



**STATE UNIVERSITY  
SYSTEM OF FLORIDA**

# State University System of Florida Performance-Based Funding

Tim Jones, Senior Vice Chancellor,  
Finance/Administration and CFO

February 19, 2025

[www.flbog.edu](http://www.flbog.edu)



**SUS 30**

**EXTRAORDINARY IMPACT**

# State University System of Florida



- Governed by a 17-member Board of Governors
- Comprised of 12 four-year, public universities, each with a Board of Trustees
- 430,000+ students
- 100,000+ degrees awarded
- Lowest Undergraduate Tuition in the country\*
- 6 universities in the top 100 public universities\*\*
- #1 State in the country for Higher Education\*\*



\*College Board, Trends in College Pricing

\*\*U.S. News & World Report

# A Look Back



- 2007 and prior – Universities funded based on enrollment
- 2012 Governor Rick Scott and elected leaders charged the Board of Governors with creating a performance model
- January 2014 – Board approved a 10 metric model under Board of Governors Chair Hosseini's Leadership

# Guiding Principles and Key Components



## Four Guiding Principles:

- 1) Use metrics that align with the System Strategic Plan goals,
- 2) Reward Excellence or Improvement,
- 3) Have a few clear, simple metrics, and
- 4) Acknowledge the unique mission of the different institutions.

## Key Components of the Model

- Institutions will be evaluated on either Excellence or Improvement for each metric.
- Maximum score is 100 points.
- Data is based on one-year.
- No weighting of any metric.
- 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.
- No reallocation of base funding, but there would be 'skin in the game'.
- The Florida Legislature and Governor determine the amount of **new** state funding and an amount of institutional base funding that would be at risk.

# Performance-Based Funding Metrics



|  |  |
|--|--|
| <b>1. Percent of Bachelor's Graduates Employed (Earning \$43,200+) or Continuing their Education</b> | <b>6. Bachelor's Degrees Awarded in Areas of Strategic Emphasis</b>  |
| <b>2. Median Wages of Bachelor's Graduates Employed Full-Time</b>                                    | <b>7. University Access Rate (Percent of Undergraduates with a Pell-grant)</b>   |
| <b>3. Average Cost to the Student (Net Tuition per 120 Credit Hours)</b>                             | <b>8. Graduate Degrees Awarded in Areas of Strategic Emphasis</b>  |
| <b>4. Four Year Graduation Rate (Full-time FTIC)</b>   | <b>9a. Three Year Graduation Rate for FCS AA Transfer Students</b><br><b>9b. 6-Year Graduation Rate for Students Awarded Pell Grants</b> |
| <b>5. Academic Progress Rate (2<sup>nd</sup> Year Retention with GPA Above 2.0)</b>                  | <b>10. Board of Trustees Choice</b>  |

# Metric Scoring

| Performance Based Funding Model 2025-26 Benchmarks |  |          |          |          |          |          |          |          |          |          |          |
|--|--|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| EXCELLENCE<br><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 (\$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                                      | \$43,200 | \$40,700 | \$38,200 | \$35,700 | \$33,200 | \$30,700 | \$28,200 | \$25,700 | \$23,200 | \$20,700 |
| 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<br><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<br><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<br><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<br><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 Changes



- PBF 1.0 (2014-15 – 2018-19)
  - Institutions received new funding proportional to their existing base funds
  - 3 lowest scoring institutions did not receive new funds
  - 3 highest scoring institutions eligible for additional funding
- PBF 2.0 (2019-20 - current)
  - Continuous improvement: Any institution with a score lower than the previous year's score for two consecutive years must complete a student success plan.
  - Any institution that scores below the 70-point threshold will only receive 50% of their new state funding
  - 3 highest scoring institutions eligible for the additional state funding
- PBF 3.0
  - January 2025 – Board of Governors approved 2030 Strategic Plan
  - Fall 2025 – Board of Governors will consider changing PBF to align with the new Strategic Plan

