



# Strategic Planning & Performance Measures Committee

**Trustee Kristin Harper**  
**June 7, 2023**



# Performance Based Funding Model

Deeper Dive

# PBF - Overview of PBF Model (Points)

## Points

- Points are allocated based on an institution's annual outcome on each metric
- Points for each metric can be earned for "Excellence" and "Improvement"
- The "Excellence" benchmark scale outlines the level of performance on the metric that is needed to earn points, ranging from 1-10 points
- The "Improvement" benchmark scale outlines the level of improvement on the metric that is needed (compared to the performance in the previous year) to earn points, ranging from 1-10 points
- The higher of the two scores ("Excellence" vs. "Improvement") is counted towards an institution's overall PBF score for the year

Performance Based Funding Model 2022-23 Benchmarks											
<b>EXCELLENCE</b> <i>(Achieving System Goals)</i>											
Points		10	9	8	7	6	5	4	3	2	1
<b>Key Metrics Common to All Universities</b>											
1	Percent of Bachelor's Graduates Employed (\$30,000+) and/or Continuing their Education Further 1 Yr after Graduation	80%	77%	74%	71%	68%	65%	62%	59%	56%	53%
2	Median Wages of Bachelor's Graduates Employed Full-time One Year After Graduation	\$40,700	\$38,200	\$35,700	\$33,200	\$30,700	\$28,200	\$25,700	\$23,200	\$20,700	\$18,200
3	Net Tuition & Fees per 120 Credit Hours	\$9,000	\$10,000	\$11,000	\$12,000	\$13,000	\$14,000	\$15,000	\$16,000	\$17,000	\$18,000
4	Four Year Graduation Rate Full-time FTIC	65%	62%	59%	56%	53%	50%	47%	44%	41%	38%
5	Academic Progress Rate 2nd Year Retention with GPA Above 2.0	90%	88.8%	87.5%	86.3%	85%	83.8%	82.5%	81.3%	80%	78.8%
6	Bachelor's Degree's Awarded in Areas of Strategic Emphasis (includes STEM)	50%	47.5%	45%	42.5%	40%	37.5%	35%	32.5%	30%	27.5%
7	University Access Rate Percent of Undergraduates with a Pell Grant	42%	38%	34%	30%	26%	22%	18%	14%	10%	6%
8.A.	Graduate Degrees Awarded in Areas of Strategic Emphasis (includes STEM)	60%	57.5%	55%	52.5%	50%	47.5%	45%	42.5%	40%	37.5%
8.B.	Freshmen in Top 10% of Graduating High School Class (Alternative metric for NCF only)	50%	47.5%	45%	42.5%	40%	37.5%	35%	32.5%	30%	27.5%
<b>IMPROVEMENT</b>											
% Improvement		5.0%	4.5%	4.0%	3.5%	3.0%	2.5%	2.0%	1.5%	1.0%	0.5%
Points		10	9	8	7	6	5	4	3	2	1

Note: For Metric 3 only the percentage improvement should be negative in order to receive points.

Performance Based Funding Model 2022-23 Benchmarks						
		EXCELLENCE <i>(Achieving System Goals)</i>				
Points		5	4	3	2	1
Key Metrics Common to All Universities						
9.A.	Two-Year Graduation Rate for FCS Associate in Arts Transfer Students	50%	45%	40%	35%	30%
9.B.	Six-Year Graduation Rate for Students who are Awarded a Pell Grant in their First Year	80%	75%	70%	65%	60%
9.B.1.	Academic Progress Rate, 2nd Year Retention for FTIC with a Pell Grant <i>(Alternative metric for FL Poly only)</i>	89%	88%	87%	86%	85%
		IMPROVEMENT				
% Improvement		5%	4%	3%	2%	1%
Points		5	4	3	2	1

