



2024 Accountability Plans

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Better Together.
Together, WE ARE #1.

Redefining Excellence

2024 Accountability Plans: System Highlights



Prioritizing Student Success

62%
4-yr Grad Rate

↑ 9pts
5-YR TREND



Increasing Graduate Salaries

\$50k
Median Salary

↑ \$10k
5-YR TREND



Innovative Research

\$2.93B
Research Expenditures

↑ \$658M
5-YR TREND

PBF 1: % of Bach Grads Enrolled or Employed (\$40,000+)

More Bachelor's grads are employed with higher wages



| | Current Data: 2021-22 | YOY Change (% pts) | |
|------|-----------------------|--------------------|---------|
| POLY | 85.3 | 9.7 | SP goal |
| UWF | 79.8 | 5.7 | |
| UF | 79.0 | 2.3 | |
| FIU | 77.2 | 4.4 | |
| FSU | 75.1 | 4.0 | System |
| UNF | 72.0 | 2.9 | |
| USF | 71.6 | 4.2 | |
| FAU | 71.4 | 2.4 | |
| UCF | 70.3 | 4.4 | |
| FGCU | 70.3 | 6.4 | |
| FAMU | 66.9 | -0.9 | |
| NCF | 56.1 | 5.7 | |

| | |
|------------------|-------------|
| System % | 73.8 |
| 2025 Goal | 80.0 |

- Poly, FGCU, UWF, & NCF had the largest 1-year improvement
- 11 institutions met or exceeded their goals; 9 increased goals
- Median wages for graduates increased at all institutions last year, ranging from \$42,500 to \$68,000

PBF 5: Academic Progress Rate

Commitment to Student Success



Current Data: 2022-23

YOY Change (% pts)

| University | Current Data: 2022-23 | YOY Change (% pts) |
|------------|-----------------------|--------------------|
| UF | 96.2 | 0.8 |
| FSU | 95.1 | 2.2 |
| UCF | 91.1 | -0.4 |
| FIU | 90.8 | 2.0 |
| USF | 89.1 | 2.3 |
| UWF | 86.8 | 3.3 |
| FAU | 81.9 | 4.2 |
| FAMU | 81.8 | -1.0 |
| FGCU | 78.8 | 0.8 |
| UNF | 77.7 | 2.8 |
| POLY | 73.6 | -1.7 |
| NCF | 64.9 | -10.1 |

