

August 3, 2023

Board of Trustees Retreat

PERFORMANCE BASED FUNDING MODEL

- Dr. Kelly McMurray, Vice President for Strategic Planning, Analysis and Institutional Effectiveness
- Dr. Allyson Watson, Provost and Vice President for Academic Affairs



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 2023-24 Benchmarks											
		EXCELLENCE <i>(Achieving System Goals)</i>									
Points		10	9	8	7	6	5	4	3	2	1
Key Metrics Common to All Universities											
1	Percent of Bachelor's Graduates Employed (\$40,000+) and/or Continuing their Education Further 1 Yr after Graduation	80.0%	77.0%	74.0%	71.0%	68.0%	65.0%	62.0%	59.0%	56.0%	53.0%
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 <i>Full-time FTIC</i>	65.0%	62.0%	59.0%	56.0%	53.0%	50.0%	47.0%	44.0%	41.0%	38.0%
5	Academic Progress Rate <i>2nd Year Retention with GPA Above 2.0</i>	90.0%	88.8%	87.5%	86.3%	85%	83.8%	82.5%	81.3%	80.0%	78.8%
6	Bachelor's Degree's Awarded in Areas of Strategic Emphasis <i>(includes STEM)</i>	50.0%	47.5%	45.0%	42.5%	40.0%	37.5%	35.0%	32.5%	30%	27.5%
7	University Access Rate <i>Percent of Undergraduates with a Pell Grant</i>	42.0%	38.0%	34.0%	30.0%	26.0%	22.0%	18.0%	14.0%	10.0%	6.0%
8.A.	Graduate Degrees Awarded in Areas of Strategic Emphasis <i>(includes STEM)</i>	60.0%	57.5%	55.0%	52.5%	50.0%	47.5%	45.0%	42.5%	40.0%	37.5%
8.B.	Percentage of Newly Admitted FTICs with High School GPA of a 4.0 or Higher <i>(Alternative metric for NCF only)</i>	70.0%	65.0%	60.0%	55.0%	50.0%	45.0%	40.0%	35.0%	30.0%	25.0%
		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: For Metric 3 only the percentage improvement should be negative in order to receive points.

Performance Based Funding Model 2023-24 Benchmarks						
		EXCELLENCE				
		<i>(Achieving System Goals)</i>				
Points		5	4	3	2	1
Key Metrics Common to All Universities						
9.A.	Three-Year Graduation Rate for FCS Associate in Arts Transfer Students	70.0%	67.0%	64.0%	61.0%	58.0%
9.B.	Six-Year Graduation Rate for Students who are Awarded a Pell Grant in their First Year	80.0%	75.0%	70.0%	65.0%	60.0%
		IMPROVEMENT				
% Improvement		5.0%	4.0%	3.0%	2.0%	1.0%
Points		5	4	3	2	1

Note: tables obtained from BOG website

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



Performance Based Funding Model 2023-24 Benchmarks											
	EXCELLENCE <i>(Achieving System Goals)</i>										
Points	10	9	8	7	6	5	4	3	2	1	
Metric 10											
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	

