



Item: VI.b

Tuesday, November 19, 2013

SUBJECT: APPROVAL OF BOT'S CHOICE METRIC AND BENCHMARKS FOR BOG PERFORMANCE FUNDING INITIATIVE

PROPOSED BOARD ACTION

Approve the FAU Board of Trustees' choice metric and benchmarks for the BOG Performance Funding Initiative.

BACKGROUND INFORMATION

At its September 12, 2013 meeting, the State University System of Florida's Board of Governors approved a pilot Performance Funding Model, which used 3 metrics and resulted in Florida Atlantic University receiving a one-time allocation of \$1.7M.

At the same meeting, the BOG announced the introduction of the following year's more robust Performance Funding Model, which includes 10 metrics that evaluate the institutions on a range of issues such as six-year graduation rates and cost per undergraduate degree.

An important metric included in the model is the Board of Trustees Choice Metric, which is a metric that each institution's Board of Trustees will choose for each institution. This metric is an opportunity for each institution's Board to customize the model with a metric that best suits the individual goals and challenges of each institution. Metrics will be evaluated on the basis of Improvement or Excellence.

The Division of Academic Affairs recommends the following performance metric: *Bachelor's Degrees Awarded to Minorities*. Details regarding FAU's historical performance in this area, along with recommended Improvement and Excellence benchmarks, are attached.

IMPLEMENTATION PLAN/DATE

The metric and benchmarks will be submitted to the BOG in November 2013 pending full Board approval.

FISCAL IMPLICATIONS

FAU will receive an undetermined one-time allocation based on performance.

Supporting Documentation:

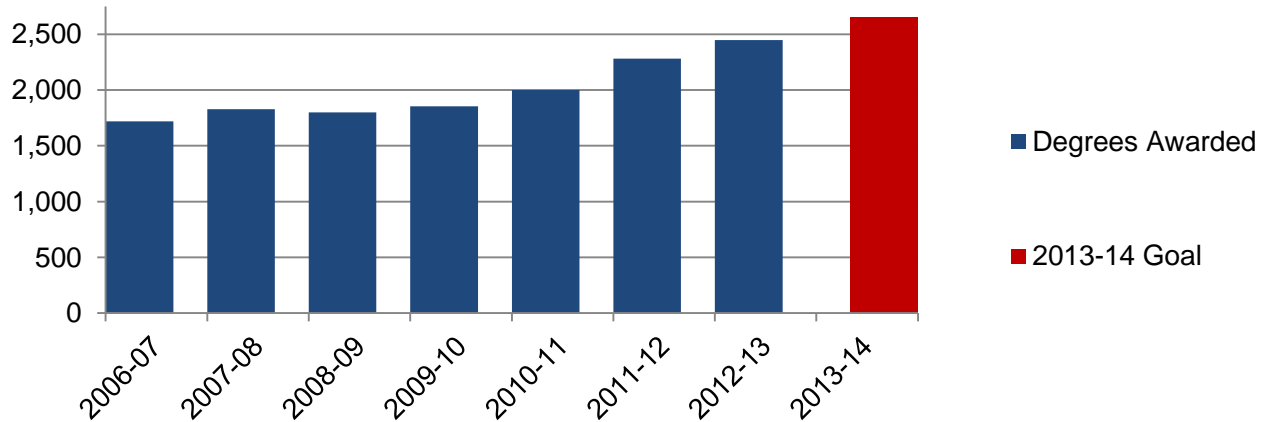
**Proposed FAU BOT Choice Metric for BOG
Performance Funding Initiative**

Presented by: Dr. Gary Perry, Interim Provost

Phone: 561.297.3061

Proposed FAU Board of Trustees' Choice Metric for BOG Performance Funding

Bachelor's Degrees Awarded to Minorities, 2006-2014



Historical Breakdown of Bachelor's Degrees Awarded, by Race

	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13
American Indian	17	13	17	11	16	7	13
Asian	211	199	196	178	247	212	229
Black	753	802	771	832	808	954	962
Hispanic	738	815	816	832	907	1,069	1,244
Pacific Islander	0	0	0	0	0	2	1
Two or more races	0	0	0	0	23	39	78
Total	1,719	1,829	1,800	1,853	2,001	2,283	2,448
Total Bachelor's Degrees Awarded	4,345	4,481	4,467	4,511	4,593	4,892	5,310
% Minorities	40%	41%	40%	41%	44%	47%	48%

Bachelor's Degrees Awarded to Minorities

2012-13 actual	2,448
3.00% increase	2,521
4.00% increase	2,546
5.00% increase	2,570
6.00% increase	2,595
7.00% increase	2,619
8.00% increase	2,644
FAU 2013-14 Work Plan Goal	2,653

Proposed Excellence Benchmarks

1 Point	2,500
2 Points	2,550
3 Points	2,600

Proposed Improvement Benchmarks

1 Point	2,473 (1% increase)
2 Points	2,497 (2% increase)
3 Points	2,521 (3% increase)

Note: "Minority" defined as all races other than white.