SP goal

System

System % 88.8

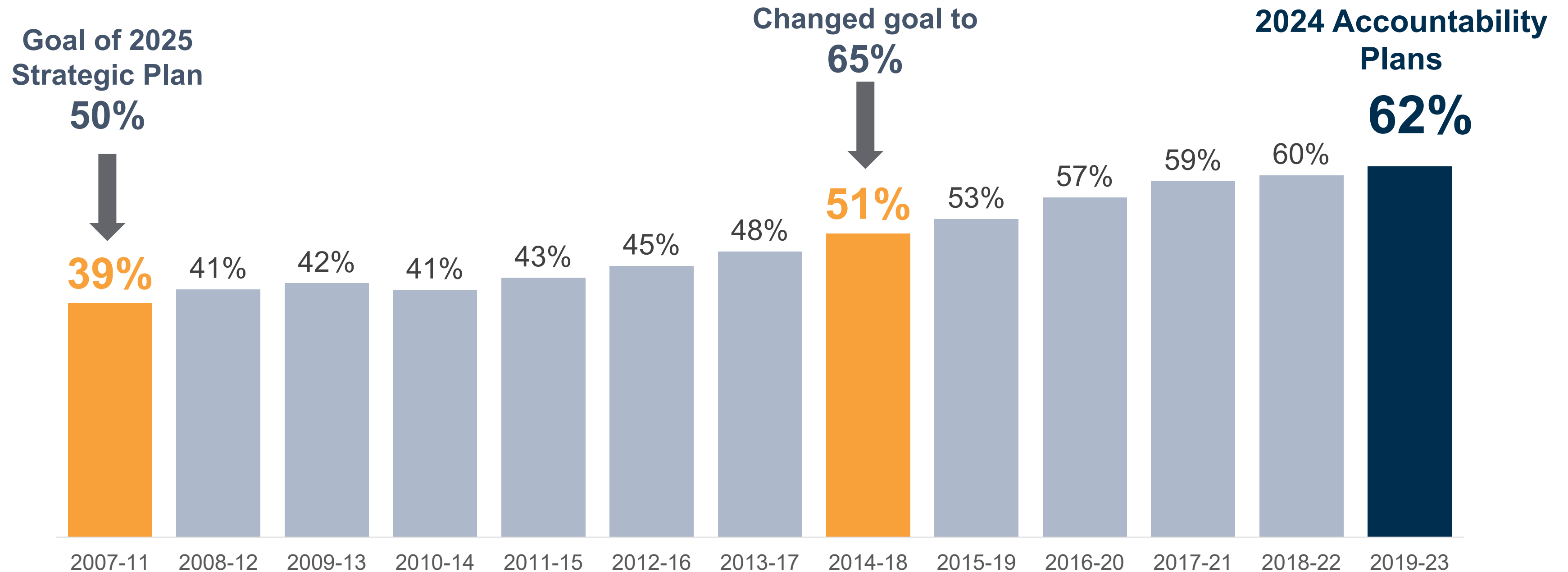
2025 Goal 90.0

- FAU had the largest 1-year improvement
- FAU, FSU, UCF, & UWF met or exceeded their goals
- FSU increased its 1-year out goal
- More students in our System are returning for their second year

FTIC 4-Year Graduation Rate History of Goals & Improvement



The System has improved **23% pts** since 2011



PBF 4: FTIC 4-Year Graduation Rate (Full-Time Only)

Continued Focus on Student Success



| | Current Data: 2019-23 | 5-Year Change (% pts) | YOY (% pts) | |
|------|-----------------------|-----------------------|-------------|---------|
| UF | 76.9 | 6.0 | 1.6 | |
| FSU | 74.9 | 5.4 | 0.9 | |
| USF | 65.5 | 6.1 | 0.7 | SP goal |
| FIU | 64.9 | 22.1 | 5.1 | |
| UCF | 54.2 | 7.9 | -0.6 | System |
| NCF | 53.1 | -4.8 | -5.2 | |
| FAU | 50.3 | 12.9 | 0.9 | |
| UNF | 48.4 | 3.8 | -2.2 | |
| UWF | 48.1 | 13.3 | 1.1 | |
| FGCU | 42.3 | 6.6 | 0.1 | |
| POLY | 41.2 | 1.7 | 0.2 | |
| FAMU | 35.0 | 7.3 | 6.6 | |

System % 61.8

2025 Goal 65.0

- 9 institutions improved last year
- FIU improved by 22% pts in the last 5 years, the largest increase in the System
- FSU, UF, & USF exceeded the Board's strategic goal of 65%
- 6 institutions exceeded goals
- FIU, FSU & USF increased goals

KPI 7: Pell Recipient 4-Year Grad Rate (Full-Time FTIC Students)

Systemwide commitment to graduating Pell students in 4 years



| | Current Data: 2019-23 | 5-Yr Change (% pts) | YOY Change (% pts) | |
|-------|-----------------------|---------------------|--------------------|---------|
| UF | 73 | 4 | 2 | |
| FSU | 71 | 5 | 1 | |
| FIU | 66 | 25 | 5 | |
| USF | 65 | 8 | 0 | System |
| UCF | 51 | 8 | -3 | SP goal |
| FAU | 50 | 13 | 1 | |
| UNF | 49 | 7 | -1 | |
| POLY* | 48 | - | 13 | |
| NCF | 46 | -9 | -4 | |
| UWF | 45 | 15 | 1 | |
| FGCU | 38 | 5 | 0 | |
| FAMU | 32 | 7 | 7 | |

| | |
|------------------|-------------|
| System % | 58.0 |
| 2025 Goal | 54.0 |

