

**STATE UNIVERSITY SYSTEM OF FLORIDA
BOARD OF GOVERNORS**
June 28, 2024

SUBJECT: Performance-Based Recruitment and Retention Initiative

PROPOSED BOARD ACTION

The Committee will consider the allocation of \$100 million in Performance-Based Recruitment and Retention funds for the 2024-2025 fiscal year.

AUTHORITY FOR BOARD OF GOVERNORS ACTION

2024 General Appropriations Act Proviso for Specific Appropriation 147

BACKGROUND INFORMATION

The 2024 General Appropriations Act includes \$100 million in non-recurring funds for recruitment and retention. Proviso states:

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. Excellence is defined as receiving the maximum excellence score for a metric. Nine metrics have a maximum score of 10 and two metrics have a maximum score of 5. Receiving the maximum improvement score is not counted.

Utilizing excellence scores from the performance-based funding metrics in the 2024 Accountability Plan and the weighted number of faculty and researchers employed, attached is the proposed distribution of the \$100 million and a guidance document on the use of the funds.

Supporting Documentation Included:

Information located in the Budget & Finance Committee Materials