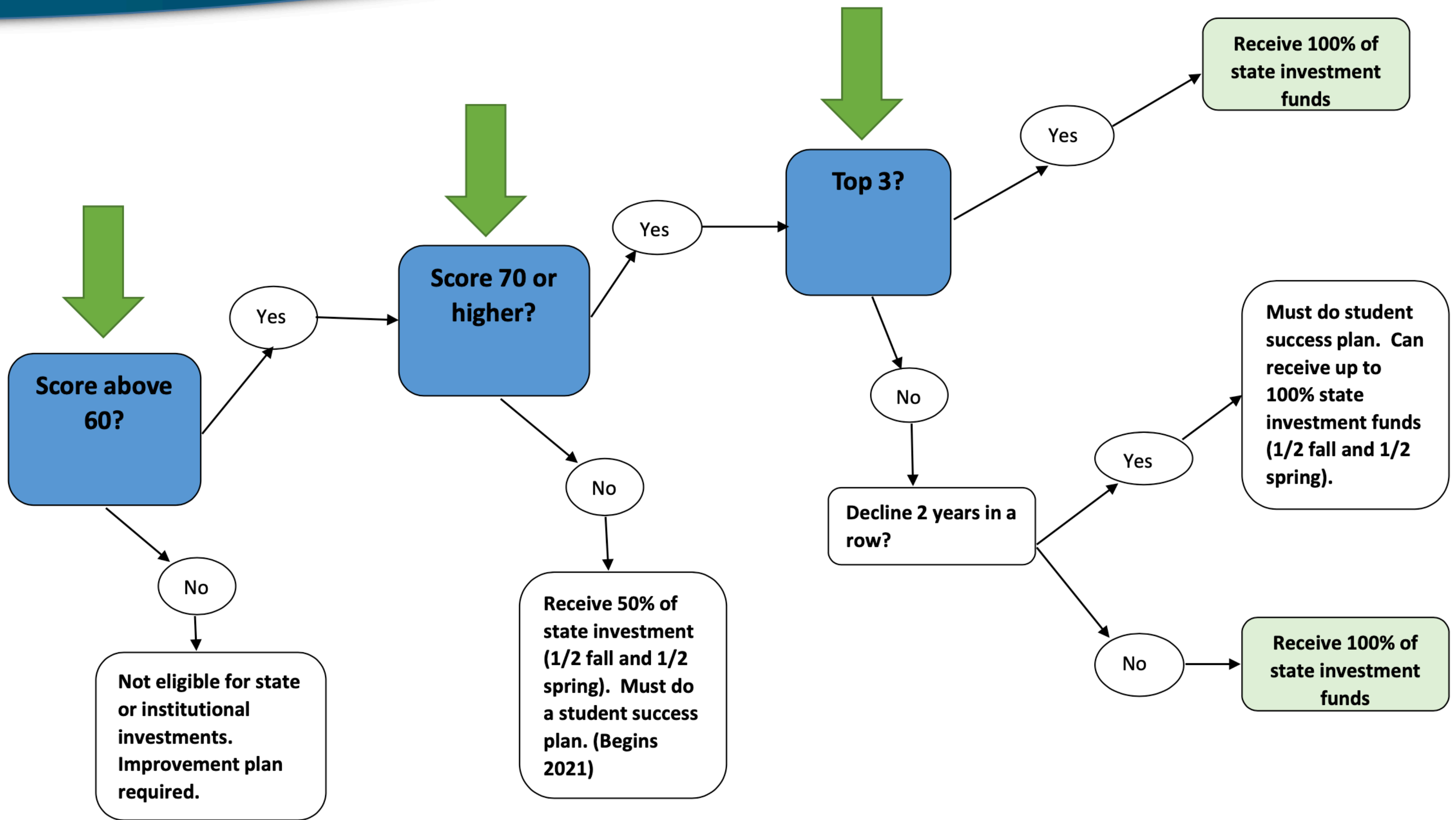
Note: tables obtained from BOG website

PBF - Overview of PBF Model (2023 Points)

	Excellence		Improvement		Final Score	Outcome Needed to Achieve 10 Points on Excellence Scale
	Data	Points	Data	Points		
1 Percent of Bachelor's Graduates Employed and/or Continuing their Education (1 Yr after Graduation)*	67.8%	5	7.7%	10	10	80%
2 Median Wages of Bachelor's Graduates Employed Full-time (1 Yr after Graduation)	\$39,500	9	6.8%	10	10	\$40,700
3 Net Tuition & Fees per 120 Credit Hours	-\$17,750	10	2,817%	10	10	\$9,000
4 FTIC Four-Year Graduation Rate	28.4%	0	1.4%	2	2	65%
5 Academic Progress Rate (2nd Year Retention with GPA Above 2.0)	82.8%	4	-1.4%	0	4	90%
6 Percentage of Bachelor's Degrees Awarded within Programs of Strategic Emphasis	51.8%	10	-3.6%	0	10	50%
7 University Access Rate (Percent of Undergraduates with a Pell Grant)	56.8%	10	-2.1%	0	10	42%
8 Percentage of Graduate Degrees Awarded within Programs of Strategic Emphasis	50.0%	6	2.7%	5	6	60%
9A BOG Choice: FCS AA Transfer Three-Year Graduation Rate (Effective 2023)	61.7%	2	-6.7%	0	2	70%
9B BOG Choice: FTIC Pell Recipient Six-Year Graduation Rate (Effective 2021)	57.4%	0	5.4%	5	5	80%
10 Number of Bachelor's Degrees Awarded to Transfers with AA from FCS (Effective 2020)	341	9	0.3%	0	9	350

