

**State University System of Florida  
Performance-Based Funding Metric 8 Alternative  
Florida Polytechnic University**

**8a1: Percent of Master's Graduates Employed (\$50k) or Continuing Their Education (5 points)**

**Rationale for metric:**

Until the count of Master's graduates increases, an alternative to the metric used by other SUS institutions needed to be chosen for PBF 8. Our proposed metrics 8a1 and 8a2 combine to mirror PBF 1 and PBF2 in measuring the employment outcomes and median starting salary of our Master's graduates. This aligns with the discussion from the November 5 BOG PBF Workshop.

**Operational definition:**

Proposed 8a1 – Percent of a graduating class of master's degree recipients who are enrolled or employed (earning at least \$50,000) somewhere in the United States. This data includes non-Florida data from all states and districts, including the District of Columbia and Puerto Rico; and military enlistment as reported by the institutions. Students who do not have valid social security numbers and are not found enrolled are excluded. Students not found enrolled following graduation and/or employed are also excluded.

Note: As this is a new metric there are no reported measures within the Accountability Plan.

**Benchmarks:**

<i>Points</i>	1	2	3	4	5
<b>8a1: Percent of Master's Graduates Employed (\$50k) or Continuing Their Education (5 points)</b>	77%	79%	81%	83%	85%

*benchmark increments: 2.0%*

**Rationale for benchmarks and increments:**

The proposed PBF1 benchmarks (for Florida Poly's bachelor's graduates) range from: 77.7% (1 point), 80.9% (5 points), 82.5% (7 points), 84.9% (10 points).

These proposed benchmarks for PBF8a1 align with those proposed PBF1 benchmarks. Note that PBF8a1 has a 20% higher wage threshold compared to PBF1 (from \$40k for bachelor's graduates to \$50k for master's graduates).

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**8a2: Median Wages of Master's Graduates Employed Full-Time After Graduation (5 points)**

**Rationale for metric:**

Until the count of Master's graduates increases, an alternative to the metric used by other SUS institutions needed to be chosen for PBF 8. Proposed metrics 8a1 and 8a2 combine to mirror PBF 1 and PBF2 in measuring the employment outcomes and median starting salary of our Master's graduates. This aligns with the discussion from the November 5 BOG PBF Workshop.

**Operational definition:**

This metric is based on annualized Unemployment Insurance (UI) wage data from the fourth fiscal quarter after graduation for master's recipients. This data does not include individuals who are self-employed, employed by the military, those without a valid social security number, or making less than minimum wage. This data includes non-Florida data from all states and districts, including the District of Columbia and Puerto Rico.

Note: As this is a new metric there are no reported measures within the Accountability Plan.

**Benchmarks:**

<i>Points</i>	1	2	3	4	5
<b>8a2: Median Wages of Master's Graduates Employed Full-Time After Graduation (5 points)</b>	\$71,200	\$72,000	\$72,800	\$73,600	\$74,400

*benchmark increments: \$800*

**Rationale for benchmarks and increments:**

The baseline median salary from MyFloridaFutures data historically was used for three points and increments of \$800 were used (consistent with the \$400 increments used in the 10-point PBF2 metric).