FIU | Office of Internal Audit
FLORIDA INTERNATIONAL UNIVERSITY

**Audit of Performance-Based Funding
and Preeminent Metrics Data Integrity**

**Report No. 24/25-05
January 29, 2025**

FIU | Office of Internal Audit

Date: January 29, 2025

To: Hiselgis Perez, Associate Vice President for Analysis and Information Management

From: Trevor L. Williams, Chief Audit Executive

Subject: Audit of Performance-Based Funding and Preeminent Metrics Data Integrity – Report No. 24/25-05

Since 2014, the State University System of Florida Board of Governors (BOG) has utilized a performance-based funding program, based on 10 performance metrics, to evaluate Florida's public universities. For fiscal year 2024-2025, the Florida Legislature and Governor allocated $645 million in performance-based awards, of which FIU received $70.5 million for being ranked first. Additionally, in 2024, FIU received the designation of a preeminent state research university by the authority of Florida Statute 1001.7065.

As required by BOG Regulation 5.001(8) and Florida Statute 1001.706, we have audited the data integrity related to the University's performance-based funding and preeminent metrics. Our audit objectives were to (1) determine whether the processes established by the University ensure the completeness, accuracy, and timeliness of data submissions to the BOG that support said metrics; (2) evaluate the implementation of a prior year audit recommendation; and (3) provide an objective basis of support for the University President and the Board of Trustees Chair to sign the representations made in the *Data Integrity Certification* for Performance-Based Funding and Preeminence status to be filed with the BOG by the first business day of March 2025.

Our audit confirmed that FIU continues to have good process controls for maintaining and reporting performance metrics data and the system continues to function in a reliable manner, in all material respects. However, although having no adverse impact on the calculation of the metrics tested, we identified gaps that if appropriately addressed by management, will enhance the process. We offered two recommendations to address the issues identified during the audit. Management has agreed to implement all the recommendations offered.

We want to take this opportunity to express our appreciation to you and your staff for the cooperation and courtesy extended to us during the audit.

C: FIU Board of Trustees
  Kenneth A. Jessell, University President
  Elizabeth M. Béjar, Provost, Executive Vice President, and Chief Operating Officer
  Aime Martinez, Chief Financial Officer and Vice President for Finance and Administration
  Javier I. Marques, Vice President for Operations and Safety and Chief of Staff, Office of the President
  Robert Grillo, Vice President, Information Technology; Chief Information Officer
  Brigette Cram, Vice President, Academic Affairs: Student Success Operations and Integrated Planning
  Tonja Moore, Associate Vice President of Research Strategic Planning and Operations

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EXECUTIVE SUMMARY

Introduction

Beginning in fiscal year 2013 2014, the State University System of Florida Board of Governors (BOG) instituted a performance based funding program predicated on 10 performance metrics used to evaluate Florida's public universities. For fiscal year 2024 2025, FIU ranked first and received $70.5 million of the $645 million (10.9%) distributed by the Florida Legislature and Governor. Furthermore, in 2024, the University achieved sufficient preeminent metrics to receive the designation of a preeminent state research university.

What We Did

As required by the BOG, we performed this audit to determine whether the processes established by the University ensure the completeness, accuracy, and timeliness of data submissions to the BOG that support the University's Performance Based Funding and Preeminent Metrics.

What We Concluded

In summary, we concluded that the University continues to have effective process controls for maintaining and reporting performance metrics data. In our opinion, the process, in all material respects, continues to function in a reliable manner. Nevertheless, although having no adverse impact on the calculation of the metrics tested, we observed an area that could benefit from process improvements, as follows:

- Some sampled Student Instruction (SIF) file data submitted to the BOG does not agree with the data found in the students' PantherSoft records.

The reportable conditions found and the background giving rise to the foregoing recommendations are detailed in the Findings and Recommendations section beginning on page 5 of this report. We have also included the mitigation plans management has proposed in response to our findings and recommendations, along with their implementation dates and complexity ratings.

