

Performance-Based Funding Topics of Discussion

I. Two New Metrics

Senate Bill 72 added two new metrics to the PBF model: two-year graduation rate for FCS associate in arts transfer students and six-year graduation rate for students who are awarded a Pell Grant in their first year.

- i. **Issue:** Seven out of the ten metrics are currently required by statute. How should the model be set up with two additional statutorily required metrics?

Option: To keep the model at 100 points, replace one current metric with the two new metrics. Each new metric will be worth five points.

1001.92 - State University System Performance-Based Incentive.

(1) A State University System Performance-Based Incentive shall be awarded to state universities using performance-based metrics adopted by the Board of Governors of the State University System. Beginning with the Board of Governors' determination of each university's performance improvement and achievement ratings, and the related distribution of annual fiscal year appropriation, the performance-based metrics must include:

- (a) The four-year graduation rate for first-time-in-college students; (METRIC 4)
- (b) Beginning in fiscal year 2021-2022, the two-year graduation rate for associate in arts transfer students; (NEW)
- (c) Retention rates; (METRIC 5)
- (d) Post-graduation education rates; (METRIC 1)
- (e) Degree production; (METRIC 6 AND 8)
- (f) Affordability; (METRIC 3)
- (g) Post-graduation employment and salaries, including wage thresholds that reflect the added value of a baccalaureate degree; (METRIC 1 AND 2)
- (h) Access rate, based on the percentage of undergraduate students enrolled during the fall term who received a Pell Grant during the fall term; and (METRIC 7)
- (i) Beginning in fiscal year 2021-2022, the six-year graduation rate for students who are awarded a Pell Grant in their first year. (NEW)

Performance-Based Funding Topics of Discussion

Possible metrics to replace in the model:

- **Metric 8:** Graduate Degrees Awarded in Areas of Strategic Emphasis
 - Leaving metric 6 in the model will satisfy the statutory requirement for a degree production metric
 - Most universities are consistently scoring high on this metric
- **Metric 9:** Board Choice, Percent of Bachelor's Degrees without Excess Hours
 - Not a statutory requirement
 - Most universities are consistently scoring high on this metric
 - This metric is related to metrics 3 and 4
- **Metric 10:** BOT Choice
 - Not a statutory requirement
 - Most universities are consistently scoring high on this metric
 - One of the original four guiding principles was to 'Acknowledge the unique mission of the different institutions.'

Performance-Based Funding Topics of Discussion

II. New Metric: Two-year graduation rate for FCS associate in arts transfer student

This metric is now required by statute. The 2025 Strategic Plan Goal tracks the three-year graduation rate for associate in arts transfer students with a system-wide goal of 62%. There is not a Strategic Plan Goal for two-year graduation rate. The current system average for the two-year graduation rate for FCS associate in arts transfer students is 41%; this is a 1% increase in the system average from one year ago.

- i. **Issue:** How should the benchmarks and improvement points for this metric be set?
Option: On a five-point scale, set the system average at the three-point threshold with increments of five percentage points in both directions. Set the improvement scale at five points with 5% improvement being worth five points and 1% improvement being worth one point. Another option is to phase in the benchmarks over multiple years. (The universities were not in favor of the phased-in approach.)

Most Recent Data:

	FAMU	FAU	FGCU	FIU	FPU	FSU	NCF	UCF	UF	UNF	USF	UWF	SUS Avg
2016-17 Data	41%	40%	41%	42%	0%	53%	25%	32%	40%	41%	43%	32%	40%
2017-18 Data	34%	40%	43%	46%	10%	56%	42%	33%	42%	43%	41%	31%	41%
Improvement	-8%	0%	2%	4%	10%	3%	17%	1%	3%	3%	-1%	-1%	1%

Set benchmarks using the current system average at the three-point threshold:

Points	5	4	3	2	1
increments of 5%	50%	45%	40%	35%	30%

Set the improvement scale at five points:

% Improvement	5%	4%	3%	2%	1%
Points	5	4	3	2	1

- ii. **Issue:** New College and Florida Polytechnic have small 'Florida College System AA Transfer' cohorts.
Option: When an institution reaches a minimum cohort size (of 25), then the institution can be evaluated based on a single cohort. Until then, any institution with a small cohort will be evaluated based on the performance from the last three cohorts.