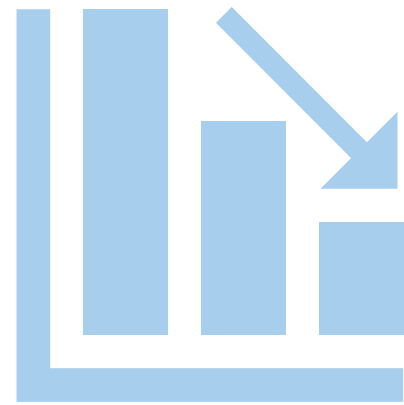
- 9 institutions improved by 5% pts or more in the last 5 years
- FIU had the largest 5-year improvement at 25% pts
- 6 institutions met or exceeded their goal
- FAU, FIU & USF increased goals

*5-year Pell FTIC cohort trend not available for POLY

Opportunities for Improvement



FCS AA Transfer 3-year Graduation Rate Declined



- ↓ 9 institutions had a decline
- ↓ 1.4% pts System

Issues to watch: Pell Student Enrollment & Licensure Pass Rates

PBF 9a: FCS AA Transfer 3-year Grad Rate (Full- & Part-Time)

Performance declined last year



| | Current Data: 2020-23 | 5-Year Change (% pts) | YOY (% pts) | |
|------|-----------------------|-----------------------|-------------|---------|
| FSU | 74.4 | 1.9 | -1.5 | |
| UF | 70.4 | 3.2 | 1.9 | |
| FIU | 70.0 | 7.9 | -1.9 | |
| USF | 63.9 | 2.7 | 0.2 | |
| UNF | 62.6 | 3.4 | 1.3 | SP goal |
| FAMU | 60.5 | -0.5 | -1.1 | System |
| FAU | 58.9 | 3.9 | -1.1 | |
| FGCU | 57.5 | -0.8 | -0.3 | |
| NCF | 55.9* | -11.5 | -2.2 | |
| UWF | 52.3 | 3.7 | -6.2 | |
| UCF | 50.9 | -1.9 | -3.2 | |
| POLY | 25.0* | 3.3 | -2.8 | |

| | |
|------------------|-------------|
| System % | 61.5 |
| 2025 Goal | 62.0 |

- UF, USF, & UNF improved on this rate & 2 institutions exceeded their goals
- 5 institutions met the Board's goal of 62%
- UNF increased their 1-year out goal

*NCF & FPOLY rate is the average for the last 3 cohorts

PBF 7: University Access Rate

Percent of Pell students was relatively flat in Fall 2022



| | Current Data: Fall 2022 | 4-Year Change (% pts) | YOY Change (% pts) |
|------|-------------------------|-----------------------|--------------------|
| FAMU | 56.1 | -8.2 | -0.7 |
| FIU | 50.4 | -0.1 | 0.1 |
| FAU | 38.0 | -4.4 | -0.7 |
| UWF | 35.5 | -3.1 | 0.0 |
| POLY | 35.3 | 5.8 | 0.4 |
| UCF | 34.7 | -4.5 | -1.0 |
| USF | 33.9 | -6.1 | -1.5 |
| UNF | 32.4 | 1.2 | 0.1 |
| NCF | 31.7 | 0.0 | 1.7 |
| FGCU | 29.8 | -2.4 | -1.3 |
| FSU | 24.5 | -3.3 | -1.5 |
| UF | 23.2 | -4.0 | -0.2 |

SP goal

2025 Goal: Above 30%

- NCF had the highest 1-yr increase
- 9 institutions met or exceeded the Strategic Plan goal of 30%
- FAMU, FIU, & Poly met or exceeded their goals
- Federal definitions changing, Pell eligibility will expand

KPI 14: Licensure Exam Pass Rate

2024 Summary



Excellence in Licensure Exam Performance

100% Pass Rates



Nursing



Medicine

UF

Dentistry



Medicine

Pursuing Excellence

Goals for 100% Pass Rates



FLORIDA ATLANTIC

Nursing & Medicine



Nursing & PT



UNF UNIVERSITY of NORTH FLORIDA.