Total Score 78

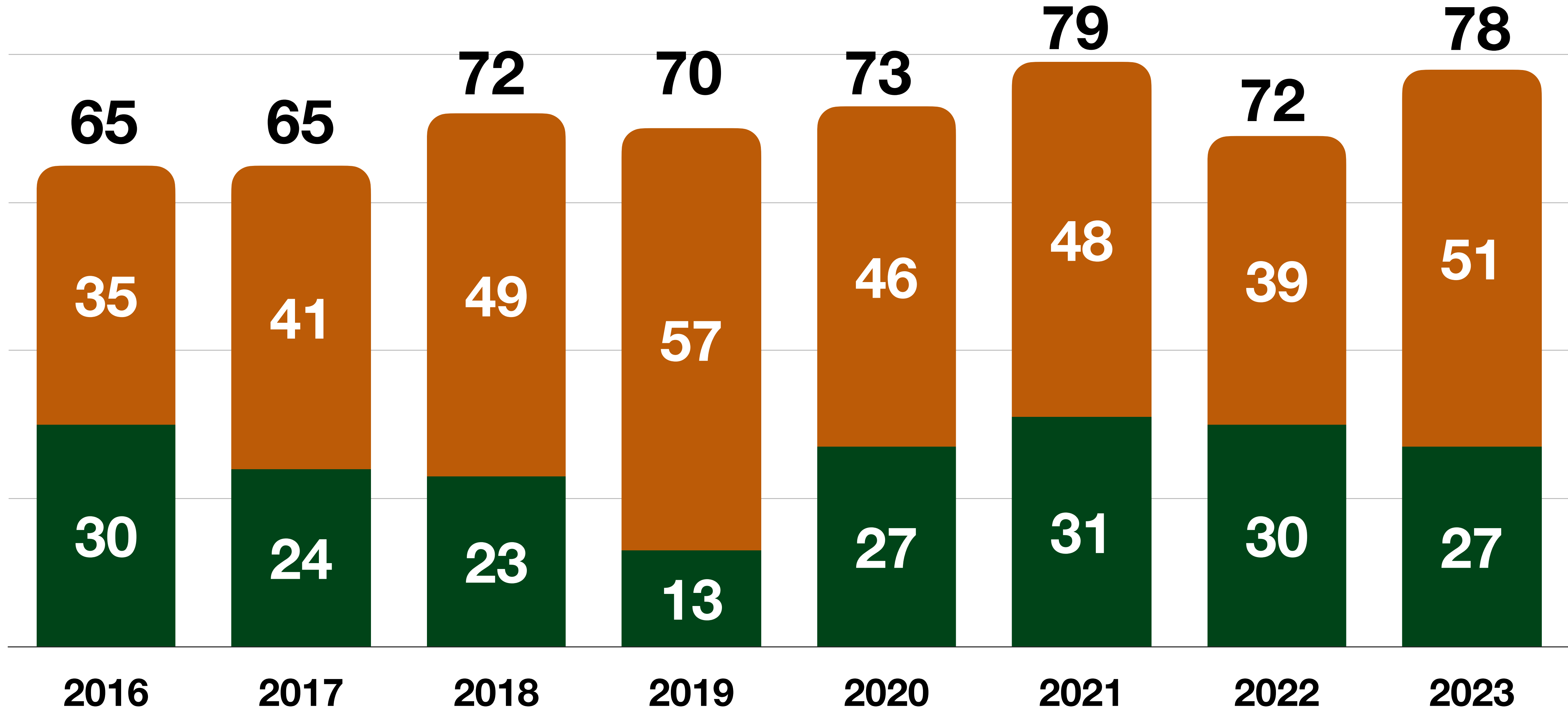
Performance Funding Overview



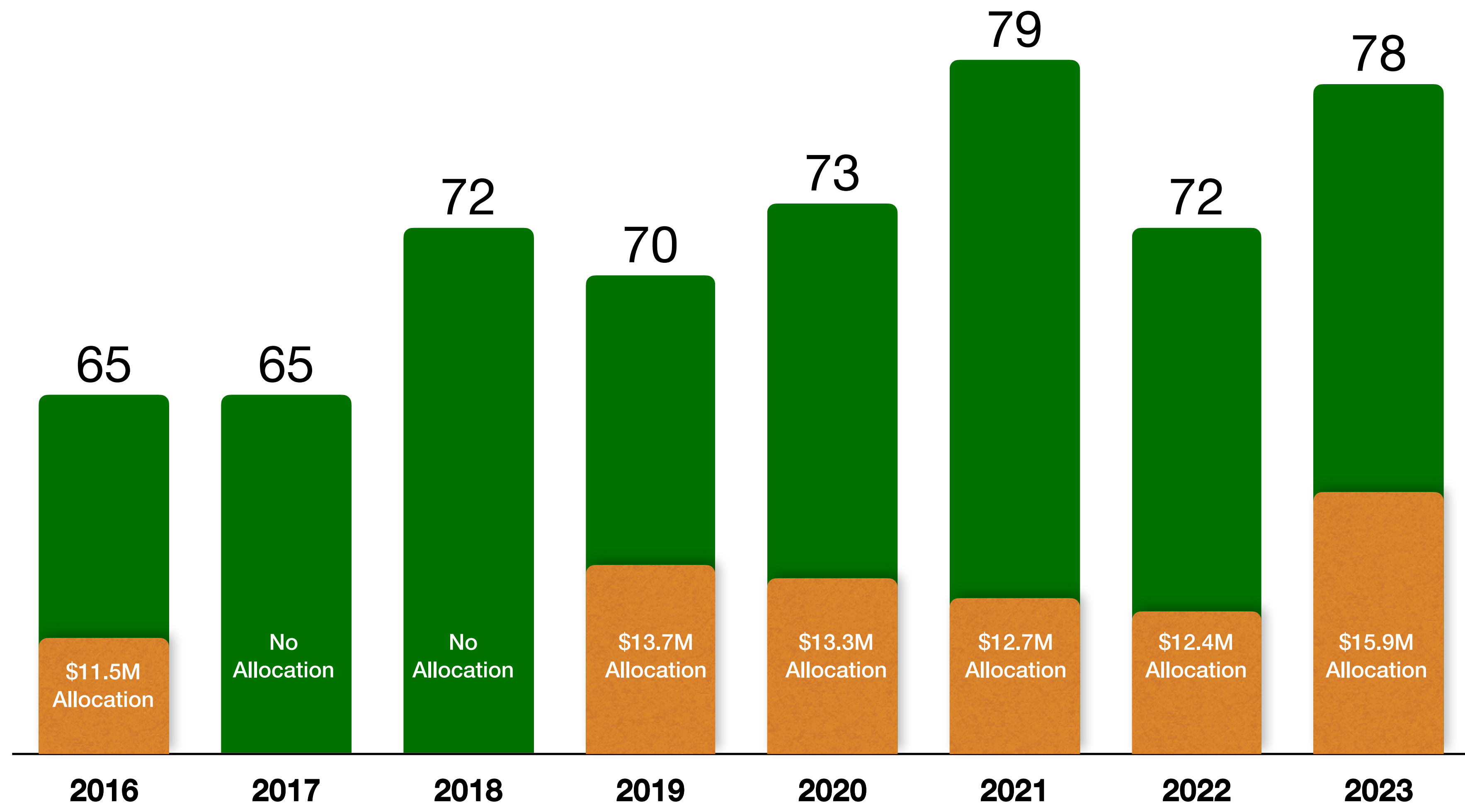
PBF - Trends and Outcomes for FAMU



■ Improvement Points ■ Excellence Points



PBF - Trends, Outcomes, and Allocations



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: 2023-2024 Allocations

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.

