



Performance-Based Funding 2024-2025

Budget & Finance Committee
Alan Levine, Vice Chair

June 27, 2024

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Performance Funding – A Look Back



- **2012** – Chair Colson charged the Budget & Finance Committee with creating a performance-based funding model
- **2012-2013** – Budget & Finance Chair Tom Kuntz led the development of the model
- **January 2014** – Board approved a model under Chair Hosseini’s leadership
- **2016** – Chair Hosseini supported the creation of section 1001.92, Florida Statute – State University System Performance-Based Incentive
- **September 2016** - Board Regulation 5.001 – Performance-based funding created

Performance Funding – A Look Back



2012

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2012-13

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Jan. 2014

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2016

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Sept. 2016

Board Regulation 5.001 – Performance-based funding created

Performance-Based Funding Metrics



<p>1. Percent of Bachelor's Graduates Employed (Earning \$43,200+) or Continuing their Education</p>	<p>6. Bachelor's Degrees Awarded in Areas of Strategic Emphasis</p>
<p>2. Median Wages of Bachelor's Graduates Employed Full-Time</p>	<p>7. University Access Rate (Percent of Undergraduates with a Pell-grant)</p>
<p>3. Average Cost to the Student (Net Tuition per 120 Credit Hours)</p>	<p>8a. Graduate Degrees Awarded in Areas of Strategic Emphasis 8b. Percent of Newly Admitted FTICs with a HS GPA of 4.0 or Higher (NCF only)</p>
<p>4. Four Year Graduation Rate (Full-time FTIC)</p>	<p>9a. Three Year Graduation Rate for FCS AA Transfer Students 9b. 6-Year Graduation Rate for Students Awarded Pell Grants 9b.1. Academic Progress Rate for Pell Students (FL Poly only)</p>
<p>5. Academic Progress Rate (2nd Year Retention with GPA Above 2.0)</p>	<p>10. Board of Trustees Choice</p>

Year 1 of Performance Funding Excellence Scores



Metric	FAMU	FAU	FGCU	FIU	FSU	NCF	UCF	UF	UNF	USF	UWF	Highest Benchmark
1	60%	70%	70%	67%	61%	44%	69%	63%	69%	69%	60%	75%
2	\$30,000	\$34,900	\$32,900	\$35,100	\$30,300	\$21,200	\$33,700	\$33,100	\$24,200	\$34,600	\$31,000	\$40,000
3	\$37,950	\$32,430	\$29,240	\$26,730	\$25,500	\$74,640	\$21,010	\$24,940	\$29,350	\$24,340	\$31,080	\$20,000
4	41%	40%	43%	50%	77%	66%	66%	86%	49%	62%	42%	70%
5	72%	70%	72%	78%	90%	81%	86%	96%	76%	87%	63%	90%
6	43%	40%	35%	40%	35%	56%	35%	47%	33%	46%	39%	50%
7	65%	41%	35%	47%	30%	29%	38%	32%	36%	41%	39%	30%
8A 8B	39%	33%	36%	40%	31%	35%	47%	59%	34%	57%	29%	50%
9	31%	31%	74%	70%	11	4	60%	18	71%	56%	65%	80% FSU 25 UF 31 NCF 5
10	86%	42%	23%	5,851	115	100%	12,321	\$697 M	9%	300	32%	
<i>BOT Choice</i>	80%	40%	20%	6,100	75	100%	12,300	Top 1/3 of AAU	7%	300	21%	