# Year 1 of Performance Funding

## Excellence Scores



| Metric            | FAMU     | FAU      | FGCU     | FIU      | FSU      | NCF      | UCF      | UF             | UNF      | USF      | UWF      | Highest Benchmark               |
|-------------------|----------|----------|----------|----------|----------|----------|----------|----------------|----------|----------|----------|---------------------------------|
| 1                 | 60%      | 70%      | 70%      | 67%      | 61%      | 44%      | 69%      | 63%            | 69%      | 69%      | 60%      | 75%                             |
| 2                 | \$30,000 | \$34,900 | \$32,900 | \$35,100 | \$30,300 | \$21,200 | \$33,700 | \$33,100       | \$24,200 | \$34,600 | \$31,000 | \$40,000                        |
| 3                 | \$37,950 | \$32,430 | \$29,240 | \$26,730 | \$25,500 | \$74,640 | \$21,010 | \$24,940       | \$29,350 | \$24,340 | \$31,080 | \$20,000                        |
| 4                 | 41%      | 40%      | 43%      | 50%      | 77%      | 66%      | 66%      | 86%            | 49%      | 62%      | 42%      | 70%                             |
| 5                 | 72%      | 70%      | 72%      | 78%      | 90%      | 81%      | 86%      | 96%            | 76%      | 87%      | 63%      | 90%                             |
| 6                 | 43%      | 40%      | 35%      | 40%      | 35%      | 56%      | 35%      | 47%            | 33%      | 46%      | 39%      | 50%                             |
| 7                 | 65%      | 41%      | 35%      | 47%      | 30%      | 29%      | 38%      | 32%            | 36%      | 41%      | 39%      | 30%                             |
| 8A<br>8B          | 39%      | 33%      | 36%      | 40%      | 31%      | 35%      | 47%      | 59%            | 34%      | 57%      | 29%      | 50%                             |
| 9                 | 31%      | 31%      | 74%      | 70%      | 11       | 4        | 60%      | 18             | 71%      | 56%      | 65%      | 80%<br>FSU 25<br>UF 31<br>NCF 5 |
| 10                | 86%      | 42%      | 23%      | 5,851    | 115      | 100%     | 12,321   | \$697 M        | 9%       | 300      | 32%      |                                 |
| <i>BOT Choice</i> | 80%      | 40%      | 20%      | 6,100    | 75       | 100%     | 12,300   | Top 1/3 of AAU | 7%       | 300      | 21%      |                                 |