Note: tables obtained from BOG website

# PBF - Overview of PBF Model (Points), cont.



Performance Based Funding Model 2022-23 Benchmarks											
		EXCELLENCE <i>(Achieving System Goals)</i>									
Points		10	9	8	7	6	5	4	3	2	1
<b>Metric 10</b>											
10.A.	FAMU - Number of Bachelor's Degrees Awarded to Transfers with AA Degrees from FCS	350	330	310	290	270	250	230	210	190	170
		IMPROVEMENT									
% Improvement		5.0%	4.5%	4.0%	3.5%	3.0%	2.5%	2.0%	1.5%	1.0%	0.5%
Points		10	9	8	7	6	5	4	3	2	1

Note: tables obtained from BOG website

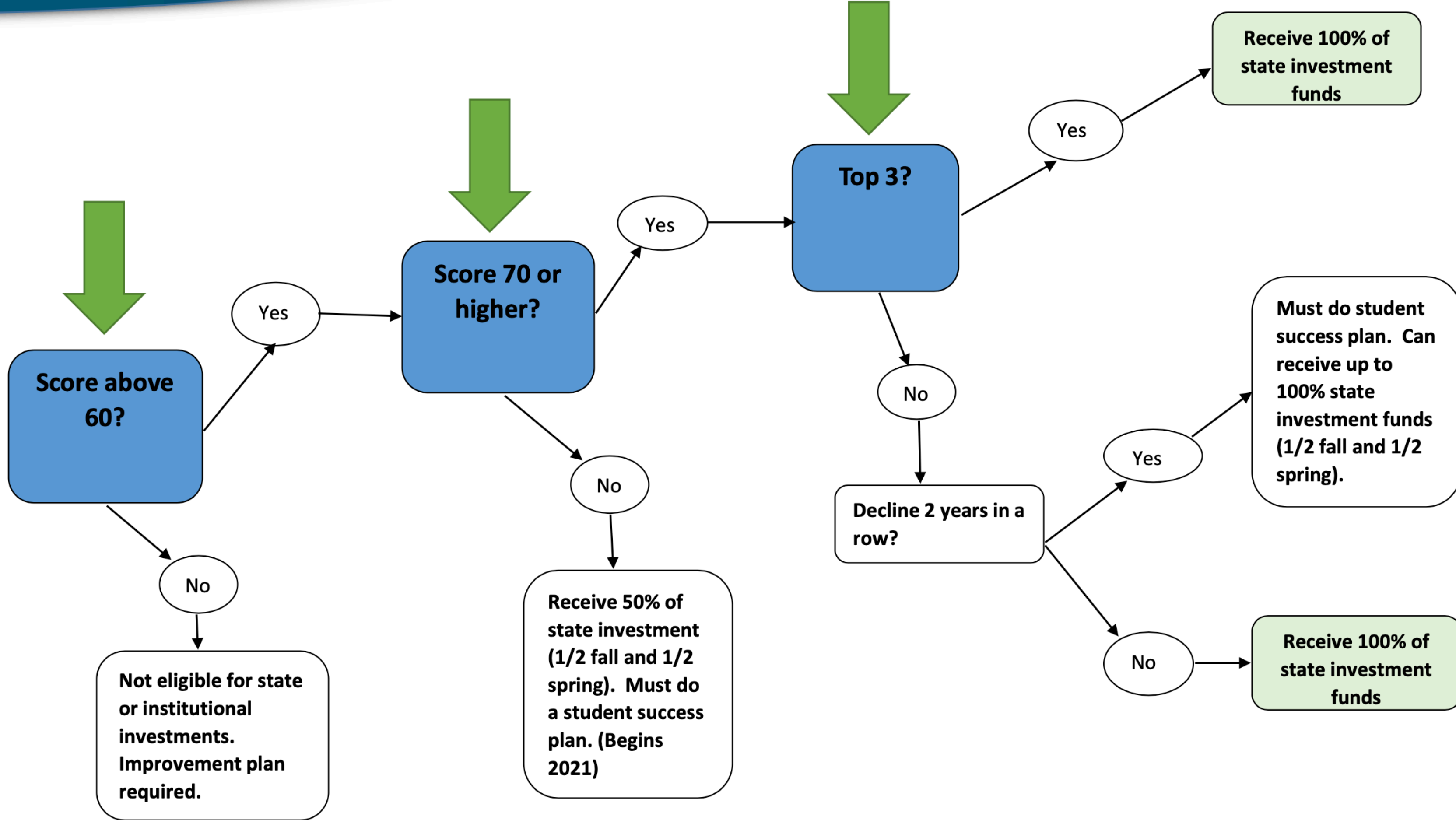
# PBF - Overview of PBF Model (2022 Points)