Score of 4-5

Score of 3

Score of 2-0

Year 11 of Performance Funding

Excellence Scores



Metric	FAMU	FAU	FGCU	FIU	FL Poly	FSU	NCF	UCF	UF	UNF	USF	UWF	Highest Benchmark
1	66.9%	71.4%	70.3%	77.2%	85.3%	75.1%	56.1%	70.3%	79.0%	72.0%	71.6%	79.8%	80.0%
2	\$43,700	\$49,500	\$47,700	\$49,600	\$68,000	\$48,500	\$42,500	\$50,500	\$56,500	\$48,100	\$49,000	\$53,000	\$43,200
3	\$1,170	\$5,920	\$8,700	\$920	(\$11,110)	(\$1,270)	(\$6,880)	\$3,230	(\$4,380)	\$5,240	(\$390)	\$4,160	\$9,000
4	35.0%	50.3%	42.3%	64.9%	41.2%	74.9%	53.1%	54.2%	76.9%	48.4%	65.5%	48.1%	65%
5	81.8%	81.9%	78.8%	90.8%	73.6%	95.1%	64.9%	91.1%	96.2%	77.7%	89.1%	86.8%	90%
6	54.3%	61.3%	53.7%	60.9%	100.0%	55.8%	55.2%	54.6%	59.5%	70.2%	68.2%	60.6%	50%
7	56.1%	38.0%	29.8%	50.4%	35.3%	24.5%	31.7%	34.7%	23.2%	32.4%	33.9%	35.5%	42%
8A 8B	51.7%	66.0%	47.1%	64.7%	100.0%	54.3%	43.5%	60.3%	68.8%	64.5%	73.1%	73.4%	8A 60%, 8B 70%
9A	60.5%	58.9%	57.5%	70.0%	25.0%	74.4%	55.9%	50.9%	70.4%	62.6%	63.9%	52.3%	70%
9B 9B1	49.8%	65.6%	51.7%	72.2%	79.4%	79.9%	61.4%	71.7%	85.3%	62.0%	72.9%	57.2%	9B 80% 9B1 89%
10	290	78	935	262	99.5%	1513	95.9%	40.6%	2337	43.3%	74.2%	60.6%	
	350	\$75 M	820	271	76%	1360	67%	40%	2600	27%	74%	51%	

Score of 10-8
Score of 4-5 (M9)

Score of 7-5
Score of 3 (M9)

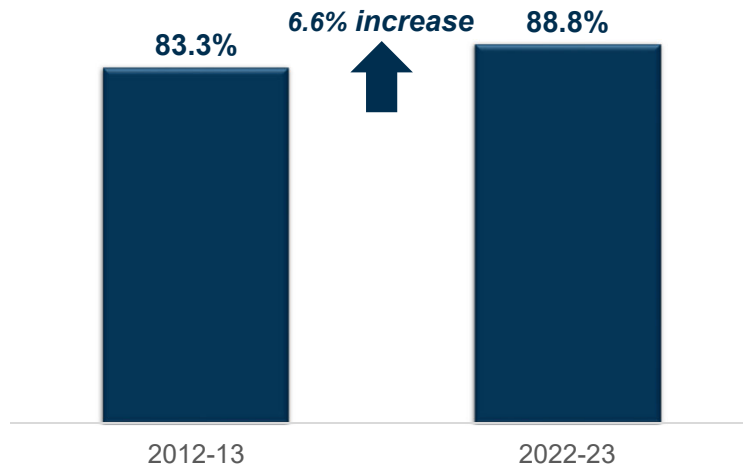
Score of 4-0
Score of 2-0 (M9)

Performance Funding Improvement

Retention and Graduation Rates



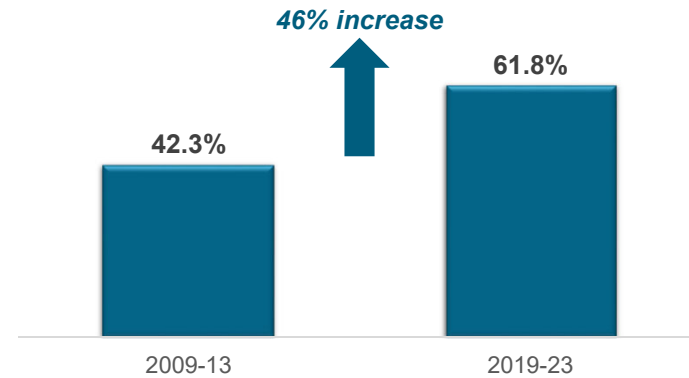
Metric 5: Academic Progress Rate
(2nd Year Retention w/ GPA above 2.0)