OBJECTIVES, SCOPE, AND METHODOLOGY

Pursuant to the State University System (SUS) of Florida Board of Governors Regulation 5.001(8) and Florida Statute 1001.706, we have completed an audit of the data integrity and processes utilized in the University's Performance-Based Funding (PBF) and Preeminent Metrics. Our audit entailed an examination of data files submitted to the BOG between September 1, 2023, and August 31, 2024. The primary objectives of our audit were to:

(a) Determine whether the processes established by the University ensure the completeness, accuracy, and timeliness of data submissions to the BOG that support the University's Performance-Based Funding and Preeminent Metrics;

(b) Evaluate the implementation of a prior year audit recommendation; and

(c) Provide an objective basis of support for the FIU Board of Trustees Chair and the University President to affirm the representations made in the *Data Integrity Certification,* which shall be filed with the BOG by March 1, 2025.

We conducted our audit in conformance with the International Standards for the Professional Practice of Internal Auditing, promulgated by The Institute of Internal Auditors. The audit included an examination of the supporting records and processes and the performance of other auditing procedures, as we considered necessary under the circumstances. Sample sizes and transactions selected for testing were determined on a judgmental basis applying a nonstatistical sampling methodology. Therefore, our test results are limited to our sample and might not be representative of the population from which the sample was selected. We performed our audit planning and fieldwork from November 2024 through January 2025.

To satisfy our objectives, we validated that the data submitted was unabridged and identical to the data contained in PantherSoft, the University's system of record. However, in certain circumstances as described within the individual metrics accuracy testing, we may have further validated the integrity of the data contained in PantherSoft. During the audit, we:

- confirmed our understanding of the data flow processes for all the relevant data files from the transactional level to their submission to the BOG;
- reviewed data definitions and methodology established by the relevant groups within the BOG and FIU to identify changes to the PBF metrics;
- observed current practices and data processing techniques; and
- tested the accuracy of the data files for 4 of the 10 PBF metrics and 4 of the 12 preeminent metrics achieved and submitted to the BOG as of August 31, 2024.

We reviewed all internal and external audit reports issued during the last three years and found two reports that offered nine recommendations which management implemented, and our office verified during our follow-up procedures. As referenced in objective (b) above, we completed audit procedures for the implementation of prior year audit recommendation 2.2 from Report No. 22/23-06, Audit of Performance Based Funding and Emerging Preeminent Metrics Data Integrity, issued February 10, 2023.

BACKGROUND

The Florida Board of Governors has broad governance responsibilities affecting administrative and budgetary matters for Florida's 12 public universities. Beginning in fiscal year 2013-2014, the BOG instituted a performance-based funding program, which is predicated on 10 performance metrics used to evaluate the universities on a range of indicators, including graduation and retention rates, job placement, and access rate, among others. Two of the 10 performance metrics are "choice metrics"—one selected by the BOG and one selected by each university's Board of Trustees. The 10 metrics pertaining to FIU are depicted in Appendix I. In 2016, the Board of Governors' Performance-Based Funding Model was codified into law under Section 1001.66, F.S., *Florida College System Performance-Based Incentive*.

The Performance Funding Program also has four key components:

1. Institutions will be evaluated on either Excellence or Improvement for each metric.
2. Data is based on one-year data.
3. The benchmarks for Excellence were based on the Board of Governors' 2025 System Strategic Plan goals and analysis of relevant data trends, whereas the benchmarks for Improvement were determined after reviewing data trends for each metric.
4. The Florida Legislature and Governor determine the amount of new state funding and the amount of institutional funding that would come from each university's recurring state-base appropriation. (See Appendix II – BOG's Performance Funding Allocation.)