Nursing & PT



Nursing

No goals were lowered for licensure exam pass rates

KPI 14: Licensure Exam Pass Rate*

2024 Summary



Exam Performance Relative to Benchmarks

| | FAMU | FAU* | FGCU | FIU | FSU | UCF | UF** | UNF | USF | UWF |
|---------------------------------------|----------------|----------------|------------|------------|------------|------------|------------|------------|------------|------------|
| Nursing | BELOW (≥5 pts) | BELOW (≥5 pts) | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED |
| Law | BELOW (≥5 pts) | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED |
| Physical Therapy | BELOW (≥5 pts) | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED |
| Pharmacy | BELOW (≥5 pts) | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED |
| Medicine (2 exams) | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED | ABOVE/TIED |
| Total Exams Meeting Benchmarks | 0 of 4 | 2 of 4 | 2 of 2 | 4 of 5 | 4 of 4 | 4 of 4 | 8 of 8 | 2 of 2 | 5 of 5 | 0 of 1 |

ABOVE/TIED

BELOW (<5 pts)

BELOW (≥5 pts)

No goals were lowered for licensure exam pass rates

*FAU reports 2 campuses to the Board of Nursing for licensure exams

** UF exams also include Dentistry & Veterinary

Nursing Licensure Exam Pass Rate 2024 Summary



100%
pass rate for FGCU

7
institutions
met the
90%
benchmark

| | Current Data: 2023 | YOY Change (% pts) | |
|-----------|--------------------|--------------------|-----------|
| FGCU | 100 | 2 | |
| UF | 98 | 9 | |
| UCF | 97 | 8 | |
| USF | 95 | 10 | |
| FSU | 95 | 8 | |
| UNF | 94 | 6 | |
| FIU | 93 | 8 | Benchmark |
| UWF | 89 | 8 | |
| FAMU | 82 | 14 | |
| FAU | 81 | 2 | |
| FAU DAVIE | 69 | 14 | |

*FAU Davie is in the teach-out phase for its nursing program

Met 2024 Goal & Increased 2025 Goal

PBF Metrics



| | FAMU | FAU | FGCU | FIU | FSU | POLY | NCF | UCF | UF | UNF | USF | UWF |
|--|------|-----|------|-----|-----|------|-----|-----|----|-----|-----|-----|
| 1. % of Bach Grads Enrolled or Employed (\$40,000) | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 2. Median wages of Bach Graduates (employed full-time) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 4. FTIC 4-Year Grad Rate | | | | ✓ | ✓ | ✓ | | | ✓ | | ✓ | ✓ |
| 5. Academic Progress Rate | | ✓ | | | ✓ | | | ✓ | | | | ✓ |
| 6. % of Bach. Degrees in Strategic Emphasis | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | ✓ | ✓ |
| 7. University Access Rate | ✓ | | | ✓ | | ✓ | | | | | | |
| 8. % of Graduate Degrees in Strategic Emphasis | | | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ |
| 9a. FCS AA Transfer 3-Year Grad Rate | | | | | | | | | ✓ | ✓ | | |
| 9b. FTIC Pell Recipient 6-Year Grad Rate | | ✓ | | ✓ | | | ✓ | | | ✓ | | ✓ |

✓ = met goal [shaded box] = raised goal

Met 2024 Goal & Increased 2025 Goal

Select KPI Metrics



| | FAMU | FAU | FGCU | FIU | FSU | POLY | NCF | UCF | UF | UNF | USF | UWF |
|--|------|-----|------|-----|-----|------|-----|-----|----|-----|-----|-----|
| 3. Time to Degree | | ✓ | | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | |
| 4. % Degrees without Excess Hours | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 7. 4-Year Pell Grad Rate | | ✓ | | ✓ | ✓ | ✓ | | | ✓ | | ✓ | ✓ |
| 10. % Bach Degrees Awarded to African-American & Hispanic Students | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| 17. Total Research Expenditures | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | ✓ | ✓ | |