Notable improvements:

- FAU: increase from 78% to 82%
- UNF: increase 75% to 78%
- UWF: increase 84% to 87%

Metric 4: 4-Year Grad Rate



Notable improvements:

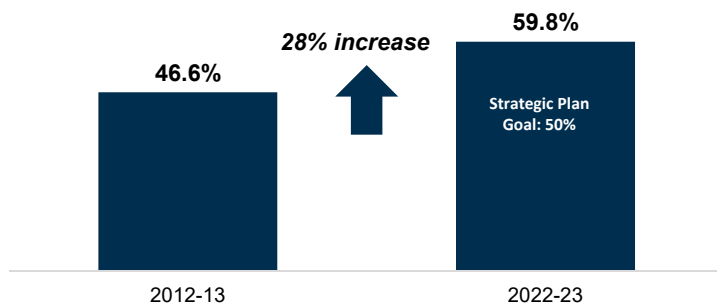
- FAMU: increase from 28% to 35%
- FIU: increase from 60% to 65%

Performance Funding Improvement

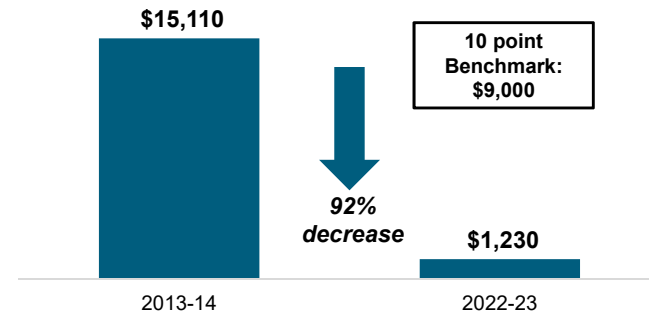
Exceeding Goals



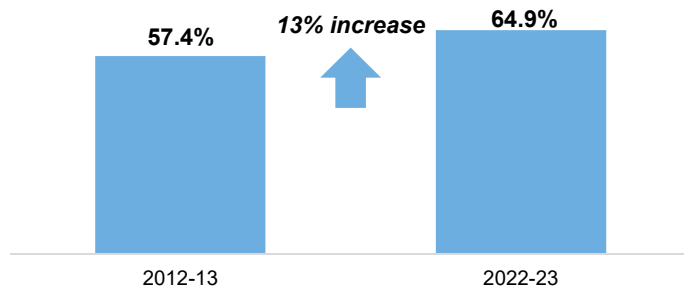
Metric 6: Percent of Bachelor's Degrees Awarded in Programs of Strategic Emphasis



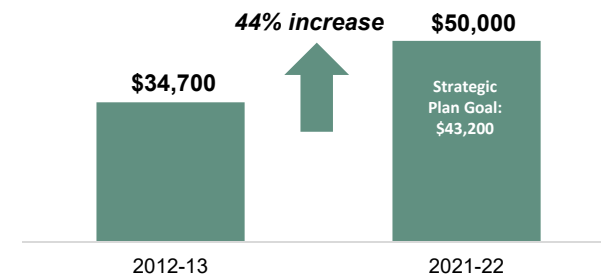
Metric 3: Average Cost to the Student



Metric 8a: Percent of Graduate Degrees Awarded in Programs of Strategic Emphasis



Metric 2: Median Wages of Bachelor's Graduates Employed Full Time



Changes to Metrics

Approved November 2023



Metric 2 – Median Wages of Bachelor’s Graduates Employed Full-time One Year After Graduation:

- Raised the 10-point benchmark to match the strategic plan goal of \$43,200.
- Kept the increments between each metric at \$2,500, adjusting all the benchmarks up.