Pursuant to section 1001.706(5)(e), Florida Statutes:

> *Each university shall conduct an annual audit to verify that the data submitted pursuant to ss. 1001.7065 and 1001.92 complies with the data definitions established by the board and submit the audits to the Board of Governors Office of Inspector General as part of the annual certification process required by the Board of Governors.*

In addition to the data integrity audit for the Performance-Based Funding Model, universities designated as preeminent or emerging preeminent must conduct a similar audit for the data and metrics used for preeminence status consideration. The BOG permits this audit either to be included with or separate from the Performance-Based Funding Data Integrity audit. We have opted to perform a combined audit.

In 2024, FIU achieved sufficient preeminent metrics to qualify for designation as a preeminent state research university by the authority of Florida Statute 1001.7065. Preeminent status is achieved upon meeting a minimum of 12 of the 13 metrics. A table summarizing the 13 preeminent metrics is included in Appendix I.

OVERALL ASSESSMENT OF INTERNAL CONTROLS

Our overall assessment of internal controls is presented in the table below.

INTERNAL CONTROLS ASSESSMENT			
CRITERIA	SATISFACTORY	OPPORTUNITIES TO IMPROVE	INADEQUATE
Process Controls	X		
Policy & Procedures Compliance	X		
Effect	X		
Information Risk	X		
External Risk	X		
INTERNAL CONTROLS LEGEND			
CRITERIA	SATISFACTORY	OPPORTUNITIES TO IMPROVE	INADEQUATE
Process Controls: Activities established mainly through policies and procedures to ensure that risks are mitigated, and objectives are achieved.	Effective	Opportunities exist to improve effectiveness	Do not exist or are not reliable
Policy & Procedures Compliance: The degree of compliance with process controls – policies and procedures.	Non-compliance issues are minor	Non-compliance issues may be systemic	Non-compliance issues are pervasive, significant, or have severe consequences
Effect: The potential negative impact to the operations- financial, reputational, social, etc.	Not likely to impact operations or program outcomes	Impact on outcomes contained	Negative impact on outcomes
Information Risk: The risk that information upon which a business decision is made is inaccurate.	Information systems are reliable	Data systems are mostly accurate but need to be improved	Systems produce incomplete or inaccurate data which may cause inappropriate financial and operational decisions
External Risk: Risks arising from events outside of the organization's control; e.g., political, legal, social, cybersecurity, economic, environment, etc.	None or low	Potential for damage	Severe risk of damage

FINDINGS AND RECOMMENDATIONS

We have summarized below the areas within the scope of the audit that were tested without exception.

Data Accuracy Testing – Preeminent Metrics

In 2024, the University achieved 12 of the 13 Preeminence metrics, qualifying it for designation as a preeminent state research university. We selected 4 of the 12 metrics achieved for testing—metrics C, D, F, and M. (See Appendix V for a description of the metrics tested on page 16.)

We used the BOG's Preeminent Metrics Methodology Document issued in October 2020 to determine the elements for testing. Based on the document, we tested the accuracy of the data used for the four metrics by obtaining the respective University files and reviewing them against the data in PantherSoft and/or the data maintained by the respective organizations associated with each metric, specifically, the National Science Foundation (NSF).

To verify the expenditures reported for Metrics F and M, we obtained the file of total annual research expenditures, including federal research expenditures, reported on the NSF Higher Education Research and Development Survey. We selected 30 cost centers to ensure the expenditures were: (1) related to research, (2) related to STEM, and/or (3) in agreement with (or less than) the amount reported in PantherSoft Financials. The results of our testing found no exceptions.

The data for Metrics C and D are generated from the SIF Enrollments and RET Retention Cohort Changes files submitted by the University. These files are the same as those used to test the PBF metrics in Finding 1. Similarly, the data elements relevant to Metrics C and D coincide with those tested for the PBF metrics. Refer to the findings and recommendations listed under Finding 1 on page 7.

Data File Submissions and Resubmissions

Our review disclosed that the process used by the Data Administrator provides reasonable assurance that complete, accurate, and timely submissions occurred. We noted no reportable material weaknesses or significant control deficiencies related to data file submissions or resubmissions.