Performance-Based Funding Topics of Discussion

III. New Metric: six-year graduation rate for students who are awarded a Pell Grant in their first year

This metric is now required by statute. The 2025 Strategic Plan Goal tracks the four-year graduation rate for students who are awarded a Pell Grant in their first year with a system-wide goal of 54%. The 2025 Strategic Plan Goal for six-year graduation rate is 80%. The current system average for the six-year graduation rate for students who are awarded a Pell Grant in their first year is 70%; this is a 2% increase in the system average from one year ago.

i. **Issue:** How should the benchmarks and improvement points for this metric be set?

Option: On a five-point scale, set the system average at the three-point threshold with increments of five percentage points in both directions. Set the five-point goal at 80%, equal to the Strategic Plan Goal. Set the improvement scale at five points with 5% improvement being worth five points and 1% improvement being worth one point. Another option is to phase in the benchmarks over multiple years. (The universities were not in favor of the phased-in approach.)

Most Recent Data:

	FAMU	FAU	FGCU	FIU	FPU*	FSU	NCF	UCF	UF	UNF	USF	UWF	SUS Avg
2016-17 Data	48%	52%	44%	58%		79%	60%	70%	86%	54%	70%	36%	68%
2017-18 Data	51%	51%	47%	60%		81%	62%	69%	86%	60%	70%	39%	70%
Improvement	3%	-1%	3%	2%		2%	2%	-1%	-1%	6%	1%	3%	2%

*the first year FL Poly will have a 6yr Pell FTIC rate is 2018-24 that will be reported in 2025; FL Poly will have an alternative metric

Set benchmarks using the current system average at the three-point threshold:

Points	5	4	3	2	1
increments of 5%	80%	75%	70%	65%	60%

Set the improvement scale at five points:

% Improvement	5%	4%	3%	2%	1%
Points	5	4	3	2	1

Performance-Based Funding Topics of Discussion

IV. Florida Polytechnic University – alternative metric

Florida Polytechnic will participate in the Performance-Based Funding model in the upcoming year. They will need an alternative metric to the new metric: six-year graduation rate for students who are awarded a Pell Grant in their first year.

i. **Issue:** What should FL Poly’s alternative metric be?

Option: Academic Progress Rate, 2nd Year Retention for FTIC with a Pell-Grant; set the system average at the three-point threshold with increments of one percentage point in both directions. Set the improvement scale at five points with 5% improvement being worth five points and 1% improvement being worth one point.

Current data:

	FPU	SUS Avg
PELL	66.7%	86.7%
NO PELL	64.9%	87.1%
TOTAL	65.4%	86.9%
Difference	1.8%	-0.5%

Set benchmarks using the current system average at the three-point threshold:

Points	5	4	3	2	1
increments of 1%	89%	88%	87%	86%	85%

Set the improvement scale at five points:

% Improvement	5%	4%	3%	2%	1%
Points	5	4	3	2	1

Performance-Based Funding Topics of Discussion

V. Metric 1 – Percent of Bachelors Graduates Employed (earning \$25,000+) or Enrolled One Year after Graduation

The new 2025 Strategic Plan Goal for this metric increases the wage threshold to \$30,000 and sets the goal to 80%.

- i. **Issue:** Should the PBF metric match the new 2025 Strategic Plan Goal? If so, when should this change be implemented?

Option: (1) Raise the wage threshold to match the 2025 Strategic Plan Goal, no changes to the benchmarks. (2) Raise the wage threshold and the benchmarks to match the 2025 Strategic Plan Goal.

Most Recent Data and Scores:

	FAMU	FAU	FGCU	FIU	FPU	FSU	NCF	UCF	UF	UNF	USF	UWF	SUS Avg
Excellence	65.6%	68.4%	70.2%	70.9%	67.5%	68%	65.3%	69.1%	71.8%	70.5%	71.6%	73.2%	70.1%
Improvement	1.7%	0.2%	1%	2.7%		2%	12.3%	1.7%	0.5%	0.6%	1.2%	4%	1.8%
Ex. Score	6	8	8	9		7	6	8	9	9	9	10	
Imp. Score	3	0	2	5		4	10	3	1	1	2	8	

Current Benchmarks:

Points	10	9	8	7	6	5	4	3	2	1
increments of 2.3%	72.8%	70.5%	68.3%	66.0%	63.7%	61.4%	59.2%	56.9%	54.6%	52.3%

Option 1: Raise the wage threshold only. Updated data:

FAMU	FAU	FGCU	FIU	FPU	FSU	NCF	UCF	UF	UNF	USF	UWF	SUS Avg
57.9%	63.2%	62.9%	66.3%	66%	62.9%	61.9%	63%	68.3%	64.6%	66%	68.4%	64.8%

Option 2: Raise the wage threshold and the benchmarks to match the Strategic Plan Goal:

Points	10	9	8	7	6	5	4	3	2	1
increments of 5%	80%	77%	74%	71%	68%	65%	62%	59%	56%	53%

Performance-Based Funding Topics of Discussion

VI. Metric 4 – Four-Year Graduation Rate (Full-time FTIC)

The new 2025 Strategic Plan Goal for this metric is 65%

- i. **Issue:** Should the PBF metric match the new 2025 Strategic Plan Goal? If so, when should this change be implemented?

