



# BOARD *of* GOVERNORS

## State University System of Florida

**Budget & Finance Committee**  
Tom Kuntz, Chair

Performance Funding Model  
November 4, 2015

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# Performance Funding Model

## 4 Guiding Principles:

- Use metrics that align with Strategic Plan goals
- Reward excellence or improvement
- Have a few clear, simple metrics
- Acknowledge the unique mission of the different institutions

## Other Key Components:

- Funds allocated based on only 10 metrics
- No wholesale changes in any given year
- One metric chosen by the Board of Governors and one by the Board of Trustees
- Institutions evaluated on the excellence or improvement for each metric



# Discussion Items from September 22 Meeting

1.

## Metric 1 Definition Enhancement

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- Modify the definition to increase the minimum wage threshold to a higher level

2.

## Student Loan Default Rates

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- Should this be a metric

3.

## 2 + 2 Articulation

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- Should this be a metric

4.

## Tiebreaker Options

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- Options for breaking ties

5.

## Doubling of Points

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- Modify the benchmarks to double points from 50 to 100



# 1. Metric 1: Percent of Bachelor's Graduates Employed and/or Continuing their Education Further 1 year after Graduation

Current Definition:

- Percentage of a graduating class of bachelor's degree recipients who are employed full-time making at least minimum wage or continuing their education somewhere in the U.S. Students who do not have valid SSNs and are not enrolled are excluded.

Proposed Definition Adjustment:

- *Staff is continuing to gather information on the appropriate wage threshold. It is anticipated that information will be available by the January Board meeting*



# 1. Metric 1: Percent of Bachelor's Graduates Employed and/or Continuing their Education Further 1 year after Graduation

## Current Population Survey (CPS)

CPS 3-year average - Data Collected to 2013 to 2015

FLORIDA FULL-TIME WORKERS (2012 to 2014)

Age	TOTALS		Educational Attainment							
			No High School Diploma		High School or Equivalent		Some College, less than 4-yr Degree		Bachelor's Degree or Higher	
			Persons	Median Personal Income	Persons	Median Personal Income	Persons	Median Personal Income	Persons	Median Personal Income
00 to 17	15,733	\$8,011	14,019	\$8,000	615	\$1,600	-	-	1,100	\$55,003
18 to 24	528,024	\$20,000	37,308	\$15,000	200,550	\$17,420	194,663	\$20,000	95,503	\$32,001
25 to 29	756,052	\$31,000	50,144	\$19,100	216,317	<b>\$25,000</b>	201,999	\$29,006	287,592	\$42,000
30 to 34	802,446	\$39,652	61,209	\$20,000	214,051	\$28,200	219,997	\$35,000	307,190	\$53,000
35 to 44	1,667,460	\$41,131	96,982	\$20,002	472,758	\$30,002	503,109	\$40,000	594,610	\$60,000
45 to 54	1,911,546	\$42,000	128,795	\$25,000	541,789	\$30,017	561,478	\$40,825	679,484	\$60,000
55 to 64	1,430,124	\$46,368	73,951	\$22,000	409,233	\$39,000	400,800	\$43,000	546,140	\$62,000
65 to 80+	407,942	\$49,725	20,970	\$25,819	122,805	\$38,163	105,494	\$50,144	158,674	\$75,000
<b>Totals</b>	<b>7,519,327</b>	<b>\$40,000</b>	<b>483,378</b>	<b>\$20,610</b>	<b>2,178,118</b>	<b>\$30,000</b>	<b>2,187,540</b>	<b>\$37,500</b>	<b>2,670,293</b>	<b>\$58,000</b>

Source: Board of Governors staff analysis of U.S. Census Bureau, Current Population Survey, Annual Social and Economic Supplement, 2016.

Data available online at: <http://www.census.gov/cps/data/cpstablecreator.html#>.