Prior Year IT Controls Audit Recommendation

Recommendation 2.2 from prior year report no. 22/23-06 states:

> *"The Office of the Provost in coordination with Analysis and Information Management should work with the functional units to develop a process to periodically review audit logs for activity that has been established, through issue profile modeling, as peculiar and/or anomalous for the impacted field."*

The recommendation was implemented in January 2024. Our inquiry of management revealed that the Oracle BI tool, which is designed to periodically review audit logs for activity, remains a work in progress. The PantherSoft Development team is currently incorporating additional features and refinements based on management's requests. In the interim, management continues to rely on previously established queries. We will continue to monitor the tool's deployment and perform additional validation procedures during next year's audit.

University Initiatives

We obtained the list of the University initiatives designed to align FIU's operations and practices with the SUS Strategic Plan goals. Our review disclosed that none of the initiatives reported to us appear to have been made for the purpose of artificially inflating performance metric goals. The list of initiatives is included as Appendix III of this report.

Areas Within the Scope of the Audit Tested With Exception

1. Data Accuracy Testing – Performance-Based Funding Metrics

This is our eleventh audit of the PBF Metrics since it became effective in 2014. During our first-year audit, we performed data accuracy testing on all ten metrics as requested by the BOG. In subsequent years' audits, since we have consistently deemed internal controls satisfactory, we have taken a risk-based approach and have limited our data accuracy testing to specific metrics and follow-up on any prior year recommendations. Our choice of metrics to audit was based on distinct factors: audit risk, changes to the metric, and the time elapsed since the metric was last audited. For this year's audit, we selected Metrics 4, 5, 9a, and 9b for testing. (See Appendix IV for a description of the metrics tested on page 14.)

The data for Metrics 4, 5, and 9a are generated from the SIF Enrollments, SIFD Degrees Awarded, and RET Retention Cohort Changes files submitted by the University. In addition, the BOG also generates data from the SFA Financial Aid Awards file for Metric 9b. To complete our testing, the BOG's Office of Data & Analytics provided us with the in-scope data elements for each metric subject to our audit testing. (See Appendix IV – In-scope PBF Data Elements on page 14.)

Finding 1.a

Some sampled SIF file data submitted to the BOG does not agree to the data found in the students' PantherSoft records.

Criteria: *Internal Controls*

Impact: *Moderate*

To verify that the data in the SIF file submitted to the BOG was accurate, we judgmentally selected a sample of 30 students from the Fall 2023 Enrollment Table. We compared the data submitted to the BOG to the data found in the students' records in the PantherSoft System for agreement. We verified the 16 elements relevant to Metrics 4, 5, 9a, and 9b and observed the following exceptions, which individually might not have a high rate of occurrence but collectively represent a significant rate of occurrence among our sample of 30 students.

- Three (10%) instances where the reported Office of Postsecondary Education's Identifier did not reflect the student's most recent post-secondary educational training prior to attending FIU as described in the State University Data System (SUDS) coding instructions for Element 01067. The instances were improperly coded as "not attending a previous institution of higher learning" due to an input error, where the student's transcript type was not listed as "Official" in PantherSoft Campus Solutions although an official version of the transcript had been received by the University.

- Two (7%) instances where the year and month of the student's most recent admission or readmission to FIU was inaccurately reported. In one instance, a student was granted an appeal for their first term of enrollment at the University, resulting in the removal of all courses and grades from that term in the student's records. Management explained that the program logic is designed to report the latest term between the student's date of admission and the date of first enrollment. Based on this logic, the student's second term of enrollment was reported instead of the student's most recent admission to the University.

  In the second instance, a readmission date was reported for the selected student despite the student's enrollment status remaining unchanged. Management explained that this was due to exception rules in the program logic. The date reported to the BOG was the beginning of the first semester following the student's graduation from a bachelor's program, during which the student was only enrolled as a non-degree seeking student. Prior to graduation, the student was concurrently enrolled in a bachelor's and a certificate program.

