

Performance-Based Funding Topics of Discussion

October 30, 2019

1. Metric 1 (Percent of Bachelors Graduates Enrolled or Employed) and Metric 2 (Median Wages of Bachelor’s Graduates Employed Full-time)

Information for these two metrics is obtained from a variety of external sources, primarily the Wage Record Interchange system (WRIS2). We are able to account for about 90 percent of SUS graduates, but data from some states (e.g., AL, CA, NY) are not included in WRIS2.

- i. **Issue:** Smaller institutions experience volatility with the data from these external sources. Thus, there can be significant fluctuations year over year.
Option: Allow institutions with headcount enrollments less than 2,000 students to supplement the WRIS2 data with alumni data for those in non-WRIS2 states. The methodology for the supplemental alumni data would need to be approved by Board staff and verified and audited by institutional staff.
Implementation: Effective immediately.
Committee Recommendation: Agreed with the option.

2. Metric 8 (Graduate Degrees within Programs of Strategic Emphasis)

When the model was developed in 2014, New College of Florida (NCF) did not have graduate programs. Therefore, a separate metric was identified for NCF. Since that time, a graduate program has been established, with 7 graduates in 2018 and a plan to grow to 25 by 2022. Similarly, Polytechnic awarded 8 graduate degrees in 2018 and plans to grow to 15 by 2022.

- i. **Issue:** When should New College and Florida Polytechnic be evaluated for ‘Graduate Degrees within Programs of Strategic Emphasis’?
Option: When an institution reaches a minimum of 25 graduate degrees then consideration can be given to switching metrics. Until then, both institutions should be evaluated on the metric ‘Freshmen in Top 10% of High School Class’.
Implementation: Changes would be considered once a university reaches the minimum 25 graduate degrees.
Committee Recommendation: Agreed with the option.

Percent of Freshmen in Top 10% of High School Class [Fall Term Only]

ACTUAL	FAMU	FAU	FGCU	FIU	FPOLY	FSU	NCF	UCF	UF	UNF	USF	UWF	SUS
2014	13	12	15	21	21	40	45	31	75	13	28	17	33
2015	16	11	13	18	17	38	43	33	72	19	30	14	33
2016	16	14	14	18	14	41	35	33	73	14	33	12	34
2017	12	16	14	25	22	41	38	31	73	15	34	15	35
2018	11	16.5	14	25	25	39	37	34	74	16	32	15	35
GOALS	FAMU	FAU	FGCU	FIU	FPOLY	FSU	NCF	UCF	UF	UNF	USF	UWF	SUS
2019	20	22	16	25	22	41	40	35	73	17	35	15	36
2020	25	23	17	26	22	42	43	36	73	18	35	16	37
2021	30	24	20	26	23	43	46	37	73	19	36	16	38
2022	35	25	22	27	23	44	49	38	75	20	37	16	39

- ii. **Issue:** Through 2017, the Accountability Plan was reviewed and approved in March. Beginning in 2018, Accountability Plans are now annually reviewed and approved at the June Board meeting. This date change means that more current data is now available for New College's Metric 8 – Freshmen in Top 10% of High School Class.

Option: Skip Fall 2018 and use Fall 2019 in 2020 Accountability Plan. With the Summer approval of the Accountability Plan, more current data is available. However, to use the most current data in the next cycle, we would need to skip the Fall 2018 data.

Implementation: Effective Immediately.

Committee Recommendation: Agreed with the option of using the most current data available.

3. Metric 10 (University Board of Trustee Choice) – Appendix 1

This metric is a choice metric determined by the University Board of Trustees (BOT). As a component of the annual review of the model, the Board undertook a review of Metric 10 last October. The Board stated that a review of this metric at least every 5 years was important and requested that each university review its current BOT choice metric to determine if any changes are needed.

- i. **Issue:** The Board adopted new BOT choice metrics last fall and implemented a plan to reset the benchmarks for the BOT metric so that each university would not automatically receive 10 points, but would focus on improving the approved BOT choice metric.

Option: Utilizing each university's 2019 Accountability Plan proposed goals for 2018-19 through 2021-22, benchmarks have been reset so that a university's benchmark is set at 7 points which matches their one-year goal. The 10-point benchmark is set at the university's 2021-22 goal.