## 2. Student Loan Defaults

3 yr Cohort – National Summary	Public	Private	Proprietary	Total
	9%	7%	19%	11%

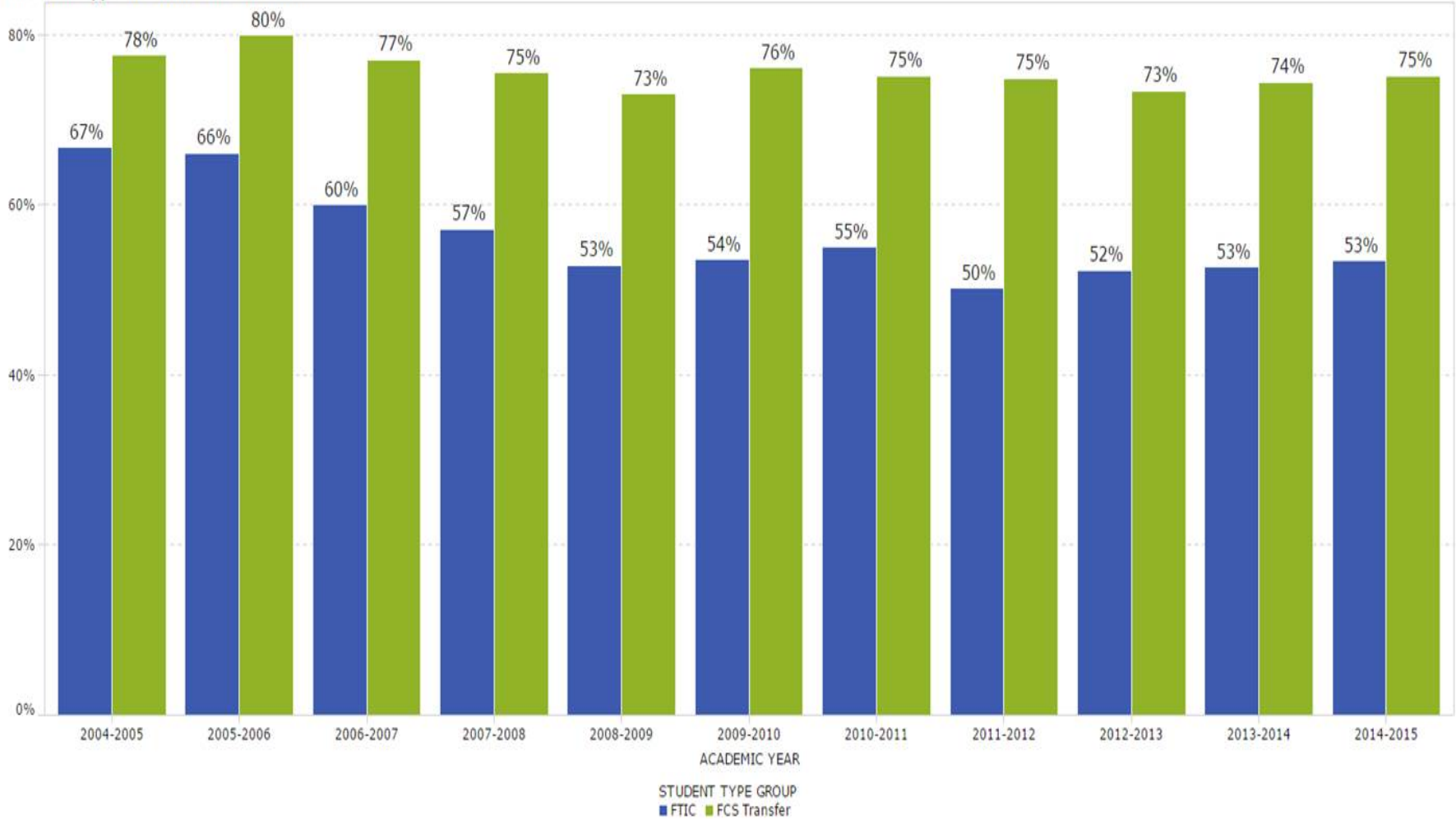
Default Rates for Public 4-yr Universities Among 10 Largest States (2010-13)		
1	TX	10%
2	CA	6%
3	OH	13%
4	MI	8%
5	PA	7%
6	NY	7%
7	FL	7%
8	GA	9%
9	IN	9%
10	NC	9%
Top 10 Average		8%

	2008-11	2010-13
FAMU	18%	15%
FAU	8%	8%
FGCU	7%	6%
FIU	9%	9%
FSU	5%	6%
NCF	8%	1%
UCF	8%	5%
UF	3%	4%
UNF	9%	8%
USF	10%	7%
UWF	7%	10%
SYSTEM	8%	7%