- One (3%) instance where the highest educational degree, certificate, or diploma held by the student was improperly coded. For Element 01112 *Degree - Highest Level Held* the University should report the highest degree, certificate or diploma held by the student at the beginning of the term being reported. Management stated the issue occurred because a student's transcript was not listed as "Official" in PantherSoft Campus Solutions despite an official transcript being received by the University.

- One (3%) instance where the type of student at the time of most recent admission to FIU was incorrectly changed by the program logic in the files submitted to the BOG. Pursuant to the SUDS coding instructions for Element 01413, a student who leaves the institution and returns without any other post-secondary attendance between the admissions should be reported as a beginning freshman 'B' type. We observed that the selected student was reported as a "U – Other Undergraduate Transfer" although the student's records indicate that the student has only attended FIU. Management stated that the

current program logic does not account for the institution that awarded the Associate in Arts Degree when processing readmission students.

- One (3%) instance where the total credit hours for a student's enrollment in the selected term included courses being audited. SUDS coding instructions for Element 01063 *Current Term Course Load* states courses being audited should be excluded from the total number of credit hours for which a student is enrolled. This discrepancy occurred because the current program logic does not differentiate between audited and credit-bearing courses when calculating total credit hours.

In addition, we verified that the data submitted to the BOG for the relevant elements associated with Metrics 4, 5, 9a, and 9b in the SIFD Degrees Awarded Table, RET Retention Cohort Changes Table, and SFA Financial Aid Awards Table agreed to PantherSoft for a selection of students, without exception.

Recommendations

	The Office of Analysis and Information Management should:
1.1	**Recommendation:** Partner with the Office of Admissions to identify pertinent admissions data that influence PBF program logic and metrics to collectively establish guideposts that the Office of Admissions may then utilize to proactively monitor data input accuracy for critical fields. This may include developing a data literacy training that serves as a reference for relevant staff.
	Management Response/Action Plan: 1. Identify pertinent admissions data that influence PBF program logic and metrics. 2. Work collaboratively to establish best practices for ensuring data input. 3. Create training materials and quiz. 4. Convert training module into FIU Develop Course. Implementation Date: June 20, 2025 Complexity Rating: 3 - Complex

1.2	**Recommendation:** Collaborate with the PantherSoft team to review and update the program logic to ensure accurate reporting of the student's admission/readmission information (year, month, and type of student) and credits for courses being audited.
	Management Response/Action Plan: 1. Credits for courses being audited: DONE 2. PantherSoft will be implementing a logic change for readmits that were initially admitted as B and got an AA degree from FIU to remain B and not U. 3. To address students who graduated and continue to take classes as non-degree, the AIM team will further review associated documentation to determine why logic was put in practice and determine if it remains necessary or should be revised. 4. AIM will seek BOG guidance on how to address scenarios whereby the student's entry date is greater than the date of admission. Particularly, scenarios where there is expungement of first enrolled term. PantherSoft will work on a query to show instances where this misalignment has occurred. AIM will review and address cases and/or logic as needed. Implementation Date: June 20, 2025 Complexity Rating: 3 - Complex

APPENDIX I – FIU'S PERFORMANCE-BASED FUNDING AND PREEMINENT METRICS
(In-scope metrics are shaded)

FIU's Performance-Based Funding Metrics

1.	Percent of Bachelor's Graduates Employed (Earning $40,000+) or Continuing their Education	6.	Bachelor's Degrees Awarded in Areas of Strategic Emphasis
2.	Median Wages of Bachelor's Graduates Employed Full-time	7.	University Access Rate (Percent of Undergraduates with a Pell Grant)
3.	Average Cost to the Student (Net Tuition per 120 Credit Hours)	8.	Graduate Degrees Awarded in Areas of Strategic Emphasis
4.	Four-Year Graduation Rate (Full-time, First-Time-In-College)	9a.	BOG Choice – Three-Year Graduation Rate for Florida College System Associate in Arts Transfer Students
		9b.	BOG Choice – Six-Year Graduation Rate for Students who are Awarded a Pell Grant in their First Year
5.	Academic Progress Rate (2nd Year Retention with GPA above 2.0)	10.	Board of Trustees' Choice – Number of Post-Doctoral Appointees