✓ = met goal [shaded box] = raised goal



2024 Accountability Plans: Preeminent Research University Metrics

Preeminent Research University Performance 2024 Summary



All 13 Preeminent Benchmarks met



**Increased Endowment to
\$947M**

UF

**Increased 4-Year
Graduation Rate to 77%**



**Increased Freshmen
Retention Rate to 91%**

Florida International University

2024 Summary



Rise to Preeminence

FIU

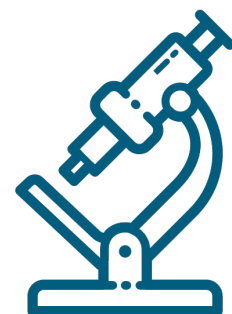
Met 12 of 13
Benchmarks for
Preeminence



Focus on Student Success

↑ 22% pt in 4-Year Graduation Rates last 5 years

43% → 65%



Elevating Research

↑ \$91M in research expenditures



Institution Performance Highlights

2024 Highlights

Improvement in 4-year Graduation Rate

↑ 6.6% pts in 1-year

Largest 1-year increase in the System

Growth in Research Expenditures

↑ \$15M in 1-year to \$66M

Opportunities to Improve

Licensure Pass Rates below benchmarks

| | Below Benchmark | YOY Change |
|------------------|-----------------|------------|
| Nursing | -8 | +14 |
| Physical Therapy | -7 | -4 |
| Law | -29 | -12 |
| Pharmacy | -9 | -15 |

