

State University System of Florida
Performance-Based Funding Model 2.0
Metric 10 - BOT Choice

University	Metric Choice
Florida Agricultural & Mechanical University	Percent of Bachelor's Degree Completers with Internships
Florida Atlantic University	Total Research Expenditures
Florida Gulf Coast University	Percent of Bachelor's Degree Completers with Internships
Florida International University	National Academy Members
Florida Polytechnic University	Percent of Bachelor's Degree Completers with Internships
Florida State University	Shared Initiatives Savings
New College of Florida	Percent of Bachelor's Degree Completers with Internships
University of Central Florida	Annual Giving (\$)
University of Florida	Annual Giving (\$)
University of North Florida	Percent of Bachelor's Degree Completers with Internships
University of South Florida	Professional Licensure & Certification Exam Pass Rates
University of West Florida	Percent of Bachelor's Degree Completers with Internships

State University System of Florida
Performance-Based Funding Metric 10 - BOT Choice
Florida Agricultural & Mechanical University

Percent of Bachelor's Degree Completers with Internships

Rationale for metric:

The selection of Percent of Bachelor's Degree Completers with Internships is best aligned with FAMU's and the State of Florida's core objective of ensuring every graduate is workforce-ready. FAMU is investing in the infrastructure needed to place every undergraduate in an internship which provides a clear, measurable benefit to every student's resume and future career prospects.

Academic Year	Outcome	Numerator	Denominator
2020-21	23.3%	349	1495
2021-22	29.7%	463	1558
2022-23	24.8%	363	1461
2023-24	23.3%	369	1583

Benchmarks:

Points	1	2	3	4	5	6	7	8	9	10
Percent of Bachelor's Degree Completers with Internships	15.3%	17.3%	19.3%	21.3%	23.3%	25.3%	27.3%	29.3%	31.3%	33.3%

benchmark increments: 2.0%

Rationale for benchmarks and increments:

The percentage of graduating seniors who have completed at least one internship is often cited as 60% to 65% nationally (Hechinger Report). FAMU's long term goal would be to hit 60% for its' student body. Based on 1550 degrees produced per academic year the excellence points increments mean an additional 25 students receive internships each year.

State University System of Florida
Performance-Based Funding Metric 10 - BOT Choice
Florida Atlantic University

Total Research Expenditures

Rationale for metric:

After Florida Atlantic achieved R1 status in 2025, the university must now sustain high levels of research funding and operations. Total Research Expenditures is an unambiguous indicator that signals to the campus communities how growing the research enterprise will continue to be a priority. Additionally, the metric serves as a bridge between the 2015–2025 strategic plan and the next plan. Continued inclusion in performance funding will reinforce existing strategies; expanded defense contracting and marine research that leverages open water access at the Harbor Branch Oceanographic Institute and SeaTech sites; harnessing the expansion of South Florida's biotechnology and life sciences industry; and advancing neuroscience and translational discovery through the Stiles Nicholson Brain Institute on the Jupiter campus, co located with Max Planck Florida Institute for Neuroscience and the Herbert Wertheim UF Scripps Institute for Biomedical Innovation & Technology. Selecting total research expenditures keeps Metric 10 aligned to FAU's trajectory, rewarding improvement while reinforcing FAU's first tier research identity.

Academic Year	Outcome
2019-20	\$54.0M
2020-21	\$58.4M
2021-22	\$61.7M
2022-23	\$77.6M
2023-24	\$87.9M

Benchmarks:

Points	1	2	3	4	5	6	7	8	9	10
Total Research Expenditures (\$ in million)	\$81.9	\$83.4	\$84.9	\$86.4	\$87.9	\$89.4	\$90.9	\$92.4	\$93.9	\$95.4

benchmark increments: \$1.5 million

Rationale for benchmarks and increments:

The current PBF Metric 10 BOT Choice measure for FAU is also Total Research Expenditures, and the increment per PBF point is currently \$3M with a maximum benchmark of \$75M for the full 10 points. Despite a rapidly-changing funding environment at the federal level, FAU is committed to growing its research operations. Current estimates for 2024-25 (unfinalized data) put the university at \$88.3M, which is essentially flat year over year. The rationale for the \$1.5M increment per point is to acknowledge that growth has slowed due to federal changes, so the prior \$3M increment may be unrealistic. Based on current awards, internal projections put annual growth closer to \$1M for the next five years, and as a result, \$1.5M represents a reasonable stretch goal.