Option: Raise the benchmarks to match the Strategic Plan Goal. Another option is to phase in the benchmarks over multiple years. (The universities were not in favor of the phased-in approach.)

Most Recent Data and Scores:

	FAMU	FAU	FGCU	FIU	FPU	FSU	NCF	UCF	UF	UNF	USF	UWF	SUS Avg
Excellence	27.7%	37.4%	35.7%	42.8%	39.5%	69.5%	57.9%	46.3%	70.9%	44.6%	59.4%	34.8%	55.1%
Improvement	5.2%	3.5%	6.9%	3.9%		-2.0%	2.2%	0.6%	3.6%	6.0%	0.8%	3.5%	2.4%
Ex. Score	0	0	0	4		10	10	7	10	5	10	0	
Imp. Score	10	7	10	7		0	4	1	7	10	1	7	

Current Benchmarks:

Points	10	9	8	7	6	5	4	3	2	1
increments of 1.2/1.3%	50%	48.8%	47.5%	46.3%	45%	43.8%	42.5%	41.3%	40%	38.8%

Raise benchmarks to match the Strategic Plan Goal:

Points	10	9	8	7	6	5	4	3	2	1
increments of 3%	65%	62%	59%	56%	53%	50%	47%	44%	41%	38%

Performance-Based Funding Topics of Discussion

VII. Potential Impacts:

Issue: There may be significant impacts to the PBF data and scores from the COVID-19 pandemic and the required changes to the metrics.

COVID19 Impacts to PBF

#	PBF METRIC	2021 AP LATEST YEAR REFERENCED	IMPACT
1	Percent of Bachelor's Graduates Enrolled or Employed (\$25k or \$30k)	2018-19	YES
2	Median Wages of Bachelor's Graduates Employed Full-time	BA recipients	YES
3	Average Cost to the Student [Net Tuition & Fees per 120 Credit Hours for Resident Undergraduates]	2018-19	NO
4	FTIC Four-Year Graduation Rate	2016-20	YES
5	Academic Progress Rate [Second Year Retention Rate with At Least a 2.0 GPA]	2019-20	YES
6	Percentage of Bachelor's Degrees Awarded within Programs of Strategic Emphasis	2019-20	YES
7	University Access Rate [Percent of Undergraduates with a Pell grant]	FALL 2019	NO
8a	Percentage of Graduate Degrees Awarded within Programs of Strategic Emphasis	2019-20	YES
8b	Percent of Freshmen in Top 10% of High School Graduating Class (NCF & POLY)	FALL 2020	YES
9	Percent of Baccalaureate Degrees Awarded Without Excess Hours	2019-20	YES
**	FCS AA Transfer Two-Year Graduation Rate	2018-20	YES
**	FTIC-Pell Six-year Graduation Rate	2014-20	YES
10	FAMU Number of Bachelor's Degrees Awarded to Transfers with AA Degrees from FCS	2019-20	YES
10	FAU Total Research Expenditures	2019-20	YES
10	FGCU Number of Bachelor's Degrees Awarded to Hispanic & African-Americans	2019-20	YES
10	FIU Number of Post-Doctoral Appointees	2019-20	NO
10	FPOLY Percent of Bachelor's Graduates with 2+ Workforce Experiences	2019-20	YES
10	FSU Percent of Bachelor's Graduates who took an Entrepreneurship Class	2019-20	YES
10	NCF Percent of FTIC Graduates Completing 3+ High-Impact Practices	2019-20	YES
10	UCF Percent of Bachelor's Degrees Awarded to African American and Hispanic Students	2019-20	YES
10	UF FTIC Six-Year Graduation Rates	2014-20	YES
10	UNF Percent of Undergraduate FTE in Online Courses	2019-20	YES
10	USF FTIC Six-Year Graduation Rates	2014-20	YES
10	UWF Percent of Baccalaureate Graduates Completing 2+ Types of High-Impact Practices	2019-20	YES