Score of 4-5

Score of 3

Score of 2-0



# Year 11 of Performance Funding

## Excellence Scores



| Metric    | FAMU     | FAU      | FGCU     | FIU      | FL Poly    | FSU       | NCF       | UCF      | UF        | UNF      | USF      | UWF      | Highest Benchmark |
|-----------|----------|----------|----------|----------|------------|-----------|-----------|----------|-----------|----------|----------|----------|-------------------|
| 1         | 66.9%    | 71.4%    | 70.3%    | 77.2%    | 85.3%      | 75.1%     | 56.1%     | 70.3%    | 79.0%     | 72.0%    | 71.6%    | 79.8%    | 80.0%             |
| 2         | \$43,700 | \$49,500 | \$47,700 | \$49,600 | \$68,000   | \$48,500  | \$42,500  | \$50,500 | \$56,500  | \$48,100 | \$49,000 | \$53,000 | \$43,200          |
| 3         | \$1,170  | \$5,920  | \$8,700  | \$920    | (\$11,110) | (\$1,270) | (\$6,880) | \$3,230  | (\$4,380) | \$5,240  | (\$390)  | \$4,160  | \$9,000           |
| 4         | 35.0%    | 50.3%    | 42.3%    | 64.9%    | 41.2%      | 74.9%     | 53.1%     | 54.2%    | 76.9%     | 48.4%    | 65.5%    | 48.1%    | 65%               |
| 5         | 81.8%    | 81.9%    | 78.8%    | 90.8%    | 73.6%      | 95.1%     | 64.9%     | 91.1%    | 96.2%     | 77.7%    | 89.1%    | 86.8%    | 90%               |
| 6         | 54.3%    | 61.3%    | 53.7%    | 60.9%    | 100.0%     | 55.8%     | 55.2%     | 54.6%    | 59.5%     | 70.2%    | 68.2%    | 60.6%    | 50%               |
| 7         | 56.1%    | 38.0%    | 29.8%    | 50.4%    | 35.3%      | 24.5%     | 31.7%     | 34.7%    | 23.2%     | 32.4%    | 33.9%    | 35.5%    | 42%               |
| 8A<br>8B  | 51.7%    | 66.0%    | 47.1%    | 64.7%    | 100.0%     | 54.3%     | 43.5%     | 60.3%    | 68.8%     | 64.5%    | 73.1%    | 73.4%    | 8A 60%,<br>8B 70% |
| 9A        | 60.5%    | 58.9%    | 57.5%    | 70.0%    | 25.0%      | 74.4%     | 55.9%     | 50.9%    | 70.4%     | 62.6%    | 63.9%    | 52.3%    | 70%               |
| 9B<br>9B1 | 49.8%    | 65.6%    | 51.7%    | 72.2%    | 79.4%      | 79.9%     | 61.4%     | 71.7%    | 85.3%     | 62.0%    | 72.9%    | 57.2%    | 9B 80%<br>9B1 89% |
| 10        | 290      | 78       | 935      | 262      | 99.5%      | 1513      | 95.9%     | 40.6%    | 2337      | 43.3%    | 74.2%    | 60.6%    |                   |
|           | 350      | \$75 M   | 820      | 271      | 76%        | 1360      | 67%       | 40%      | 2600      | 27%      | 74%      | 51%      |                   |