State University System of Florida
Performance-Based Funding Metric 10 - BOT Choice
Florida Gulf Coast University

Percent of Bachelor's Degree Completers with Internships

Rationale for metric:

The Percent of Bachelor's Degree Completers with Internships is an appropriate metric for FGCU because it directly aligns with the university's 2025-2029 Strategic Plan and mission to prepare students for career readiness, workforce engagement, and postgraduate success. Internships provide students with applied learning experiences that strengthen professional skills, increase employability, and improve alignment between academic preparation and labor market needs. This metric reinforces FGCU's commitment to experiential learning initiatives, strengthens partnerships with regional employers, and demonstrates measurable returns on investment in student success and career preparation. Additionally, this metric supports accountability, continuous improvement, and the State University System of Florida's strategic plan and performance-based funding priorities that propel students to acquire high-quality careers.

Academic Year	Outcome	Numerator	Denominator
2020-2021	35.7%	998	2796
2021-2022	39.0%	1,110	2845
2022-2023	36.3%	1,047	2882
2023-2024	39.4%	1,161	2950

Benchmarks:

Points	1	2	3	4	5	6	7	8	9	10
Percent of Bachelor's Degree Completers with Internships	35.4%	36.4%	37.4%	38.4%	39.4%	40.4%	41.4%	42.4%	43.4%	44.4%

benchmark increments: 1.0%

Rationale for benchmarks and increments:

FGCU proposes a baseline score of 5 for the most recent available outcome from the 2023-2024 academic year, with a one percentage point gradient adjustment for each incremental point change. Given the anticipated growth in bachelor's degree completers—from 2,950 in 2023-2024 to approximately 3,500 students in the current academic year—each percentage point increase represents a substantial increase in the absolute number of students completing internships. This growth is significant as it must be supported by a corresponding expansion in university infrastructure and employer partnerships to accommodate the increased student demand.

State University System of Florida
Performance-Based Funding Metric 10 - BOT Choice
Florida International University

National Academy Members

Rationale for metric:

FIU, as a leading R1 institution striving to be a Top 30 public university by 2030 and continuing to support the SUS Research Excellence Goals, intends to use National Academy membership as a critical accountability metric for Research Excellence. This metric provides objective, external validation that FIU faculty are world-renowned thought leaders in their discipline, leveraging its standing in national rankings and bolstering its ability to attract major federal funding and top-tier talent. It is essential for demonstrating the high-quality of faculty needed to sustain the university's ambitious preeminence trajectory.

Year	Outcome
2021	7
2022	7
2023	8
2024	7
2025	8

Benchmarks:

Points	1	2	3	4	5	6	7	8	9	10
National Academy Members	4	5	6	7	8	9	10	11	12	13

benchmark increments: 1

Rationale for benchmarks and increments:

Current value (8 members) is at 5 points with 1 member increments

State University System of Florida
Performance-Based Funding Metric 10 - BOT Choice
Florida Polytechnic University

Percent of Bachelor's Degree Completers with Internships

Rationale for metric:

Internships are central to Florida Poly's mission and vision, as well as their System-leading post-graduation employment outcomes. Over the past three years, FL Poly has increased the percentage of students completing internships from 76.7% to 97.7%. FL Poly would like to continue its focus on this improvement to consistently reach 100% of graduates completing internships.

Academic Year	Outcome	Numerator	Denominator
2020-21	86.7%	222	256
2021-22	76.7%	165	215
2022-23	83.6%	179	214
2023-24	97.7%	253	259

Benchmarks:

Points	1	2	3	4	5	6	7	8	9	10
Percent of Bachelor's Degree Completers with Internships	91.0%	92.0%	93.0%	94.0%	95.0%	96.0%	97.0%	98.0%	99.0%	100.0%

benchmark increments: 1.0%

Rationale for benchmarks and increments:

FL Poly's goal is to consistently reach 100% of graduates completing internships, so 100% was set as the 10-point benchmark and each benchmark was reduced by one percentage point.