FIU's Preeminent Metrics

A.	Average GPA and SAT/ACT Score	H.	National Ranking in Research Expenditures
B.	Public University National Ranking	I.	Patents Awarded (over a 3-year period)
C.	Freshman Retention Rate (Full-Time, First-Time-In-College)	J.	Doctoral Degrees Awarded Annually
D.	Four-Year Graduation Rate (Full-Time, First-Time-In-College)	K.	Number of Post-Doctoral Appointees
E.	National Academy Memberships	L.	Endowment Size
F.	Total Annual Research Expenditures	M.	Total Annual Research Expenditures (Science & Engineering only)
G.	Total Amount R&D Expenditures in Non-Health Sciences		

APPENDIX II – BOG'S PERFORMANCE FUNDING ALLOCATION

Florida Board of Governors Performance Funding Allocation 2023-2024[1]				
	Normalized Score	Institutional Investment Allocation	Final State Investment Allocation[2]	Total Performance Funding Allocation
FAMU	72	$12,958,355	$15,374,319	$28,332,674
FAU	84	20,420,136	24,227,280	44,647,416
FGCU	63	12,954,090	5,369,260	28,323,350
FIU	**96**	**32,246,416**	**38,258,459**	**70,504,875**
FL Poly	74	4,905,634	5,820,244	10,725,878
FSU	89	49,357,172	58,559,357	107,916,529
NCF	71	4,330,272	5,137,611	9,467,883
UCF	85	33,374,448	39,596,803	72,971,251
UF	92	60,519,490	71,802,784	132,322,274
UNF	76	14,474,494	17,173,129	31,647,623
USF	89	38,678,875	45,890,191	84,569,066
UWF	84	10,780,618	12,790,563	23,571,181
	Totals	**$295,000,000**	**$350,000,000**	**$645,000,000**

Source: BOG

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[1] The amount of state investment is appropriated by the Legislature and Governor. A prorated amount is deducted from each university's base recurring state appropriation (Institutional Investment) and is reallocated to each institution based on the results of the performance-based funding metrics (State Investment).

[2] Top three institutions (including ties) receive 100% of their allocation of the state investment. Universities with the same or higher score as the previous year receive 100% of their allocation of the state investment. If a university's score decreases for two consecutive years, the university may receive up to 100% of their allocation of the state investment after presenting/completing a student success plan.

APPENDIX III – UNIVERSITY INITIATIVES

List of the University initiatives designed to align FIU's operations and practices with the SUS Strategic Plan goals.

- Over the past four semesters, with support of Department of Education grant funding, the student success team reached out to over 1,500 students who previously stopped out from the University with over 90 credits earned and at least a 2.0 GPA.[3]
- Implemented an Educational and General Revenue Reallocation Model.
- Implemented a Faculty Reallocation Model for strategic faculty hiring.
- Provided significantly greater access to on-demand analytics relevant to the metrics.
- Leveraged student level graduation benchmarking to inform outreach interventions and course demand.
- Integrated career and academic advising.
- Engaged in skills mapping with Lightcast to align programs' curricula to industry-sought skills.
- Continuous strategic enrollment planning via Noel Levitz.
- Continued to expand and refine scholarship, merit, and emergency aid programs to best serve our incoming and current students.
- Expanded and improved communication to students regarding information related to enrollment, financial aid, and student financials.
- Implemented centralized controls with local deployment and execution for student recruitment efforts.
- Expanded centralized retention, graduation, and student success outreach.
- Expanded the variety of predictive indicators used in models to inform student success outreach and strategy, targeting additional populations of students who may be at-risk for attrition or delayed graduation.
- Expanded efforts to reduce course scheduling-related barriers to student progression to graduation.
  - Increased access to actionable data related to course demand and offerings.
  - Implemented/expanded best practices related to course scheduling for student success.
- Engaged in efforts to establish more competitive doctoral student support and expanding funding for doctoral student support.
- Held regular meetings with college leadership to discuss their student success goals, areas of opportunity, and strategies for improvement.

