.3	62.8	66.6	60.9

*Rate has not been adjusted for a three-cohort rolling average, which has been historically used for these universities because of small cohort sizes.

Metrics with Proposed Changes



Metric #	Description	Old SP Goal	10 Point Benchmark	SUS 30 Goal	Proposed Change
Metric 3	Net Tuition & Fees per 120 credit hours (Affordability)	No SP Goal	\$9,000	TBD	Develop a new affordability metric <ul style="list-style-type: none">• % of students meeting various affordability criteria

PBF 3 in Context



#1 State for Higher Education

- Tuition & student debt are 2 of the 5 metrics used by U.S. News & World Report

#1 in Affordability (Since 2022-23)

- Lowest state in the country for in-state tuition
- 77% of Florida resident undergraduates without loans

Costs in Context

- 2025 FL Prepaid cost \$135/mo for a newborn to attend a 4-year university; in 2015 it was \$185

Current metric 3

Cost of tuition, fees, & books for 120 hour bachelor's degree to the student after financial aid

Methodology: Estimated costs are derived dividing all grants, scholarships and waivers by credits taken in an academic year by Florida resident undergraduates, multiplied by the average hours it takes to earn bachelor's degree and cost of tuition, fees and books at each institution.

	FAMU	FAU	FGCU	FIU	FPU	FSU	NCF	UCF	UF	UNF	USF	UWF	SYSTEM
2025 Accountability Plan	-\$1,300	\$5,390	\$8,300	-\$450	-\$9,510	-\$2,190	-\$19,280	\$2,250	-\$5,820	\$4,380	-\$500	\$2,810	\$270

Current PBF Metric 3



IMPROVEMENT SCORE

Row Label	2021	2022	2023	2024	2025
FAMU	10	10	10	10	10
FAU	10	10	10	10	10
FGCU	10	10	10	10	10
FIU	10	10	10	10	10
FL Poly	10	10	10	10	10
FSU	10	10	10	10	10
NCF	10	10	10	10	10
UCF	10	10	10	10	10
UF	10	10	10	10	10
UNF	10	10	10	10	10
USF	10	10	10	10	10
UWF	10	10	10	10	10

EXCELLENCE SCORE

Row Label	2021	2022	2023	2024	2025
FAMU	10	10	10	0	10
FAU	10	10	10	0	10
FGCU	10	0	10	0	9
FIU	10	10	10	0	10
FL Poly	10	10	10	0	0
FSU	10	10	10	0	10
NCF	10	10	10	0	10
UCF	10	10	10	0	10
UF	10	10	0	0	10
UNF	10	10	10	0	10
USF	10	10	10	0	10
UWF	10	10	10	0	10

HIGHER SCORE

Row Label	2021	2022	2023	2024	2025
FAMU	10	10	10	10	10
FAU	10	10	10	10	10
FGCU	10	10	10	10	10
FIU	10	10	10	10	10
FL Poly	10	10	10	10	10
FSU	10	10	10	10	10
NCF	10	10	10	10	10
UCF	10	10	10	10	10
UF	10	10	10	10	10
UNF	10	10	10	10	10
USF	10	10	10	10	10
UWF	10	10	10	10	10

NOTES

Cost of degree included federal emergency grant dollars disbursed during time frames reported in the 2023 and 2024 plans

LEGEND

GREEN = 8-10 POINTS
 YELLOW = 4-7 POINTS
 RED = 0-3 POINTS

PBF 3 Options

Focused on Undergraduate Florida Residents



SCENARIO 1: % of Undergraduates (Full-time) who did not take out a loan (Fall 2023)

	FAMU	FAU	FGCU	FIU	POLY	FSU	NCF	UCF	UF	UNF	USF	UWF	SYSTEM
DID NOT TAKE A LOAN	2,515	10,736	7,254	17,993	999	20,623	473	30,115	26,396	7,623	18,970	4,301	147,998
COHORT	4,982	14,530	9,523	21,715	1,304	25,131	575	38,190	29,386	10,063	24,681	5,675	185,755
RATE	50.5%	73.9%	76.2%	82.9%	76.6%	82.1%	82.3%	78.9%	89.8%	75.8%	76.9%	75.8%	79.7%