2024 Highlights

Preeminent Research University Status

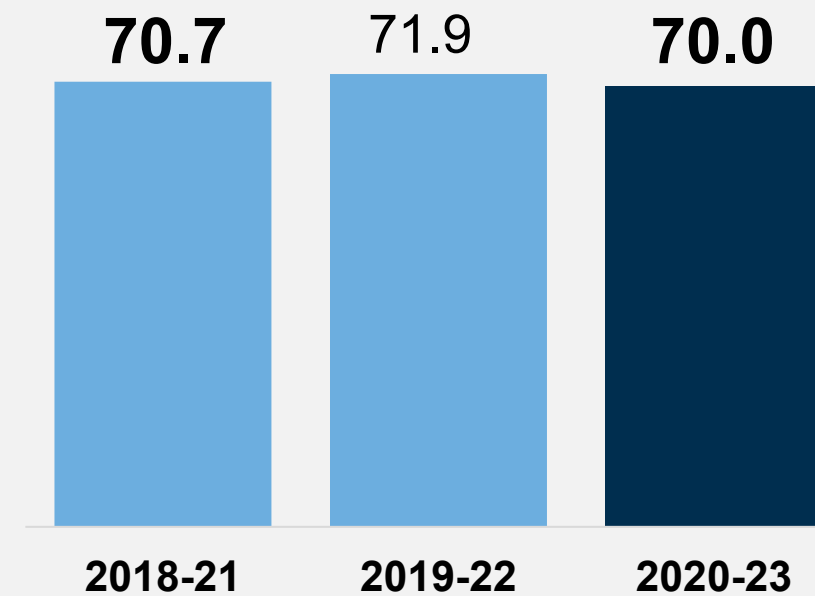
✓ Meets 12 of 13 benchmarks

Improvement in 4-Year Graduation Rate

↑ 5.1% pts, 2nd largest 1-year increase in the System

Opportunities to Improve

Slight Decline in FCS AA 3-Year Graduation Rate



2024 Highlights

Exceptional outcomes for Bachelor's grads

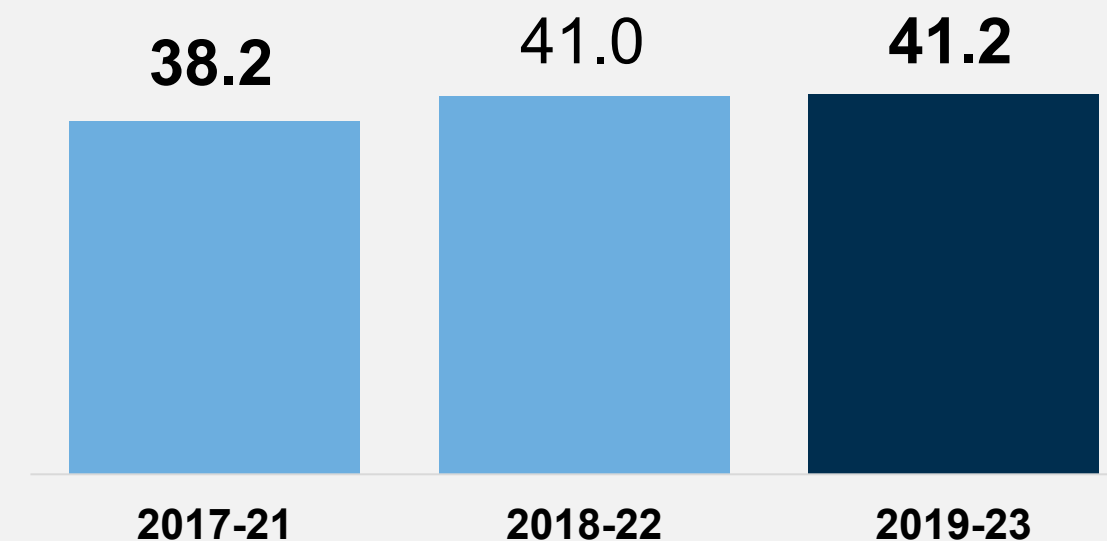
- ↑ 9.7% pts, largest increase in the System
- ✓ The only university exceeding the Board's goal of 80% employed or enrolled

Highest Median Wages for Bachelor's Graduates in the System

- ↑ 24.1% to \$68,000

Opportunities to Improve

Minimal Progress in 4-Year Graduation Rate





2024 Highlights

Highest enrollment in 5 years

↑ 6% in undergrad students

Improved outcomes for Bachelor's grads

↑ 5.7% pts in the last year in % of Bachelor's Graduates Enrolled or Employed (\$40,000+)