Score of 10-8

Score of 7-5

Score of 4-0

# Questions?

<https://www.flbog.edu/finance/performance-based-funding/>

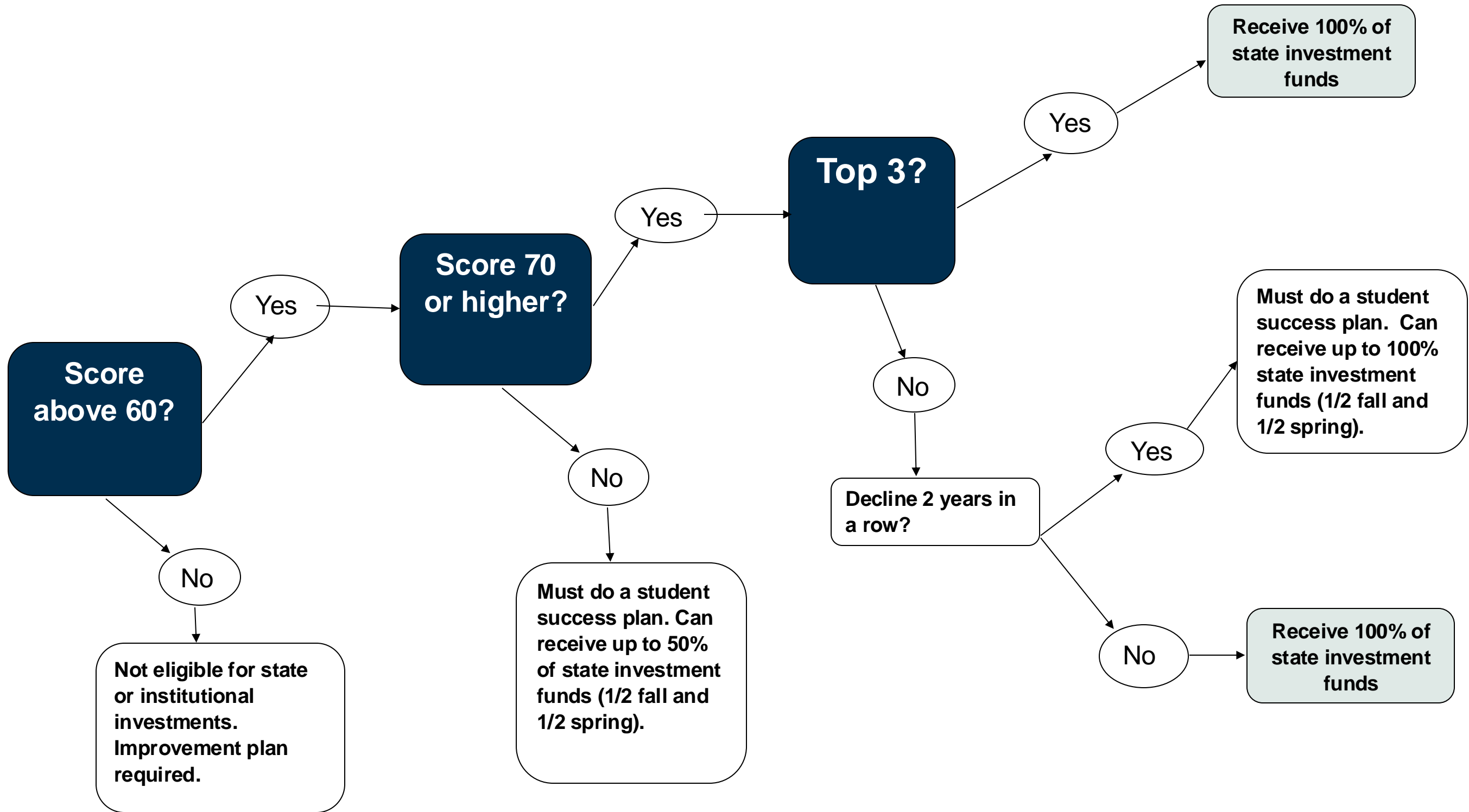


**STATE UNIVERSITY  
SYSTEM OF FLORIDA**

# Supporting Slides

- The following slides provide additional context and support.