State University System of Florida
Performance-Based Funding Metric 10 - BOT Choice
Florida State University

Shared Initiatives Savings

Rationale for metric:

“Shared Initiatives Savings” is the most appropriate choice for FSU’s PBF Metric 10 because it directly incentivizes FSU to expand its efforts to identify efficiencies, reduce costs, and be an exceptional steward of taxpayer resources. This metric aligns squarely with FSU’s Strategic Plan priority to “become a national leader in operational excellence in the administration of the university and its resources to empower innovation, sustainability, and resilience.” By emphasizing coordinated purchasing, shared services, and enterprise-level solutions, the metric encourages the university to reinvest savings into mission-critical priorities and continuous improvement. This institutional focus on operational excellence also advances the broader SUS 2030 Strategic Plan, which calls on universities to optimize funds, improve efficiency, and leverage shared services across the System.

Fiscal Year	Outcome
2020-2021	\$ 3,090,377
2021-2022	\$ 3,066,924
2022-2023	\$ 3,002,421
2023-2024	\$ 5,129,243

Benchmarks:

Points	1	2	3	4	5	6	7	8	9	10
Shared Initiatives Savings	\$4,129,243	\$4,379,243	\$4,629,243	\$4,879,243	\$5,129,243	\$5,379,243	\$5,629,243	\$5,879,243	\$6,129,243	\$6,379,243

benchmark increments: \$ 250,000

Rationale for benchmarks and increments:

FSU’s 2024 value for Shared Initiatives Savings represents a record high for the university and therefore provides an appropriate and ambitious baseline for establishing the 5-point threshold. Building on this performance, FSU proposes a \$250,000 increment between point values in order to set a trajectory that is both challenging and attainable. This level of growth acknowledges that FSU is already operating at an elevated level of efficiency while signaling a commitment to continually strengthening operational excellence and reinvesting savings into mission-critical priorities. The incremental structure ensures steady progress, encourages innovation in shared services and coordinated purchasing, and reinforces the university’s responsibility to maximize the impact of public resources.

State University System of Florida
Performance-Based Funding Metric 10 - BOT Choice
New College of Florida

Percent of Bachelor's Degree Completers with Internships

Rationale for metric:

New College would like to select “Percent of Bachelor’s Degree Completers with internships” as their Performance-Based Funding Metric 10. Internships are a well-established high-impact practice and are deeply embedded in the New College curriculum. Through internship experiences, students are able to connect and apply what they learn in the classroom to real-world professional settings, explore potential career paths, strengthen both technical and professional competencies, and build valuable career networks. These advantages directly contribute to stronger employment prospects and improved long-term outcomes for graduates.

NCF’s internal analyses show that New College graduates who completed an internship were more than twice as likely to be employed or enrolled in further education within one year of graduation compared to those who did not. Beginning in the 2023–2024 academic year, NCF expanded internship opportunities and increased scholarship support to encourage greater student participation. These efforts reflect their commitment to enhancing career readiness and ensuring that graduates enter the workforce or advanced study with meaningful, hands-on experience that positions them for success.

Academic Year	Outcome	Numerator	Denominator
2019-2020	29.5%	54	183
2020-2021	33.5%	53	158
2021-2022	30.8%	48	156
2022-2023	37.6%	47	125
2023-2024	37.7%	49	130

Benchmarks:

Points	1	2	3	4	5	6	7	8	9	10
Percent of Bachelor's Degree Completers with Internships	29.7%	31.7%	33.7%	35.7%	37.7%	39.7%	41.7%	43.7%	45.7%	47.7%

benchmark increments: 2.0%

Rationale for benchmarks and increments:

Following the same methodology the BOG data team used to establish other metrics in the Model 2.0 framework, NCF utilized its most recent score of 37.7% from the 2023-2024 graduating baccalaureate class, and assigned this to the score of 5. To determine the increment, NCF has aimed to surpass the SUS 30 Goal of 40% for this metric. Based on historic emphasis and continued focus in this arena, NCF is setting a goal of 47.7%.