Opportunities to Improve

Declines in Academic Progress & 4-Year Grad Rates

Academic Progress Rate

↓ 10.1% pts to 64.9%

4-Year Graduation Rate

↓ 5.2% pts to 53.1%



2024 Highlights

Improved outcomes for Bachelor's grads

↑ 10% to \$50,500 in median wages

Exceptional performance on licensure exams

🏆 All exams exceeded benchmarks

Nursing **97**

Physical Therapy **98**

Medicine **96 & 100**

Opportunities to Improve

FTIC 4-Year Graduation Rate

Slight decline in the last year

54.8%
2018-22



54.2%
2019-23



2024 Highlights

Leading Florida in Research

↑ \$164M in 1-year to **\$1.25B**

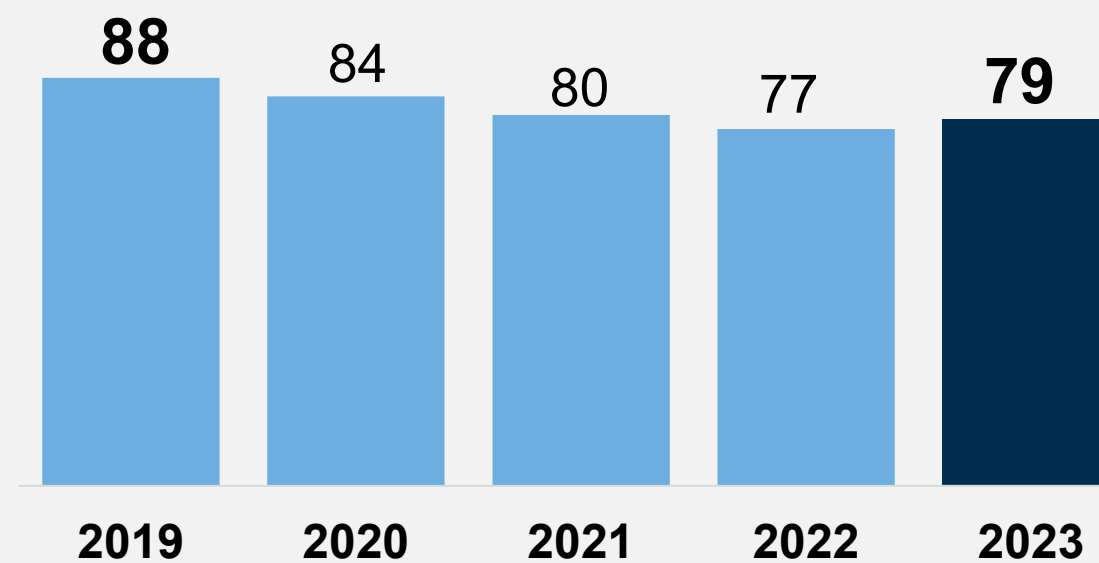
Excellence in Student Success

🏆 Highest 4-yr grad rate in the System at 76.9%

↑ 1% pts to 96.2% in Academic Progress Rate

Opportunities to Improve

Performance on the Bar Exam has declined





2024 Highlights

Better employment outcomes for graduates

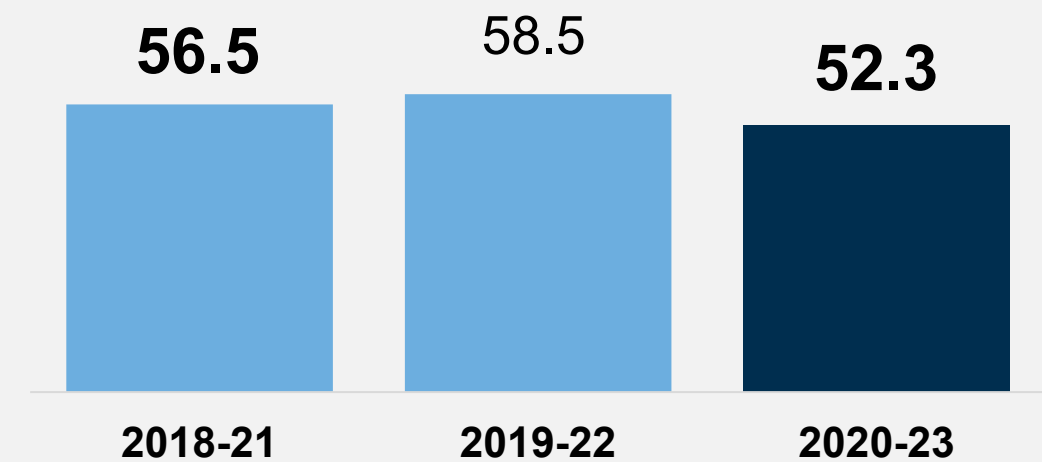
↑ 8.6% to \$53,000 in median wages

Improved Academic Progress Rate

↑ 3.3% pts, 2nd largest 1-year increase in the System

Opportunities to Improve

Decline in FCS AA Transfer 3-Year Graduation Rate





2024 Accountability Plans: Enrollment

Undergraduate Enrollment

Fall 2023 & Proposed Goals for Fall 2028



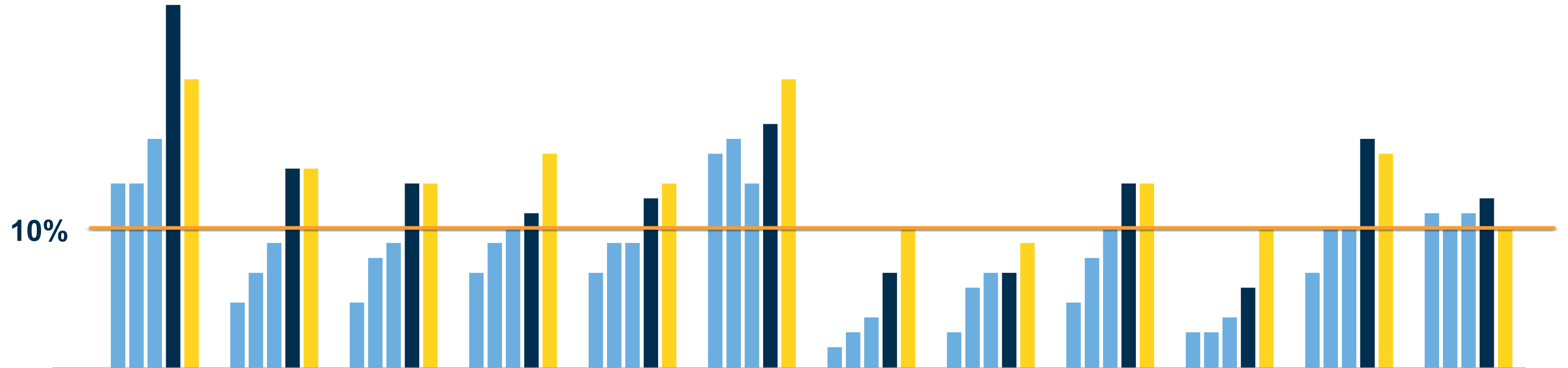
| Institution | Enrollment 2023 | |
|-------------|-----------------|-------|
| | # | % YOY |
| NCF | 709 | +6 |
| POLY | 1,496 | +5 |
| UNF | 13,886 | 0 |