	Excellence		Improvement		Final Score	Outcome Needed to Achieve 10 Points on Excellence Scale
	Data	Points	Data	Points		
<b>1</b> Percent of Bachelor's Graduates Employed and/or Continuing their Education (1 Yr after Graduation)*	62.5%	<b>4</b>	0.6%	<b>1</b>	4	80%
<b>2</b> Median Wages of Bachelor's Graduates Employed Full-time (1 Yr after Graduation)	\$37,000	<b>8</b>	7.0%	<b>10</b>	10	\$40,700
<b>3</b> Net Tuition & Fees per 120 Credit Hours	-\$17,750	<b>10</b>	2,817%	<b>10</b>	10	\$9,000
<b>4</b> FTIC Four-Year Graduation Rate	27.0%	<b>0</b>	-7.6%	<b>0</b>	0	65%
<b>5</b> Academic Progress Rate (2nd Year Retention with GPA Above 2.0)	84.2%	<b>5</b>	2.0%	<b>4</b>	5	90%
<b>6</b> Percentage of Bachelor's Degrees Awarded within Programs of Strategic Emphasis	53.9%	<b>10</b>	6.7%	<b>10</b>	10	50%
<b>7</b> University Access Rate (Percent of Undergraduates with a Pell Grant)	59.3%	<b>10</b>	-3.6%	<b>0</b>	10	42%
<b>8</b> Percentage of Graduate Degrees Awarded within Programs of Strategic Emphasis	47.3%	<b>4</b>	2.7%	<b>5</b>	5	60%
<b>9A</b> BOG Choice: FCS AA Transfer Two-Year Graduation Rate (Effective 2021)	42.7%	<b>3</b>	6.3%	<b>5</b>	5	50%
<b>9B</b> BOG Choice: FTIC Pell Recipient Six-Year Graduation Rate (Effective 2021)	52.0%	<b>0</b>	-1.3%	<b>0</b>	0	80%
<b>10</b> Number of Bachelor's Degrees Awarded to Transfers with AA from FCS (Effective 2020)	340	<b>9</b>	5.0%	<b>10</b>	10	350

