



Item: SP: I-2

STRATEGIC PLANNING COMMITTEE

Tuesday, October 21, 2014

SUBJECT: PERFORMANCE BASED FUNDING IMPROVEMENT PLAN

PROPOSED COMMITTEE ACTION

No action is necessary. This item is only informational.

BACKGROUND INFORMATION

Dr. Gary Perry, Provost and Vice President for Academic Affairs, will give an update on the topic of performance based funding. He will apprise the Board of the status of the institution's improvement plans, with particular focus the plan's student success initiatives.

IMPLEMENTATION PLAN/DATE

N/A

FISCAL IMPLICATIONS

N/A

Supporting Documentation: PowerPoint Presentation

Presented by: Dr. Gary Perry, Provost and Vice President for Academic Affairs

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Performance Based Funding Improvement Plan

*Presented by Gary Perry, Provost and Vice President for Academic Affairs
Board of Trustees - Committee on Academic and Student Affairs
October 21, 2014*

Pushing Waves

Performance Funding Background

- Initiated by Board of Governors (BOG) in 2013 after soliciting feedback from SUS institutions
- Guided by four principles:
 1. Metrics that align with system strategic plan and goals
 2. Reward excellence or improvement
 3. Have a few, clear, simple metrics
 4. Acknowledge the unique mission each institution
- Initial Proposal: \$50M allocated based on 10 metrics
- Legislature approved \$20M based on 3 metrics
- FAU awarded \$1.7M
- For 2014-15: \$100M in new money based on 10 metrics

Ten Metric Model (FY 2014-15)

		Excellence	Improvement	Score
1	Percent of Bachelor's Graduates Employed and/or Continuing their Ed. Further 1 Year after Graduation	70%	N/A	4
2	Median Average Full-time Wages of Undergraduates Employed in Florida 1 Year after Graduation	\$34,900	N/A	3
3	Average Cost per Undergraduate Degree to the Institution	\$32,430	N/A	2
4	Six Year Graduation Rate	40%	+0%	0
5	Academic Progress Rate (2 nd Year Retention with GPA Above 2.0)	70%	-3%	0
6	Bachelor's Degrees Awarded in Areas of Strategic Emphasis	40%	+3%	3
7	University Access Rate (Percent of Undergraduates with a Pell-grant)	41%	N/A	5
8	Master's Degrees Awarded in Areas of Strategic Emphasis	33%	-2%	1
9	BOG's choice - Percent of Bachelor's degrees without Excess Hours	63%	N/A	1
10	BOT's choice - Degrees awarded to minorities	42%	+0%	5
Total Points				24

**Performance Funding Model
2012-13 Final Metric Score Sheet**

Scores in black are based on Excellence. Scores in orange are based on Improvement.

Metric	FAMU	FAU	FGCU	FIU	FSU	NCF	UCF	UF	UNF	USF	UWF
1	2	4	4	3	2	0	3	2	3	3	2
2	5	3	3	4	3	1	3	5	4	4	3
3	0	2	2	2	2	0	4	3	1	3	0
4	0	0	0	3	5	3	3	5	1	5	0
5	5	0	1	3	5	1	3	5	0	3	0
6	3	3	2	3	2	5	3	4	1	4	2
7	5	5	5	5	5	4	5	5	5	5	5
8.a	2	1	5	3	1		4	5	5	5	2
8.b						2					
9.a	0	1	1	3			1		3	0	2
9.b					3			3			
9.c						4					
10.a	5										
10.b		5	5	5							
10.c					5						
10.d						5					
10.e							5				
10.f								5			
10.g									5		
10.h										5	
10.i											5
Total Score	27	24	28	34	33	25	34	42	28	37	21

Performance Allocations (FY 2014-15)