Points		10	9	8	7	6	5	4	3	2	1
2	Median Wages of Bachelor's Graduates Employed Full-time One Year After Graduation	\$43,200	\$40,700	\$38,200	\$35,700	\$33,200	\$30,700	\$28,200	\$25,700	\$23,200	\$20,700

Regulation 5.001 – Institutional Investment Less than 60 points



- ❖ Minimum point threshold of 60 points
- ❖ If less than 60 points, the institutional investment is held in reserve by the Board
 - University submits an Improvement Plan to the Board in August for approval
 - University submits a monitoring report to the Board in December and May
 - December monitoring report will be considered at the January Board meeting
 - If approved, up to 50% of institutional investment will be released
 - May monitoring report will be considered at the June Board meeting
 - If approved, the balance of the institutional investment will be released
 - If not approved, remaining institutional investment goes to the 3 institutions that demonstrate the most improvement on the metrics

Regulation 5.001 – State Investment 2 Consecutive Years of Decline



- An institution with a lower score than the previous year's score for 2 consecutive years must submit a Student Success Plan (Plan)
 - The State Investment is held in reserve by the Board
- Plan submitted to the Board for consideration at the September meeting
 - If approved by the Board, up to 50 percent shall be released
- A monitoring report shall be submitted at a time designated by the Chancellor
- The monitoring report shall be considered by the Board during the March meeting
 - If approved by the Board, up to the remaining balance of the State Investment shall be released
 - If not approved, the balance of the state investment shall be distributed to the top 3 scoring institutions

Regulation 5.001 – State Investment Less than 70 points



- An institution with a score lower than 70 is only eligible to receive up to 50% of their State Investment. The other 50% shall be distributed to the top 3 scoring institutions
- The institution with a score lower than 70, must submit a Student Success Plan (Plan)
- Plan is submitted to the Board for consideration at the August meeting
 - If approved by the Board, up to half of the 50% shall be released
- A monitoring report shall be submitted at a time designated by the Chancellor
- The monitoring report shall be considered by the Board during the March meeting
 - If approved by the Board, up to the balance of the 50% of the State Investment shall be released
 - If not approved by the Board, the balance shall be distributed to the top 3 scoring institutions

2024-25 Performance Funding Scores



Univ.	2022 Score*	2023 Score*	2024 Score	Status
FAMU	69 / 72	78 / 78	72	Watchlist
FAU	71 / 80	77 / 82	84	Increase
FGCU	65 / 71	72 / 74	63	Below 70
FIU	88 / 91	94 / 95	96	Top 3
FL Poly	63 / 66	86 / 86	74	Watchlist
FSU	86 / 90	92 / 94	89	Top 3
NCF	60 / 66	65 / 65	71	Increase
UCF	79 / 88	87 / 89	85	Watchlist
UF	89 / 93	90 / 90	92	Top 3
UNF	70 / 78	77 / 79	76	Watchlist
USF	87 / 92	85 / 90	89	Top 3
UWF	78 / 81	82 / 82	84	Increase

Top 3: The remaining funds of each institutions' state's investment shall be distributed to the top three scoring institutions (including ties) based on the total number of points of the top three scoring eligible institutions. **FIU, UF, FSU and USF tie for top 3.**

Drop (2 years): If a university's score decreases for 2 consecutive years, the university may receive up to 100% of their allocation of the state investment after presenting/ implementing a student success plan. No scores dropped 2 consecutive years.

Watch List: If a university's score decreases for 2 consecutive years, the university may receive up to 100% of their allocation of the state investment after presenting/ completing a student success plan. Universities on the watch list have a drop in score for 1 year. Four universities are on the watchlist.