SCENARIO 2: % of Undergraduates (Full-time) who received Bright Futures, Work Study, or Scholarships or Grants of \$3k or more (Fall 2023)

	FAMU	FAU	FGCU	FIU	POLY	FSU	NCF	UCF	UF	UNF	USF	UWF	SYSTEM
MEETS CONDITION	3,095	7,433	4,704	14,251	859	19,910	469	26,342	25,490	5,529	15,505	3,089	126,676
COHORT	4,982	14,530	9,523	21,715	1,304	25,131	575	38,190	29,386	10,063	24,681	5,675	185,755
RATE	62.1%	51.2%	49.4%	65.6%	65.9%	79.2%	81.6%	69.0%	86.7%	54.9%	62.8%	54.4%	68.2%

SCENARIO 3: % of Undergraduates (Full-time) who received Pell Grants & did not take out a loan (Fall 2023)

	FAMU	FAU	FGCU	FIU	POLY	FSU	NCF	UCF	UF	UNF	USF	UWF	SYSTEM
DID NOT TAKE A LOAN	1,315	3,881	2,101	9,554	299	4,640	166	8,950	6,318	2,238	5,805	1,432	46,699
COHORT	3,096	5,626	2,973	11,603	427	6,369	196	12,505	7,237	3,322	8,122	2,118	63,594
RATE	42.5%	69.0%	70.7%	82.3%	70.0%	72.9%	84.7%	71.6%	87.3%	67.4%	71.5%	67.6%	73.4%

Metrics with No Changes



Metric #	Description	Old SP Goal	10 Point Benchmark	SUS 30 Goal
Metric 7	University Access Rate (% of Undergraduates with a Pell Grant)	30%	42%	35%
Metric 8b	NCF Only - FTICs with H.S. GPA of 4.0 or higher	N/A	70%	N/A
Metric 9b	6-Year Grad rate for Students awarded Pell Grant in 1st Year	No goal	80%	Proposed: 80%
Metric 10	BOT Choice	No goal	Varies	N/A

PBF 10 BOT Choice



Univ.	Choice Metric	2025 Score
FAMU	Number of Bachelor's Degrees Awarded to Transfers with AA Degrees from FCS	10
FAU	Total Research Expenditures (in Millions)	10
FGCU	Number of Bachelor's Degrees Awarded to Hispanic & African-Americans	10
FIU	Number of Post-Doctoral Appointees	10
FL Poly	Percent of Bachelor Degree Graduates with 2+ Workforce Experiences	10
FSU	Number of Bachelor's Graduates who passed an Entrepreneurship Class	10
NCF	Percent of FTIC Graduates Completing 3+ High-Impact Practices	10
UCF	Percent of Bachelor's Degrees Awarded to African-American and Hispanic Students	10
UF	Endowment Size (in Millions)	10
UNF	Percent of Undergraduate FTE in Online Courses	10
USF	6-Year Graduation Rates	10
UWF	Percent of Baccalaureate Graduates Completing 2+ Types of High-Impact Practices	10

Proposed Changes to PBF 10



Require University BOTs to choose from a menu of options, including:

Faculty Excellence

Undergraduate Internships

Private Giving

Research

Aligned with the
priorities of



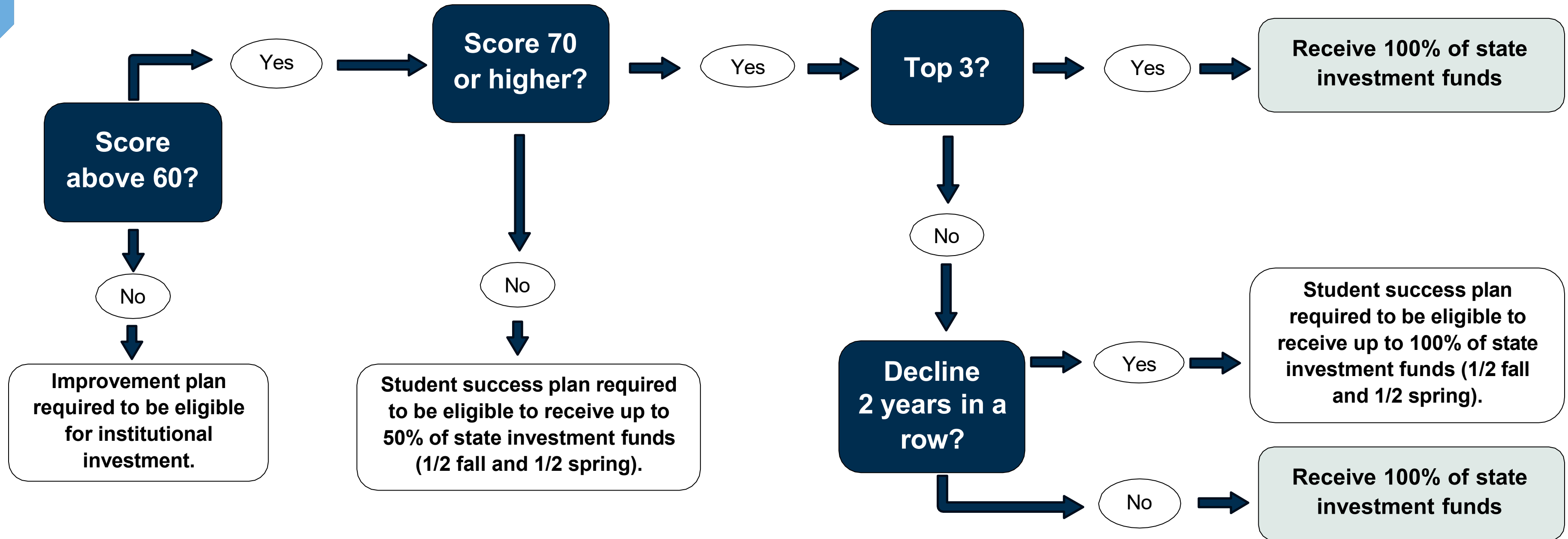
Delay changes to next year & Board set the benchmarks for new #10

Overview of Proposed Changes



Metric #	Description	Benchmark to SUS 30	Methodology	No change	Year
Metric 1	% of Bachelor's Graduates Employed/Continuing their Education	✓			2025-26
Metric 2	Median Wages 1 Yr after Graduation	✓			2025-26
Metric 3	Net Tuition & Fees per 120 credit hours (Affordability)		✓		2026-27
Metric 4	4-Year Grad Rate	✓	✓		2025-26
Metric 5	Academic Progress Rate	✓			2025-26
Metric 6	Bachelor's Degrees in Areas of Strategic Emphasis	✓	✓		2025-26
Metric 7	University Access Rate (% of Undergraduates with a Pell Grant)			✓	No change
Metric 8A	Graduate Degrees in Areas of Strategic Emphasis		✓		2025-26
Metric 8B	NCF Only - FTICs with H.S. GPA of 4.0 or higher			✓	No change
Metric 9A	3-Year Grad rate for FCS Transfer Students	✓	✓		2025-26
Metric 9B	6-Year Grad rate for Students awarded Pell Grant in 1st Year	✓		✓	No change
Metric 10	BOT Choice Metric		✓		2026-27

Current Allocation Methodology



Consider changes to the allocation methodology to be implemented next year

Next Steps & Timeline



Sept/Oct
2025

- Board staff will receive feedback from universities on proposed changes
- A 2nd BOG workshop may be scheduled if necessary

November
2025

- Budget & Finance Committee will vote on changes to the PBF model to be implemented for the next cycle

2026

- 2026 Accountability Plans include 2025 changes to PBF & new SUS 30 metrics