# Score Methodology Overview



# Appropriations



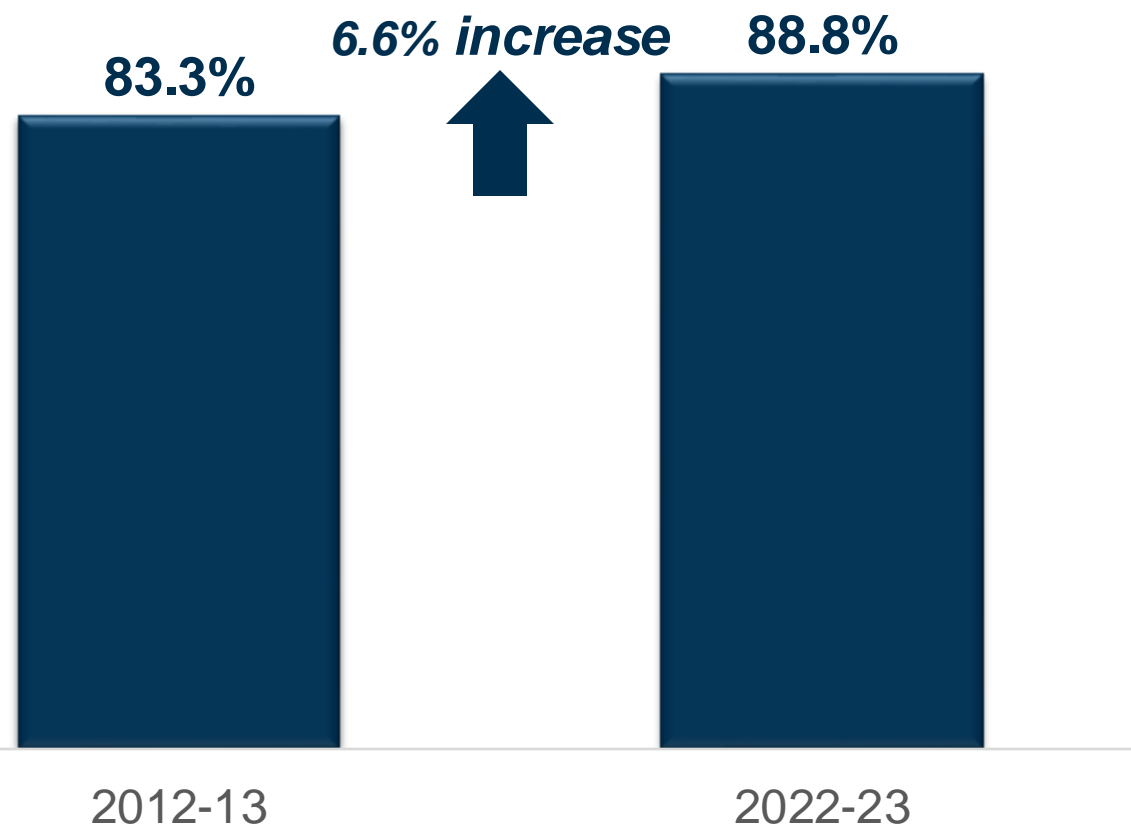
|                                 | <b>State Investment</b> | <b>Institutional Investment</b> | <b>Total</b> |
|---------------------------------|-------------------------|---------------------------------|--------------|
| <b>2014-2015</b>                | \$100 M                 | \$65 M                          | \$165 M      |
| <b>2015-2016</b>                | \$150 M                 | \$250 M                         | \$400 M      |
| <b>2016-2017</b>                | \$225 M                 | \$275 M                         | \$500 M      |
| <b>2017-2018</b>                | \$245 M                 | \$275 M                         | \$520 M      |
| <b>2018-2019-<br/>2022-2023</b> | \$265 M                 | \$295 M                         | \$560 M      |
| <b>2023-2024</b>                | \$350 M                 | \$295 M                         | \$645 M      |
| <b>2024-2025</b>                | \$350 M                 | \$295 M                         | \$645 M      |