	Institutional Investment Allocation	Maximum State Investment Allocation*	Maximum Total Allocation*
FAMU	\$13,438,040	\$15,943,438	\$29,381,478
FAU	\$21,265,474	\$25,230,224	\$46,495,698
FGCU	\$12,253,765	\$14,538,365	\$26,792,130
FIU	\$32,836,760	\$38,958,867	\$72,361,514
FL Poly	\$4,944,006	\$5,865,769	\$10,809,775
FSU	\$48,517,371	\$57,562,983	\$106,640,284
NCF	\$3,705,243	\$4,396,051	\$8,101,294
UCF	\$35,410,573	\$42,012,544	\$77,423,117
UF	\$57,527,517	\$68,252,986	\$126,316,607
UNF	\$13,379,105	\$15,873,514	\$29,252,619
USF	\$41,839,051	\$49,639,553	\$92,014,708
UWF	\$9,883,095	\$11,725,706	\$21,608,801
Total	\$295,000,000	\$350,000,000	\$645,000,000

2022-23 PBF - Funding Allocation Methodology



University	2021 Scores	2022 Scores	2023 Scores	Allocation of State Investment	Allocation of Institutional Investment	Total Performance Based Funding Allocation
FAMU	79	72	78	\$13,438,040	\$15,943,438	\$29,381,478
FAU	89	80	82	\$21,265,474	\$25,230,224	\$46,495,698
FGCU	82	71	74	\$12,253,765	\$14,538,365	\$26,792,130
★ FIU	99	91	91	\$32,893,760	\$39,524,754	\$72,361,514
FL Poly	83	66	86	\$4,944,006	\$5,865,769	\$10,809,775
★ FSU	88	90	94	\$48,517,371	\$57,562,983	\$106,640,284
◆ NCF	73	66	65	\$3,705,243	\$2,1989,026	\$5,903,269
UCF	92	88	89	\$35,410,573	\$36,004,365	\$68,347,269
★ UF	90	93	90	\$57,527,517	\$68,789,090	\$126,316,607
UNF	83	78	79	\$13,379,105	\$15,873,514	\$27,088,028
★ USF	96	92	90	\$41,839,051	\$50,175,657	\$92,014,708
UWF	83	81	82	\$9,883,095	\$11,725,706	\$21,605,801
Total				\$295,000,000	\$350,000,000	\$645,000,000

Scores are normalized for 2021, 2022, and 2023

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

Watch List: No scores have dropped this year (aside from NCF)
 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: 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): No scores dropped 2 years
 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)
FAMU	71	\$63.6M	\$9.1M
FAU	83	\$147.5M	\$21.1M
FGCU	76	\$62.6M	\$8.9M
FIU	85	\$219.2M	\$31.3M
FSU	84	\$291.7M	\$41.7M
NCF	70	\$15.8M	\$2.3M
UCF	84	\$249.5M	\$35.6M
UF	91	\$357.9M	\$51.1M
UNF	71	\$51.2M	\$7.3M
USF	89	\$257.7M	\$36.8M
UWF	81	\$70.2M	\$10.0M

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	↑
Total Score		65	72	70	73	79	72	78	
State Investment		\$0	\$0	\$13.7M	\$13.3M	\$12.6M	\$12.5M	\$15.9M	

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]



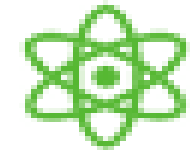
- Enhanced academic and student support services
- Strategic Recruitment
- Office of Freshmen Studies
- Data analytics

Academic Progress Rate (2nd 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) is displayed in a light purple font within a semi-transparent grey rectangular box. The letters are bold and sans-serif.

FLORIDA
AGRICULTURAL AND
MECHANICAL
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BOLDLY STRIKING

Excellence • Innovation • Transformation

Thank you for your time! Questions?