State University System of Florida
Performance-Based Funding Metric 10 - BOT Choice
University of Central Florida

Annual Giving (\$)

Rationale for metric:

The Annual Giving metric aligns with UCF's strategic plan and focuses effort and accountability on the only remaining preeminent metric not already achieved by UCF (\$500M of Endowed Funds). UCF's strategic plan, Unleashing Potential, includes Innovation and Sustainability as one of the four key pillars. This pillar highlights UCF as one of the nation's most innovative universities and seeks to institutionalize resiliency and maintain financial and operational sustainability by diversifying UCF's resource base and continually practicing visionary and pragmatic stewardship of UCF's assets and obligations. The strategic plan specifically measures Annual Fundraising. The Board of Governors metric, Annual Giving, is a subset of the overall Annual Fundraising metric used locally.

Fiscal Year	Outcome
2019-2020	\$76.9 M
2020-2021	\$87.5 M
2021-2022	\$72.1 M
2022-2023	\$103.6 M
2023-2024	\$95.8 M

Benchmarks:

Points	1	2	3	4	5	6	7	8	9	10
Annual Giving (\$ in millions)	\$87.8	\$89.8	\$91.8	\$93.8	\$95.8	\$97.8	\$99.8	\$101.8	\$103.8	\$105.8

benchmark increments: \$2.0 million

Rationale for benchmarks and increments:

UCF's recent results in Annual Giving have shown strong improvement and a high degree of volatility. Multiple options were calculated and recent volatility was considered. To ensure continued improvement, while also recognizing the rapid change, an increment of \$2 million was identified. Consistent performance at this level exceeds UCF's prior record year. Additionally, looking over the past five years, the suggested benchmarks would have resulted in 3 years of 0 points achieved demonstrating the challenge of this metric and the associated benchmarks.

Benchmarks have been modeled without knowing the FY2025 results mimicking the Board of Governors staff process.

State University System of Florida
Performance-Based Funding Metric 10 - BOT Choice
University of Florida

Annual Giving (\$)

Rationale for metric:

Philanthropic support is important: (1) to provide additional financial support to attract the very best students, to assist them with their finances, and to enable them to pursue their dreams at UF, and (2) to supplement state and federal funding in support of excellence in facilities and research programs that serve citizens, the state and the nation. UF will commence a new capital campaign to boost annual giving. Please note that UF is choosing "Annual Giving: Funds committed in a given year", per CASE definitions.

Fiscal Year	Outcome
2019-2020	\$312M
2020-2021	\$520M
2021-2022	\$1,058M
2022-2023	\$508M
2023-2024	\$427M

Benchmarks:

Points	1	2	3	4	5	6	7	8	9	10
Annual Giving (\$ in millions)	\$300.6	\$332.2	\$363.8	\$395.4	\$427.0	\$458.6	\$490.2	\$521.8	\$553.4	\$585.0

benchmark increments: \$31.6 million

Rationale for benchmarks and increments:

The "5 points" score was based on annual giving for FY2024. UF's goal in 2030 is to raise \$585 million. The range of \$158 million from \$427 to \$585 was divided into five increments of \$31.6 million to create the benchmark scale.

State University System of Florida
Performance-Based Funding Metric 10 - BOT Choice
University of North Florida

Percent of Bachelor's Degree Completers with Internships

Rationale for metric:

1. Aligns directly with UNF's Strategic Plan goal to elevate academic excellence through experiential learning and civic engagement, ensuring that students are prepared for career success, possess adaptable skills and will make meaningful contributions to society.
2. Aligns with UNF's commitment that every student will have an experiential learning opportunity prior to graduation.
3. Internships directly contribute to UNF's standing in the SUS as having the most graduates employed in Florida.
4. Has consistently been included in the Accountability Plan as an institutional goal.
5. Ties directly to the President's annual goals.