# Performance Funding Improvement

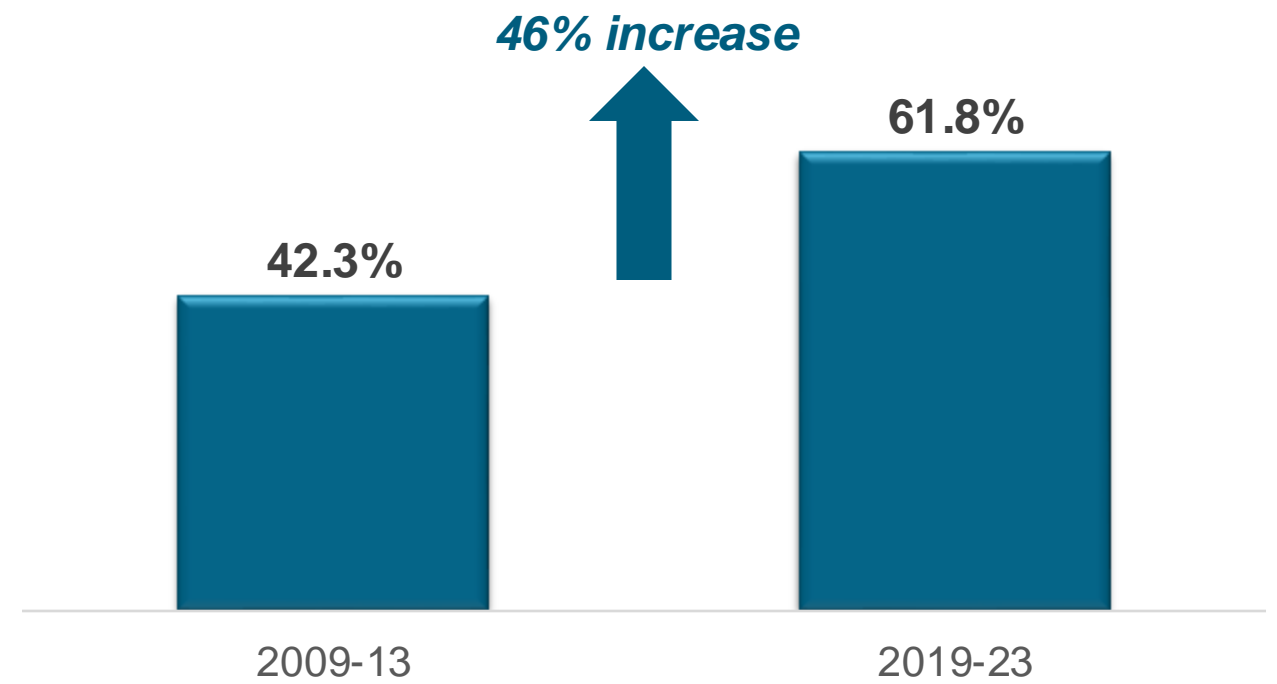
## Retention and Graduation Rates



**Metric 5: Academic Progress Rate**  
(2nd Year Retention w/ GPA above 2.0)



**Metric 4: 4-Year Grad Rate**

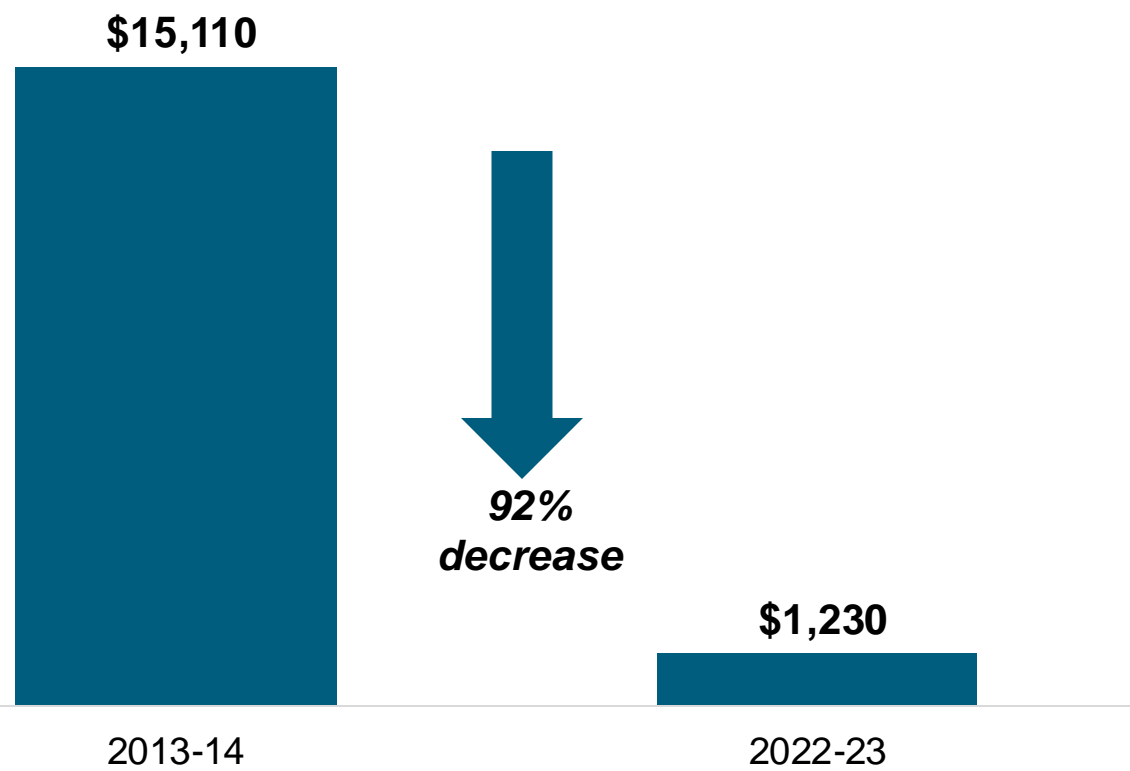