\*BOG correction due to metric changes

**Total Score 72**

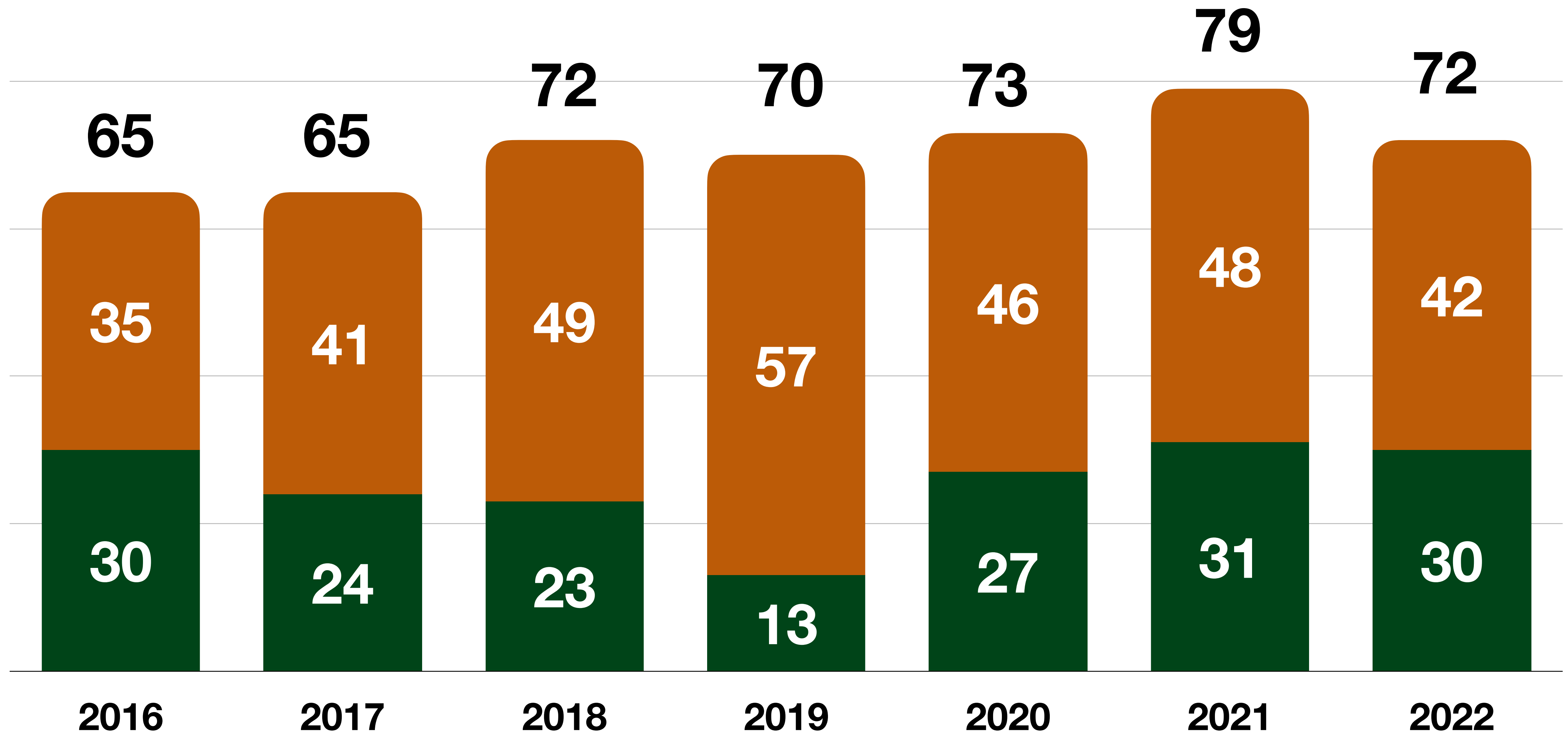
## Performance Funding Overview



# PBF - Trends and Outcomes for FAMU

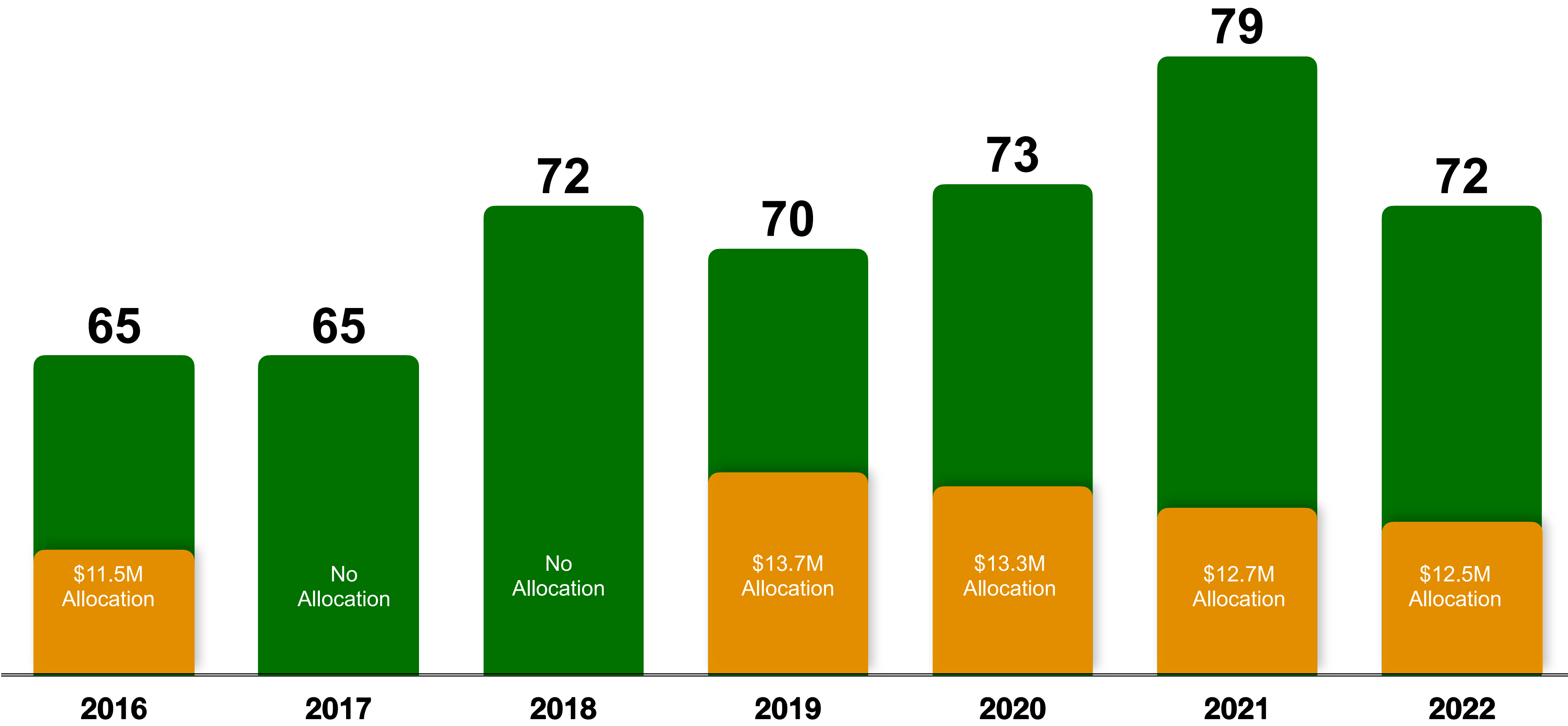


■ Improvement Points      ■ Excellence Points





# PBF - Trends, Outcomes, and Allocations



*\*Normalized scores based on BOG corrections due to metric changes*

# PBF - Funding Allocation Methodology



The amount of the **state investment** appropriated by the Legislature and Governor for performance funding is **matched** by an amount reallocated from the university system base budget.

## Performance-Based Funding Model: 2022-2023 Allocations

	Institutional Investment Allocation	Maximum State Investment Allocation*	Maximum Total Allocation*
FAMU	\$14,012,282	\$12,587,304	\$26,599,586
FAU	\$22,548,831	\$20,255,729	\$42,804,560
FGCU	\$12,720,719	\$11,427,087	\$24,147,806
FIU	\$35,168,400	\$31,591,953	\$66,760,353
FL Poly	\$4,748,742	\$4,265,820	\$9,014,561
FSU	\$46,481,148	\$41,754,252	\$88,235,400
NCF	\$4,040,914	\$3,629,974	\$7,670,887
UCF	\$36,004,365	\$32,342,904	\$68,347,269
UF	\$57,004,493	\$51,207,425	\$108,211,918
UNF	\$14,269,586	\$12,818,442	\$27,088,028
USF	\$37,993,870	\$34,130,087	\$72,123,957
UWF	\$10,006,650	\$8,989,025	\$18,995,675
Total	\$295,000,000	\$265,000,000	\$560,000,000

### Institutional Base Funding Allocation (highlights)

1. A prorated amount is **deducted** from each university's base recurring state appropriation.
2. On a 100-point scale, a threshold of **60 points** is established as the minimum number of total points needed to be **eligible for the institutional investment**.
3. Any institution that fails to meet the minimum point threshold for the institutional investment must submit an improvement plan to the BOG (an institution is limited to only one improvement plan).