| FAU | 23,462 | +2 |
| FAMU | 7,512 | +1 |
| UWF | 9,034 | +3 |
| USF | 36,293 | -1 |
| FIU | 38,715 | -1 |
| UCF | 59,101 | +1 |
| FGCU | 13,815 | 0 |
| UF | 38,729 | +1 |
| FSU | 31,885 | -3 |

| Enrollment 2028 Goals | | |
|-----------------------|----------|----------|
| # | # Change | % Change |
| 1,210 | 501 | +71 |
| 2,382 | 886 | +59 |
| 19,770 | 5,884 | +42 |
| 27,004 | 3,542 | +15 |
| 8,440 | 928 | +12 |
| 9,646 | 612 | +7 |
| 38,456 | 2,163 | +6 |
| 40,864 | 2,149 | +6 |
| 60,800 | 1,699 | +3 |
| 13,763 | -52 | 0 |
| 38,000 | -729 | -2 |
| 30,820 | -1,065 | -3 |

Key Takeaways

- Total System enrollment was flat in 2023; slight increase in undergrad
- NCF exceeded fall 2023 enrollment goals; Poly very close to goal
- UNF growth plans align with strategic plan
- NCF, POLY, UNF, FAU, FAMU, & UWF plan to grow by 7% or more in the next 5 years

% of Undergraduate Enrollment that is Non-Resident



| | FAMU | FAU | FGCU | FIU | FSU | NCF | POLY | UCF | UF | UNF | USF | UWF |
|-----------|------|-----|------|-----|-----|-----|------|-----|----|-----|-----|-----|
| 2014 | 13 | 5 | 5 | 7 | 7 | 15 | 2 | 3 | 5 | 3 | 7 | 11 |
| 2017 | 13 | 7 | 8 | 9 | 9 | 16 | 3 | 6 | 8 | 3 | 10 | 10 |
| 2020 | 16 | 9 | 9 | 10 | 9 | 13 | 4 | 7 | 10 | 4 | 10 | 11 |
| 2023 | 25 | 14 | 13 | 11 | 12 | 17 | 7 | 7 | 13 | 6 | 16 | 12 |
| 2028 Goal | 20 | 14 | 13 | 15 | 13 | 20 | 10 | 9 | 13 | 10 | 15 | 10 |



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