



**Florida Board of Governors
Performance-based Excellence Recognition Program
Guidelines
Approved by the Board on June 28, 2024**

The 2024-2025 General Appropriations Act (House Bill 5001) included \$100 million in non-recurring funds for the recruitment and retention of university full-time instruction and research personnel.

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 a 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.

- Funds are to be used to retain existing university full-time instruction and research personnel identified in the Board of Governors Job Structure Category (BOGJOB 06).
 - Full-Time Instruction/Research Personnel - Typically fully credentialed, full-time teaching and research faculty positions. The effort in these positions must be primarily in teaching, scholarship, and research at the college level, and engaging primarily with students and related academic instructional activities (including full-time post-Doctoral appointee/scholar).
 - The top 5 class titles with BOGJOB 06 include: Professor, Assistant Professor, Associate Professor, Instructor, Lecturer.
 - These positions are not primarily involved with administration. This category should not include any full-time professional (Category 09) classifications that are performing professional work or faculty administrators as defined in Category 07 – Faculty Administrators - Managerial.
- Funds are to be used to recruit new university full-time instruction and research personnel that would meet the above definition, including equipment, lab space and/or graduate assistants specifically assigned to the faculty for teaching or research purposes.
- Funds may be used to recognize and honor exceptional achievement pursuant to Regulation 10.003 – Post-Tenure Faculty Review.



- Funds may not be used for travel to conferences unless it is specifically related to the personnel’s research.
- Funds may be supplemented with other university resources.
- The Chancellor may provide additional or amended guidance as needed.

The allocation of \$100 million is based on a university receiving the maximum excellence score (10 or 5) on a metric in the Board’s performance-based funding model weighted by the number of full-time faculty and researchers employed in programs of strategic emphasis. The following are tentative amounts pending Board approval at the June 2024 meeting.

University	Amount
FAMU	\$2,322,875
FAU	\$5,782,731
FGCU	\$2,877,562
FIU	\$10,161,173
FL POLY	\$670,791
FSU	\$14,579,632
NCF	\$433,655
UCF	\$14,363,559
UF	\$30,467,399
UNF	\$3,780,477
USF	\$12,692,042
UWF	\$1,868,104

By September 1, 2024, the university shall provide a plan for the use of these funds to recruit and retain full-time instruction and research personnel. The plan should include appropriate data and analysis to support the use of the funds. Any allocated funds not spent in the 2024-2025 fiscal year should be carried forward and utilized for the same purpose in subsequent years.

After the end of the fiscal year, the university shall provide an update to its plan, including expenditures as of June 30, 2025. The due date will be determined by the Chancellor.

Questions regarding this incentive plan should be directed to Mrs. Sarah deNagy, Assistant Vice Chancellor, at sarah.denagy@flbog.edu or Mr. Tim Jones, Senior Vice Chancellor, Finance and Administration, at tim.jones@flbog.edu.