# Performance Funding Improvement

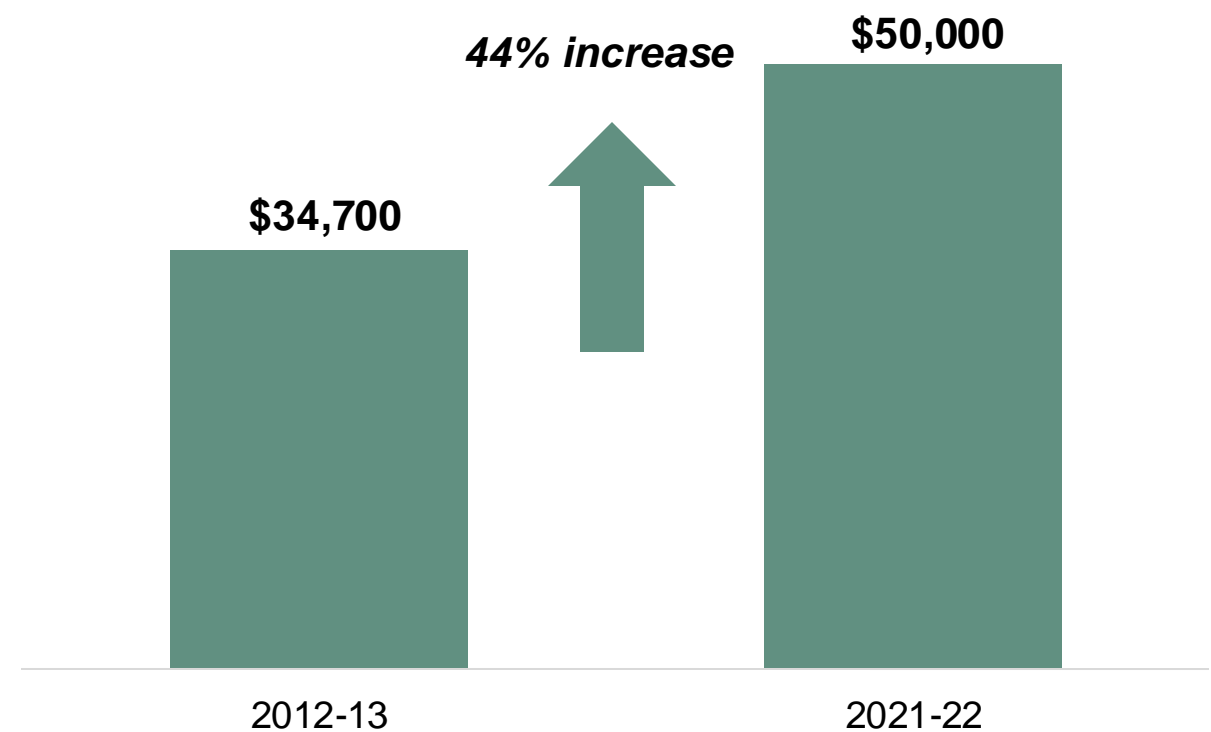
## Exceeding Goals



### Metric 3: Average Cost to the Student



### Metric 2: Median Wages of Bachelor's Graduates Employed Full Time





**STATE UNIVERSITY  
SYSTEM OF FLORIDA**