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[3] A stop out student is a student who temporarily withdraws from a college or university, with the intention of returning at a later time.

APPENDIX IV – IN-SCOPE PBF DATA ELEMENTS

No.	Metric	Definition	Submission/Table/Element Information	Relevant Submission(s)
4	**Four Year First-Time-In-College (FTIC) Graduation Rate**	This metric is based on the percentage FTIC students who started in the Fall (or summer continuing to Fall) term and were enrolled full-time in their first semester and had graduated from the same institution by the summer term of their fourth year. FTIC includes 'early admit' students who were admitted as a degree-seeking student prior to high school graduation. Students who were enrolled in advanced graduate programs during their 4th year were excluded.	**Submission:** SIF **Table:** Enrollments **Elements:** 01063 – Current Term Course Load 01067 – Last Institution Code 01068 – Type of Student at Date of Entry 01060 – Student Classification Level 01112 – Degree - Highest Level Held 01107 – Fee Classification Kind 01420 – Date of Most Recent Admission 01413 – Type of Student at Time of Most Recent Admission 01411 – Institution Granting Highest Degree 02001 – Reporting Time Frame 01095 – University Identifier **Submission:** SIFD **Table:** Degrees Awarded **Elements:** 01081 – Degree – Level Granted 01412 – Term Degree Granted 01095 – University Identifier **Submission:** RET **Table:** Ret_Cohort_Chgs **Elements:** 01429 – Cohort Type 01465 – Student-Right-to-Know (SRK) Flag 01442 – Cohort Adjustment Flag 01095 – University Identifier 02001 – Reporting Time Frame 01458 – FTIC Full-Time Indicator-Entering Term	Summer 2023 Fall 2023 Spring 2024 Summer 2024 Fall 2024* *Out of term/Late Degrees Summer 2023 Fall 2023 Spring 2024 Annual 2022-2023

No.	Metric	Definition	Submission/Table/Element Information	Relevant Submission(s)
5	**Academic Progress Rate** 2nd Year Retention with GPA Above 2.0	This metric is based on the percentage of FTIC students who started in the Fall (or summer continuing to Fall) term and were enrolled full-time in their first semester and were still enrolled in the same institution during the next Fall term with a grade point average of at least 2.0 at the end of their first year (Fall, Spring, Summer).	Same as No. 4 above, plus: **Submission:** SIF **Table:** Enrollments **Elements:** 01085 – Institutional Hours for GPA 01086 – Total Institutional Hours Grade Points 01088 – Term Credit Hours for GPA 01089 – Term Credit Hours Earned 01090 – Term Grade Points Earned	Same as No. 4 above, plus: Fall 2023
9a	**Three-Year Graduation Rate for FCS Associate in Arts Transfer Student**	This transfer cohort is defined as undergraduates entering in fall term (or summer continuing to fall) from the Florida College System with an Associate in Arts degree. The rate is the percentage of the initial cohort that has either graduated from the same institution by the summer term of their third academic year. Both full-time and part-time students are used in the calculation. Students who were flagged as enrolled in advanced graduate programs that would not earn a bachelor's degree are excluded.	Same as No. 4 above.	Same as No. 4 above.
9b	**Six-Year Graduation Rate for Students who are Awarded a Pell Grant in their First Year**	This metric is based on the percentage of students who started in the Fall (or summer continuing to Fall) term and were enrolled full-time or part-time in their first semester and who received a Pell Grant during their first year and who graduated from the same institution by the summer term of their sixth year. Students who were flagged as enrolled in advanced graduate programs that would not earn a bachelor's degree were excluded.	Same as No. 5 above, plus: **Submission:** SFA **Table:** Financial Aid Awards **Elements:** 01253 – Financial Aid Award Program Identifier 02040 – Award Payment Term 02001 – Reporting Time Frame 01095 – University Identifier	Same as No. 5 above, plus: Annual 2022-2023