Implementation: Effective immediately.

Committee Recommendation: Agreed with the option.

4. Institutional Investment Threshold – Appendix 2

The funding sources for the model includes the State Investment (the annual state appropriation added by the State since 2014) and the Institutional Investment (the annual state appropriation in each university's base, also known as the 'skin-in-the-game').

- a. State Investment – to be eligible for the State Investment a university must score above 50 points. If the university is in the top 3, it receives 100% of their prorated share of the State Investment. If a university's score declines or stays flat 2 years in a row, then a Student Success Plan must be developed, approved by the Board, and successfully implemented to receive 100% of the State Investment. Beginning with the 2021-22 fiscal year, if a university's score is below 70 points, it will only be eligible to receive 50% of its prorated State Investment after successfully implementing a Student Success Plan.
- b. Institutional Investment – if a university scores above 50 points it receives 100% of its Institutional Investment. For the last 2 years, no university has scored below 60 points, as the lowest score was 68 points.

- i. **Issue:** Average scores have steadily increased over the last four years. Consideration could be given to increasing this threshold, however, any proposed increase in the threshold must be weighed in conjunction with other changes to metrics that could impact points.
Option: Raise the threshold incrementally to 55 for 2020 and 60 for 2021.
Implementation: Effective immediately.
Committee Recommendation: Agreed with the option of increasing the threshold over a two-year period.

5. Florida Polytechnic University

For the first time, Florida Polytechnic will have baseline data for all of the metrics effective with the 2020 Accountability Plan. However, to calculate improvement points, two years' worth of data must be available which will include the 2021 Accountability Plan.

- i. **Issue:** When should Florida Polytechnic enter PBF?
Option: 1) Include Florida Polytechnic in the model the first year they are eligible.
2) Include Florida Polytechnic in the model later as multiple years of data becomes available.
Implementation: Florida Polytechnic prefers to enter in 2021.
Committee Recommendation: Supported Florida Polytechnic being including the performance mode in 2021.
- ii. **Issue:** Metric 10 – Board of Trustee Choice needs to be determined so data can be collected.
Committee Recommendation: Florida Polytechnic needs to pick a Trustee metric.

Metric 10 (University Board of Trustee Choice)

Proposed benchmarks (in *italics*) are below the data and goals from the approved 2019 Accountability Plans.

ACTUAL DATA					GOALS				
FAMU: Number of Bachelor's Degrees Awarded to Transfers with AA Degrees from FCS									
FY2013-14	FY2014-15	FY2015-16	FY2016-17	FY2017-18	2018-19	2019-20	2020-21	2021-22	
188	161	208	244	277	290	310	330	350	
10	9	8	7	6	5	4	3	2	1
<i>350</i>	<i>330</i>	<i>310</i>	290	<i>270</i>	<i>250</i>	<i>230</i>	<i>210</i>	<i>190</i>	<i>170</i>

FAU: Total Research Expenditures (in Millions)

2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	
23	21	31	46	51	66	69	72	75	
10	9	8	7	6	5	4	3	2	1
<i>75</i>	<i>72</i>	<i>69</i>	66	<i>63</i>	<i>60</i>	<i>57</i>	<i>54</i>	<i>51</i>	<i>48</i>

FGCU: Number of Bachelor's Degrees Awarded to Hispanic & African-Americans

2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	
452	504	549	608	706	740	780	820	860	
10	9	8	7	6	5	4	3	2	1
<i>860</i>	<i>820</i>	<i>780</i>	740	<i>700</i>	<i>660</i>	<i>620</i>	<i>580</i>	<i>540</i>	<i>500</i>

FIU: Number of Post-Doctoral Appointees

Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	
49	64	75	211	222	235	246	258	270	
10	9	8	7	6	5	4	3	2	1
<i>271</i>	<i>259</i>	<i>247</i>	235	<i>223</i>	<i>211</i>	<i>199</i>	<i>187</i>	<i>175</i>	<i>163</i>

FSU: Percent of Bachelor's Graduates who took an Entrepreneurship Class

2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	
4.6	6.7	7.2	9.5	11.3	12.6	13.8	14.9	15.9	
10	9	8	7	6	5	4	3	2	1
<i>16</i>	<i>15</i>	<i>14</i>	13	<i>12</i>	<i>11</i>	<i>10</i>	<i>9</i>	<i>8</i>	<i>7</i>

Metric 10 (University Board of Trustee Choice) (continued)

Proposed benchmarks (in *italics*) are below the data and goals from the approved 2019 Accountability Plans.