Score below 70: If a university's score is lower than 70 points, the university may receive up to 50% of their allocation of the state investment after presenting/ implementing a student success plan. **FGCU's score dropped below 70.**

Student Success Plans



- FGCU shall:
 - Submit a student success plan to the Board for consideration at the **September** 2024 meeting. The plan should specify the activities and strategies for improving the institution's performance metrics.
- If the plan is approved:
 - **FGCU shall receive up to 25%** of their state's investment at the time of approval.
- The Board will monitor the progress on implementing the activities and strategies specified in the plan.
- Monitoring reports for each institution will be considered by the Board at the **March** 2025 meeting and if it is determined that the institution is making satisfactory progress on implementing the plan:
 - FGCU shall receive up to the balance of 50% of their state's investment.
- Any institution that fails to make satisfactory progress shall not have its eligible amount of state's investment restored.
- Any state investment funds remaining shall be distributed to the top three scoring institutions (FIU, UF, FSU and USF) based on the total number of points of the top three scoring eligible institutions (including ties).

Univ.	Initial Allocation	Eligible Allocation
FGCU	\$15,369,260	\$7,684,630

2024-25 Performance Funding Allocation

June 2024



	June 2024 Allocation - PENDING				Sept. 2024 - PENDING	March 2025 - PENDING	Final State Investment Allocation	Final Total Allocation
	Institutional Investment Allocation	State Investment Allocation	Top 3 State Investment Allocation	State Investment Allocation held in reserve	State Investment Allocation Maximum*	State Investment Allocation Maximum*		
FAMU	\$12,958,355	\$15,374,319					\$15,374,319	\$28,332,674
FAU	\$20,420,136	\$24,227,280					\$24,227,280	\$44,647,416
FGCU	\$12,954,090	\$0		\$7,684,630	\$3,842,315	\$3,842,315	\$7,684,630	\$20,638,720
FIU	\$32,246,416	\$38,258,459	\$2,015,641				\$40,274,100	\$72,520,516
FL Poly	\$4,905,634	\$5,820,244					\$5,820,244	\$10,725,878
FSU	\$49,357,172	\$58,559,357	\$1,868,667				\$60,428,024	\$109,785,196
NCF	\$4,330,272	\$5,137,611					\$5,137,611	\$9,467,883
UCF	\$33,374,448	\$39,596,803					\$39,596,803	\$72,971,251
UF	\$60,519,490	\$71,802,784	\$1,931,655				\$73,734,439	\$134,253,929
UNF	\$14,474,494	\$17,173,129					\$17,173,129	\$31,647,623
USF	\$38,678,875	\$45,890,191	\$1,868,667				\$47,758,858	\$86,437,733
UWF	\$10,780,618	\$12,790,563					\$12,790,563	\$23,571,181
Total	\$295,000,000	\$334,630,740	\$7,684,630	\$7,684,630	\$3,842,315	\$3,842,315	\$350,000,000	\$645,000,000



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Performance-Based Recruitment and Retention Funding 2024-2025

Budget & Finance Committee
Alan Levine, Vice Chair

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Recruitment and Retention Funds



2024-25 General Appropriations Act:

From the funds in Specific Appropriation 147, \$100,000,000 is provided for the State University System Performance-based Excellence Recognition Program. These funds should be allocated based on the Performance-based Funding Model maximum number of excellence points, using the data from the 2024 Accountability Plan, weighted by the number of full-time faculty and researchers employed in programs of strategic emphasis. The Board of Governors shall provide guidance to ensure these funds are used for the recruitment and retention of full-time instruction and research personnel.

Recruitment and Retention Funds Allocation



	Number of Maximum Excellence Scores	Full-time Faculty & Researchers Employed in PSE	Weighted Faculty & Researchers	Recruitment & Retention Allocation
FAMU	4	428	1,711	\$2,322,875
FAU	5	852	4,258	\$5,782,731
FGCU	4	530	2,119	\$2,877,562
FIU	7	1,069	7,483	\$10,161,173
FL Poly	6	82	494	\$670,791
FSU	7	1,534	10,737	\$14,579,632
NCF	3	106	319	\$433,655
UCF	6	1,763	10,578	\$14,363,559
UF	8	2,805	22,437	\$30,467,399
UNF	5	557	2,784	\$3,780,477
USF	6	1,558	9,347	\$12,692,042
UWF	5	275	1,376	\$1,868,104
Total	66	11,558	73,642	\$100,000,000

Employee numbers are rounded.



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