Definition Source: BOG Performance-Based Funding 2024 Metric Definitions

APPENDIX V – IN-SCOPE PREEMINENT METRICS

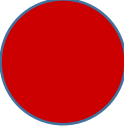|	Metric	Definition
C.	Freshman Retention Rate	A freshman retention rate of 90 percent or higher for full-time, first-time-in-college students.
D.	Four-Year Graduation Rate	A four-year graduation rate of 60 percent or higher for full-time, first-time-in-college students.
F.	Total Research Expenditures ($M)[4]	Total annual research expenditures, including federal research expenditures, of $200 million or more.
M.	Science & Engineering Research Expenditures ($M)[5]	Total annual STEM-related research expenditures, including federal research expenditures, of $50 million or more.

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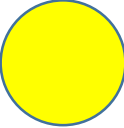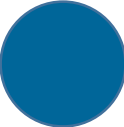
[4] Pursuant to the BOG approved 2024 Accountability Plan for FIU, "This metric has been revised to include both Science & Engineering and non-Science & Engineering research expenditures to align with section 1001.7065, Florida Statutes."

[5] Pursuant to the BOG approved 2024 Accountability Plan for FIU, "This metric has been added to align with changes in section 1001.7065, Florida Statutes from the 2023 legislative session."

APPENDIX VI – IMPACT RATINGS LEGEND

Impact Rating	Description
Severe	Immediate intervention required. Critical risks that could lead to significant financial loss, regulatory sanctions, or irreparable harm to the organization. Threatens the integrity of operations or financial reporting.
Significant	High priority for resolution. Risks that could result in serious issues if not addressed in a timely manner. May lead to considerable financial implications or regulatory concerns.
Moderate	Requires attention within a reasonable timeframe. Risks that have a noticeable but not catastrophic impact on operations or finances. Could lead to inefficiencies or minor financial losses if not addressed.
Limited	Not of urgent priority. Does not pose an immediate threat to operations or finances but require attention, nonetheless. The impact on the organization is limited; primarily related to process improvements or leading practices.

APPENDIX VII – COMPLEXITY RATINGS LEGEND

Legend: Estimated Time of Completion	
(light green circle)	Estimated completion date of less than 30 days.
(yellow circle)	Estimated completion date between 30 to 90 days.
(blue circle)	Estimated completion date between 91 to 180 days.
(orange circle)	Estimated completion date between 181 to 360 days.
(red circle)	Estimated completion date of more than 360 days.

Legend: Complexity of Corrective Action	
1	**Routine:** Corrective action is believed to be uncomplicated, requiring modest adjustment to a process or practice.
2	**Moderate:** Corrective action is believed to be more than routine. Actions involved are more than normal and might involve the development of policies and procedures.
3	**Complex:** Corrective action is believed to be intricate. The solution might require an involved, complicated, and interconnected process stretching across multiple units and/or functions; may necessitate building new infrastructures or materially modifying existing ones.
4	**Exceptional:** Corrective action is believed to be complex, as well as having extraordinary budgetary and operational challenges.

*The first rating symbol reflects the initial assessment based on the implementation date reported by Management, while the second rating symbol reflects the current assessment based on existing conditions and auditor's judgment.

APPENDIX VIII – STAFF ACKNOWLEDGEMENT AND OIA CONTACTS

Contributors to the report:

The following staff contributed to the audit in the designated roles:

- Leslie-Anne Triana — Auditor in Charge
- Vivian Gonzalez — Supervisor and Reviewer
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Definition of Internal Auditing

Internal auditing is an independent, objective assurance and advisory service designed to add value and improve an organization's operations. It helps an organization accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of governance, risk management, and control processes.