### State Investment Funding Allocation (highlights)

1. Any institution with a score lower than the previous year's score for **two consecutive** years must submit a student success plan to the BOG.
2. Any institution with a score lower than 70 points must submit a student success plan to the BOG in order to be eligible for **50 percent** of their proportional amount of the state's investment.

# 2022-23 PBF - Funding Allocation Methodology



University	2020 Scores	2021 Scores	2022 Scores	Allocation of State Investment	Allocation of Institutional Investment	Total Performance Based Funding Allocation
★ FAMU	73	79	72	\$12,587,304	\$14,012,282	\$26,599,586
★ FAU	85	89	80	\$20,255,729	\$22,548,831	\$42,804,560
➡ FGCU	88	82	71	\$11,427,087	\$12,720,719	\$24,147,806
★ FIU	88	97	91	\$32,893,614	\$35,168,400	\$68,062,014
◆ FL Poly		83	66	\$2,132,910	\$4,748,742	\$6,881,652
FSU	85	88	90	\$41,754,252	\$46,481,148	\$88,235,400
◆ NCF	87	64	66	\$1,814,987	\$4,040,914	\$5,855,901
UCF	89	87	88	\$32,342,904	\$36,004,365	\$68,347,269
★ UF	90	87	93	\$52,537,694	\$57,004,493	\$109,542,187
UNF	83	77	78	\$12,818,442	\$14,269,586	\$27,088,028
★ USF	94	94	92	\$35,446,052	\$37,993,870	\$73,439,922
★ UWF	82	83	81	\$8,989,025	\$10,006,650	\$18,995,675
<b>Total</b>				<b>\$265,000,000</b>	<b>\$295,000,000</b>	<b>\$560,000,000</b>

★ **Top 3: FIU, UF, USF**  
 Top 3 (including ties) receive 100% of their allocation of state investment.

✦ **Watch List: FAMU, FAU, UWF**  
 If scores decrease in 2023, 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 year 1. FAMU is not on the watch list in 2023.

◆ **Score Below 70: FL Poly, NCF**  
 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/completing a student success plan.

➡ **Drop (2 years): FGCU**  
 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.

# Historical SUS PBF Comparison



University	Ave Score (2016-22)	Total Allocation (2016-22)	Ave Annual Allocation (2016-22)
<b>FAMU</b>	<b>71</b>	<b>\$63.6M</b>	<b>\$9.1M</b>
<b>FAU</b>	<b>83</b>	<b>\$147.5M</b>	<b>\$21.1M</b>
<b>FGCU</b>	<b>76</b>	<b>\$62.6M</b>	<b>\$8.9M</b>
<b>FIU</b>	<b>85</b>	<b>\$219.2M</b>	<b>\$31.3M</b>
<b>FSU</b>	<b>84</b>	<b>\$291.7M</b>	<b>\$41.7M</b>
<b>NCF</b>	<b>70</b>	<b>\$15.8M</b>	<b>\$2.3M</b>
<b>UCF</b>	<b>84</b>	<b>\$249.5M</b>	<b>\$35.6M</b>
<b>UF</b>	<b>91</b>	<b>\$357.9M</b>	<b>\$51.1M</b>
<b>UNF</b>	<b>71</b>	<b>\$51.2M</b>	<b>\$7.3M</b>
<b>USF</b>	<b>89</b>	<b>\$257.7M</b>	<b>\$36.8M</b>
<b>UWF</b>	<b>81</b>	<b>\$70.2M</b>	<b>\$10.0M</b>