	Points	Allocation of New Funds	Restoration of 2013-2014 Base Funds ¹	Allocation of Funds Previously used in 2013-2014 for the TEAm Grants ²	Allocation of 2013-2014 Performance Funds ³	Total Performance Funding Allocation
FAMU	29	\$5,541,681	\$3,602,093	\$831,252	\$869,565	\$10,844,591
FGCU	30	\$3,297,844	\$2,143,599	\$494,677	\$2,173,913	\$8,110,033
FIU	34	\$13,912,467	\$7,103,925	\$2,086,870	\$2,173,913	\$25,277,176
FSU	33	\$16,426,934	\$10,677,507	\$2,464,040	\$2,173,913	\$31,742,394
UCF	34	\$16,757,792	\$8,953,386	\$2,513,669	\$2,608,696	\$30,833,543
UF	42	\$22,453,117	\$12,199,069	\$3,367,967	\$1,739,130	\$39,759,283
UNF	29	\$4,510,490	\$2,931,819	\$676,574	\$2,173,913	\$10,292,796
USF	37	\$17,099,675	\$9,004,505	\$2,564,951	\$2,608,696	\$31,277,827
Sub-Total		\$100,000,000	\$56,615,903	\$15,000,000	\$16,521,739	\$188,137,642

			2013-2014 Base Funds at Risk		2013-2014 Performance Funds at Risk	Total Funds at Risk
FAU	24		\$5,213,263		\$1,739,130	\$6,952,393
NCF	25		\$645,594		\$434,783	\$1,080,377
UWF	21		\$2,525,240		\$1,304,348	\$3,829,588
Sub-Total		\$0	\$8,384,097	\$0	\$3,478,261	\$11,862,358



Total		\$100,000,000	\$65,000,000	\$15,000,000	\$20,000,000	\$200,000,000
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Moving Forward

- 10 metric model to stay with slight modifications:
 - Calculations (bench-marks) may be adjusted, including the “Employment” metrics (e.g. adding national employment data beyond Florida)
 - Excellence ranges may change, such as “Access” (i.e. Pell grant) metric
 - List of “Strategic Emphasis” degree programs has been expanded to include additional Education, Global, Health, Security, and STEM programs
- FAU’s Improvement Plan (to recover \$6.9 million)

Improvement Plan for 2014-2015

- a) Increase the number of academic advisors to best practice of 300:1 student-to-advisor ratio, allowing “intrusive advising” of students

Expectations:

- By December 2014: 13 new advisors are hired and strategically placed
- By May 2015: 13 additional advisors are hired and strategically placed bringing us to a total of 26 new advisors

To date: Hired 19 advisors

- b) Purchase and implement advising software to create a more seamless advising system

Expectations:

- By December 2014: Starfish Software purchased and installed
- By May 2015: 100% of lower division advisors (83) are trained and using advising system with students

To date: Purchased Starfish Software, training advisors



Improvement Plan for 2014-2015



- c) Launch “Jump Start” pilot summer program, targeting at-risk freshmen who will receive intrusive advising and tutoring support

Expectations:

- By December 2014: 125 students will have completed summer portion of pilot program and are participating in special advising process
- By May 2015: 50% of “Jump Start” students are retained and complete Spring 2015 semester with at least a 2.0 GPA

To date: 209 of 210 students completed (98% w/ GPA >2.0; 47% w/ GPA 3.7+)



- d) Develop study plans for undergraduates (“Flight Plans”)

Expectations:

- By December 2014: 64 of 98 programs will have completed Flight Plans
- By May 2015: 100% of baccalaureate programs will have completed Flight Plans for all 2014-15 FTIC students

To date: 95 program completed “Flight Plans”



Improvement Plan for 2014-2015

- e) Launch Bachelors of General Studies degree to offer persisting students an option to obtain a degree in various concentrations

Expectations:

- By December 2014: Initiated approval process for new degree program with FAU Faculty Senate
- By May 2015: Bachelors of General Studies approved as active degree program by FAU Board of Trustees

To date: Review by UUPC at September meeting



- f) Launch “Major KnOWLedge” early career exploration module, helping all incoming undecided students to determine majors

Expectations:

- By December 2014: 400 students have fully completed module
- By May 2015: 75% of 400 students have declared a major, remainder referred to SLS 1301

To date: Over 1300 new students have completed module



Student Success

Recommendations of university-wide Task Force on Student Success (TFSS):

1. **Develop a Comprehensive Early Warning System** to identify students who need support and to provide them with appropriate assistance.
2. **Identify Early Indicators of Risk** to identify student characteristics that are predictors of poor academic progress, or of exit prior to graduation.
3. **Coordinate Student Engagement** through opportunities like Supplemental Instruction, learning communities, civic engagement (e.g., academic service learning), research and inquiry projects, study abroad, athletics, and others.
4. **Address High DFWI Rate Courses** place accountability for reducing DFWI rates with the colleges and academic programs, but, at the same time, provide resources to the programs to allow them to pursue creative and innovative solutions to address high DFWI rates.
5. **Execute a Sustainable and Comprehensive Communication Plan** through availability and accessibility of information that students and University employees need about institutional policies, practices, and procedures, for contacting students and develop guidelines for how different kinds of messages are to be communicated to them, to bring student success resources to where the students are located.
6. **Strengthen FAU's Infrastructure for Supporting Student Success** by reducing the student-to-advisor ratio, providing continued career development, and an effective communication plan.
7. **Continue to Align Academic Planning and Scheduling Practice through** the implementation of clear and comprehensive academic planning tools (FAU Flight Plans, Graduate Plans of Study, Early Warning System, and DARS system upgrades).

Changes in Admissions

Admission Grid for Summer/Fall (numbers show FTIC Enrolls for Summer/Fall 2014)

	ACT	< 17	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	
HS GPA	SAT	< 1210	1210-1260	1270-1320	1330-1380	1390-1440	1450-1500	1510-1550	1560-1610	1620-1670	1680-1730	1740-1790	1800-1850	1860-1910	1920-1970	1980-2010	2020-2070	2080-2130	2140-2210	2220-2280	2290-2370	2380-2400	Total
4.0 +			3	12	53	100	125	115	115	115	84	66	68	51	50	33	19	12	7	5			1,033
3.9				4	20	28	32	31	26	21	17	8	9	4	5								205
3.8				5	22	34	39	29	40	29	16	21	10	7	6	1	3						262
3.7		1		1	22	37	31	32	37	16	14	9	11	4		2							217
3.6		1	2	1	21	45	38	30	30	25	15	14	2	3	3	1							231
3.5				2	25	41	35	41	16	22	15	6	9	1	2	1							216
3.4				2	16	36	39	35	15	22	24	9	3	3	1	1							206
3.3		3	1	2	19	34	41	39	34	25	16	14	4	2				2	1				237
3.2				1	14	20	29	17	18	18	5	10	2	2	2		1						139
3.1			1	1	11	14	24	21	23	14	3	5	3	2									122
3		1	1	1	3	5	13	22	14	9	12	5	2	1	1	1	2	1					94
2.9		2	1	2	6	10	8	5	3	8	2	4	3	1		1							56
2.8		1				4	11	6	1	1	4	1	1	3	1								34
2.7					1		1	2	1			1		1									7
2.6		1																					
< 2.6		3				3	1			1		1	1										10
N/A					1			1				1											3
Total		13	9	34	234	411	467	426	373	326	227	175	128	85	71	38	28	15	8	5	0	0	3,073

Traditional Admits 2567

Jump Start Admits 349

Subtotal 2916

Faculty Ownership of Student Success

- 1. Be a part of student success networks**
 - Connect: you → students; your course → real world
 - Refer students for *enrichment* as well as support
 - Work with advisors to identify “at risk” students
- 2. Foster Deep Learning**
 - Actively engage students in inquiry
 - Frequent, timely, constructive feedback
- 3. Extend your classroom**
 - Research, scholarship, creative activities
 - Internships, community activities, study abroad
 - Guided leadership, entrepreneurship opportunities