Academic Year	Outcome	Numerator	Denominator
2020-21	48.6%	1658	3396
2021-22	51.6%	1723	3342
2022-23	51.7%	1583	3064
2023-24	53.1%	1716	3234

Benchmarks:

Points	1	2	3	4	5	6	7	8	9	10
Percent of Bachelor's Degree Completers with Internships	51.1%	51.6%	52.1%	52.6%	53.1%	53.6%	54.1%	54.6%	55.1%	55.6%

benchmark increments: 0.5%

Rationale for benchmarks and increments:

UNF has the 2nd-highest percentage of bachelor's degree graduates completing internships at 51.7%, which is above the BOG's current's strategic plan goal of 40%.

An increment of 0.5 percentage points equates to 16 additional bachelor's graduates with one or more internships. This equates to 15 additional industry partnerships and 46 additional internship course enrollments.

In addition, an increment of 0.5 percentage points is consistent with the other new PBF metrics 3b and 9b.

State University System of Florida
Performance-Based Funding Metric 10 - BOT Choice
University of South Florida

Professional Licensure & Certification Exam Pass Rates

Rationale for metric:

Licensure pass rates are a key indicator of academic quality, student success, and institutional reputation. High pass rates confirm curriculum alignment with industry standards and effective faculty preparation, demonstrating graduate readiness for the workforce. Achieving an average licensure pass rate of above 90% reflects rigorous instruction and strengthens reputation, enrollment, and funding. A focus on maintaining above 90% while achieving incremental year-over-year growth is indicative of sustained excellence. National benchmarks are variable and subject to structural changes, extending beyond solely meeting or exceeding relative to the national benchmark, this metric reflects USF's commitment to excellence. The cumulative rate for USF represents the 5 licensure examinations - Nursing, Physical Therapy (annual, shift from a 3-year average), Medicine USMLE Step 1, Medicine USMLE Clinical Knowledge, and Pharmacy.

Year	Outcome	Numerator	Denominator
2020	96.1%	664	691
2021	94.3%	633	671
2022	92.4%	672	727
2023	95.4%	762	799
2024	96.3%	780	810

Benchmarks:

Points	1	2	3	4	5	6	7	8	9	10
Professional Licensure & Certification Exam Pass Rates	95.5%	95.7%	95.9%	96.1%	96.3%	96.5%	96.7%	96.9%	97.1%	97.3%

benchmark increments: 0.2%

Rationale for benchmarks and increments:

Benchmarks follow BOG PBF 2.0 Approach – sets 5 points at USF's most current reported performance (Accountability Plan 2025). Increments are set at 0.2%. Annual Physical Therapy rates and underlying numerator/denominators were utilized for USF calculations, per BOG staff guidance.

State University System of Florida
Performance-Based Funding Metric 10 - BOT Choice
University of West Florida

Percent of Bachelor's Degree Completers with Internships

Rationale for metric:

UWF is committed to student success, and believes that encouraging students to complete an internship before graduation will significantly boost employability rates. Internships provide essential on-the-job skills development and crucial professional networking opportunities, ultimately preparing students for successful careers.

Academic Year	Outcome	Numerator	Denominator
2020-21	30.5%	723	2371
2021-22	31.0%	687	2215
2022-23	28.9%	623	2155
2023-24	33.1%	723	2185

Provide proposed scoring benchmarks for the selected metric:

Points	1	2	3	4	5	6	7	8	9	10
Percent of Bachelor's Degree Completers with Internships	29.1%	30.1%	31.1%	32.1%	33.1%	34.1%	35.1%	36.1%	37.1%	38.1%

benchmark increments: 1.0%

Describe rationale for the benchmarks and increments:

This is a lagging metric, requiring significant lead time to see measurable results. Achieving substantial gains depends on three consecutive steps: securing additional local business internship opportunities, developing associated coursework, and subsequent student graduation. Given this process, sizeable increases will take several years to materialize. Historically, the system-wide rate has remained relatively flat, showing only a 1.3% increase over the last four years (per ODA data). We project that an annual increment of 1% will be challenging, yet feasible.