# PBF Metric Outcomes



PBF	Metric	2017	2018	2019	2020	2021	2022	2023	TREND
1	Percent of Bachelor's Graduates Employed and/or Continuing their Education (Metric Modified in 2023- \$40,000+)						60.1%	67.8%	↑
2	Median Wages of Bachelor's Graduates Employed Full-time	\$32,700	\$33,000	\$31,600	\$33,500	\$34,500	\$37,000	\$39,500	↑
3	Average Cost to the Student	\$12,640	\$9,410	\$7,640	\$6,570	\$2,360	-\$580	-\$17,750	↑
4	FTIC Six Year Graduation Rate (Metric Replaced after 2017)	41.0%	47.0%	50.0%	52.0%	55.0%	55.0%	59.0%	↑
4	FTIC Four-Year Graduation Rate (Effective 2018)	18.3%	21.6%	22.5%	27.7%	34.6%	27.0%	28.4%	↑
5	Academic Progress Rate (2nd Year Retention with GPA Above 2.0)	74.6%	70.0%	71.3%	73.0%	82.2%	84.2%	82.8%	↓
6	Percentage of Bachelor's Degrees Awarded within Programs of Strategic Emphasis	48.0%	42.6%	43.7%	47.8%	47.2%	53.9%	51.8%	↓
7	University Access Rate (Percent of Undergraduates with a Pell Grant)	65.4%	62.8%	65.6%	64.3%	62.9%	59.3%	56.8%	↓
8	Percentage of Graduate Degrees Awarded within Programs of Strategic Emphasis	58.2%	58.9%	55.2%	51.7%	44.6%	47.3%	50.0%	↑
9A	BOG Choice: FCS AA Transfer Three-Year Graduation Rate (Effective 2023)						68.6%	61.6%	↓
9B	BOG Choice: FTIC Pell Recipient Six-Year Graduation Rate (Effective 2021)					53.3%	52.0%	57.4%	↑
10	Number of Bachelor's Degrees Awarded to Transfers with AA from FCS (Effective 2020)				268	323	340	341	↑
<b>Total Score</b>		65	72	70	73	79	72		
<b>State Investment</b>		\$0	\$0	\$13.7M	\$13.3M	\$12.6M	\$12.5M		

## Graduates Employed or Continuing Their Education [Metric 1]



- Increased staff for Career Center
- Expanded professional development
- Established Office of Undergraduate Research
- Corporate partnership expansion

## Median Wages of Bachelor's Graduates Employed Full-Time [Metric 2]



- Increased staffing for Career Center
- Expanded professional development
- Established Office of Undergraduate Research
- Strategic recruitment

## FTIC Four-Year Graduation Rate [Metric 4]



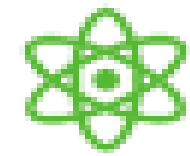
- Enhanced academic and student support services
- Strategic Recruitment
- Office of Freshmen Studies
- Data analytics

## Academic Progress Rate (2<sup>nd</sup> Year Retention with GPA Above 2.0) [Metric 5]



- Enhance academic and student support services
- Strategic Recruitment
- Office of Freshmen Studies
- Data analytics

## Bachelor and Graduate Degrees Awarded Within Programs of Strategic Emphasis [Metric 6 & 8]



Enhanced academic and student support services  
Strategic Recruitment  
Curricular Revisions

## Florida College System (FCS) Associate of Arts (AA) Transfer Three-Year Graduation Rate [Metric 9A]



Enhance academic and student support services  
Strategic Recruitment  
Office of Transfer Student Academic Success  
Data analytics

## FTIC Pell Recipient Six-Year Graduation Rate [Metric 9B]



Enhanced academic and student support services  
Strategic Recruitment  
New Degree Programs

## Bachelor's Degrees Awarded to Transfer Students with AA Degrees from FCS [Metric 10]



Enhanced academic and student support services  
Office of Transfer Studies  
Office of Transfer Student Academic Success

The logo for Florida Agricultural and Mechanical University (FAMU) features the letters 'FAMU' in a bold, white, sans-serif font. The letters are set against a dark grey rectangular background. The 'F' and 'M' are slightly larger than the 'A' and 'U'.

**FAMU**

The text 'FLORIDA AGRICULTURAL AND MECHANICAL UNIVERSITY' is written in a smaller, white, sans-serif font. It is enclosed within a white, stylized bracket shape that is wider at the top and bottom and narrower in the middle.

**FLORIDA  
AGRICULTURAL AND  
MECHANICAL  
UNIVERSITY**

# **BOLDLY STRIKING**

**Excellence • Innovation • Transformation**

**Thank you for your time! Questions?**