NCF: Percent of FTIC Graduates Completing 3+ High-Impact Practices

2014	2015	2016	2017	2018	2019	2020	2021	2022	
.	23.2	38.4	48.9	54.6	55	59	63	67	
10	9	8	7	6	5	4	3	2	1
67	63	59	55	51	47	43	39	35	31

UCF: Percent of Bachelor’s Degrees Awarded to African American and Hispanic Students

2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	
30	31	33	35	36	37	38	38	39	
10	9	8	7	6	5	4	3	2	1
40	39	38	37	36	35	34	33	32	31

UF: 6-Year Graduation Rates

2008-14	2009-15	2010-16	2011-17	2012-18	2013-19	2014-20	2015-21	2016-22	
88	87	87	88	90	90	90	90	90	
10	9	8	7	6	5	4	3	2	1
93	92	91	90	89	88	87	86	85	84

UNF: Percent of Undergraduate FTE in Online Courses

2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	
11	14	16	19	21	24	25	26	27	
10	9	8	7	6	5	4	3	2	1
27	26	25	24	23	22	21	20	19	18

USF: 6-Year Graduation Rates

2008-14	2009-15	2010-16	2011-17	2012-18	2013-19	2014-20	2015-21	2016-22	
66	67.7	66.4	68.8	71.2	71.3	72.1	72.1	73.3	
10	9	8	7	6	5	4	3	2	1
74	73	72	71	70	69	68	67	66	65

UWF: Percent of Baccalaureate Graduates Completing 2+ Types of High-Impact Practices

2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	
.	.	22	31	35	39	43	47	50	
10	9	8	7	6	5	4	3	2	1
51	47	43	39	35	31	27	23	19	15

Institutional Investment Threshold

Actual points for the last four years.

	2016-17	2017-18	2018-19	2019-20
FAMU	65	65	72	70
FAU	84	72	84	86
FGCU	67	66	75	81
FIU	76	68	90	87
FSU	68	81	86	88
NCF	59	75	75	67
UCF	84	78	77	88
UF	82	95	93	95
UNF	56	58	68	78
USF	79	84	86	92
UWF	57	82	86	94
Total	777	824	892	926
Average	71	75	81	84

Using the 2019 Accountability Plan goals, the following chart displays projected points for the next three years.

Univ	2019 Score	2020 Score	2021 Score	2022 Score
FAMU	70	87	90	88
FAU	86	77	81	81
FGCU	81	82	76	80
FIU	87	82	85	87
FSU	88	86	88	92
NCF	67	88	81	83
UCF	88	85	86	91
UF	95	93	93	93
UNF	78	81	78	83
USF	92	94	95	96
UWF	94	77	81	87

Points calculated based on Metric 10 at 7 points.

For the current year, the Institutional Investment accounts for about 13% of the universities' state appropriation.

	2018 Scores	2019 Scores	Allocation of State Investment	Allocation of Institutional Investment	Total Performance- Based Funding Allocation
FAMU	72	70 ↓	\$13,750,113	\$15,306,730	\$29,056,843
FAU	84	86 ↑	\$20,517,518	\$22,840,256	\$43,357,774
FGCU	75	81 ↑	\$10,895,127	\$12,128,538	\$23,023,665
FIU	90	87 ↓	\$30,459,667	\$33,907,930	\$64,367,597
FSU	86	88 ↑	\$42,084,561	\$46,848,851	\$88,933,412
NCF	75	67 ↓	\$3,945,308	\$4,391,947	\$8,337,255
UCF	77	88 ↑	\$36,760,351	\$40,921,901	\$77,682,252
UF	93	95 ↑	\$47,282,102	\$52,634,792	\$99,916,894
UNF	68	78 ↑	\$12,358,238	\$13,757,283	\$26,115,521
USF	86	92 ↑	\$36,504,867	\$40,637,494	\$77,142,361
UWF	86	94 ↑	\$10,442,148	\$11,624,278	\$22,066,426
Total			\$265,000,000	\$295,000,000	\$560,000,000