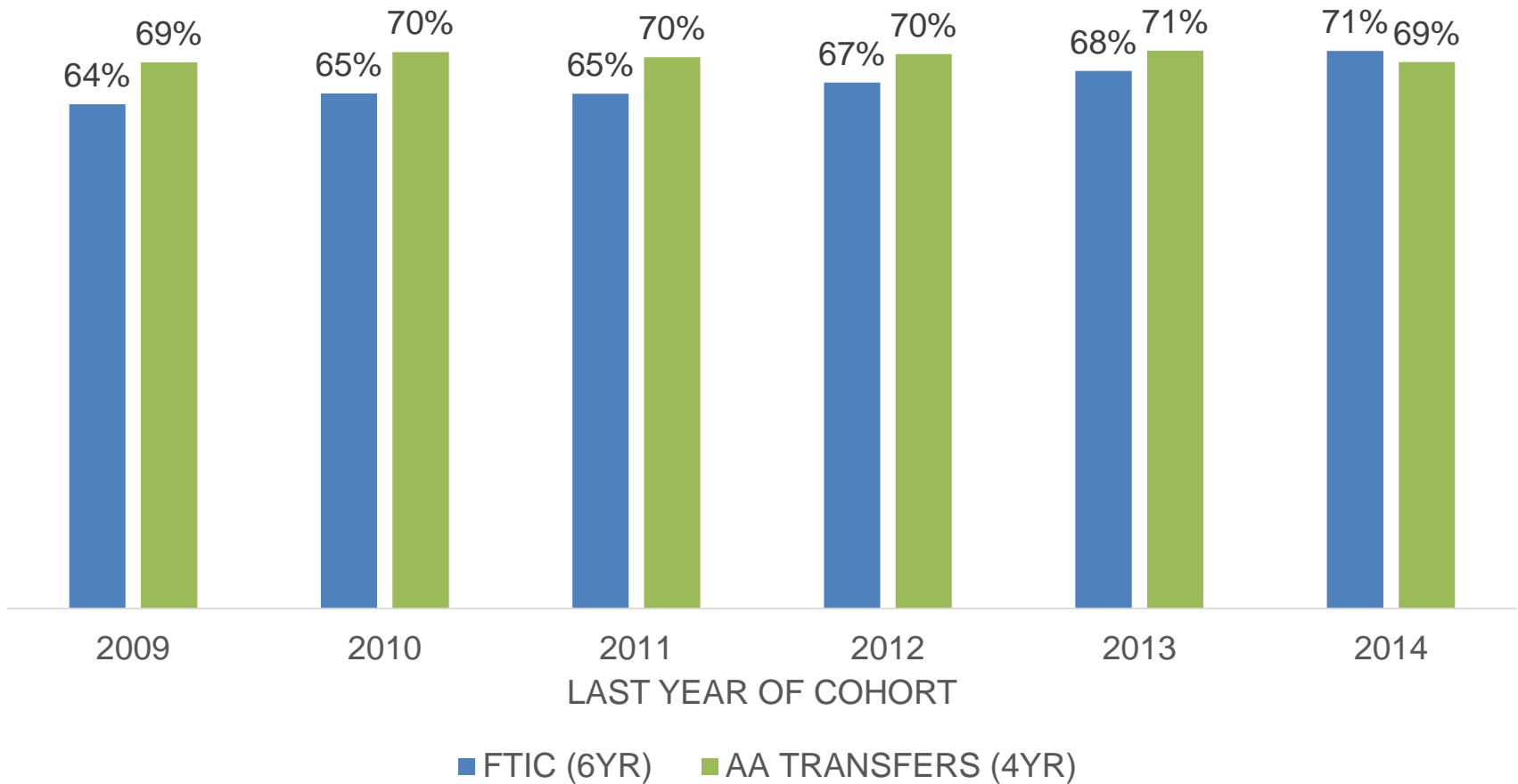
# 2 + 2 Articulation – Percent of Applicants Admitted

Percent of Applicants Who Were Admitted





# 2+2 Articulation – Graduation Rates







## 4. Model Operations: Tiebreakers

### Suggestion:

- Create and implement a tiebreaker procedure to break all ties within rankings

### Suggested order:

- *Total of excellence and improvement scores*
- *Give advantage to higher points earned through excellence*
- *Score metric by metric giving a point to the school scoring higher*
- *Have ties go to the benefit of the institution*



## 5. Model Operations: Point Scale from 50 to 100

Example: Metric 1 – Percent of Bachelor’s Graduates Employed and/or Continuing their Education Further 1 Year after Graduation

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

Points	10	9	8	7	6	5	4	3	2	1
Benchmark	80%	77.5%	75%	72.5%	70%	67.5%	65%	62.5%	60%	57.5%



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