Board of Governors Performance Funding Model University Board of Trustees Choice Metric

The Board of Governors Performance Funding Model includes 10 metrics that evaluate the institutions on a range of issues such as six-year graduation rates and cost per undergraduate degree. Note that one institution, New College, does not offer graduate programs and therefore a substitute metric was chosen at the September Board Meeting.

An important metric included in the model is the Board of Trustees Choice Metric, which is a metric that each institution's Board of Trustees will choose for each institution. This metric is an opportunity for each institution's Board to customize the model with a metric that best suits the individual goals and challenges of each institution.

The attached document lists all metrics associated with the Accountability Reports from which Board of Trustees members may choose. If the metric is shaded black for a particular institution then that specific metric is part of the model already or that metric does not apply to that university. Metrics that are not shaded for that institution are available for selection.

Metrics Included in Performance Funding Model

The worksheet lists the metrics already included in the Performance Funding Model in the top section. Metric #8 does not apply to New College and therefore an alternative for New College only has been selected by the Board and is listed as 8b. The metrics chosen for each institution as Board of Governors choice are listed as Metric #9a, b and c.

Metrics Common to All Universities

The next section lists metrics taken from the institutional Accountability Reports that are common to all the institutions with the exception of those regarding graduate programs for New College. The metrics that repeat those chosen for the performance funding model are blacked out as well as those not applying to New College. These blacked out metrics should not be considered.

Metrics Common to Research Universities

The next section, titled "Common to Research Universities," lists metrics from the Accountability Report that apply to research-focused institutions. Thus, the institutions that do not have a research focus have these metrics blacked out and metrics that were already chosen.

Institution Specific Metrics

The final section, titled "Institution Specific," lists metrics that the institutions may have chosen for themselves in their Work Plan. The choices made by each school are indicated with an "X." One metric is blacked out for New College because it was previously selected.

Board of Governors Performance Funding Model - UBOT Choice Metric Worksheet

METRICS	FAMU	FAU	FGCU	FIU	FSU	NCF	UCF	UF	UNF	USF	UWF
16 Professional Doctoral degrees awarded annually											
INSTITUTION SPECIFIC (an 'x' indicates the metric chosen by the university for reporting purposes in the Work Plan)											
1 Freshman in Top 10% of Graduating High School Class					X				X	X	
2 Eligible Programs with Specialized Accreditation											
3 Average Time To Degree for First-time in College Students											
4 Bachelor's Degrees Awarded to Minorities	X	X	X	X			X				X
5 Number of Adult (Aged 25+) Undergraduates Enrolled											X
6 Percent of Course Sections Offered via Distance and Blended Learning	X	X							X	X	
7 Bachelor's Degrees in All Areas of Strategic Emphasis			X	X	X	X	X	X	X		
8 Graduate Degrees in All Areas of Strategic Emphasis			X	X	X		X	X		X	
9 Number of Faculty Designated a Highly Cited Scholar											
10 Seek and/or Maintain Carnegie's Community Engagement Classification											X
11 Percentage of Students Participating in Identified Community & Business Engagement Activities		X				X					
12 Enrollment in Professional Training and Continuing Education Courses											
13 Percentage of Eligible Programs with Specialized Accreditation	X							X			

Note*: The 2012-2025 System Strategic Plan identified 28 metrics, one of which was Graduate Degrees Awarded (and in STEM) that has been split into two Work Plan metrics (reporting Master's and Doctoral separately).



Performance Funding Model (September 11, 2013)

	Points	EXCELLENCE <i>(Achieving System Goals)</i>			IMPROVEMENT <i>(Recognizing Annual Improvement)</i>		
		3	2	1	3	2	1
Key Metrics Common to All Universities Plus 2 Institution Specific Metrics							
1	Percent of Bachelor's Graduates Employed and/or Continuing their Education Further 1 Yr after Graduation	75%	65%	55%	3%	2%	1%
2	Median Average Full-time Wages of Undergraduates Employed in Florida 1 Yr after Graduation	\$40,000	\$30,000	\$20,000	3%	2%	1%
3	Average Cost per Undergraduate Degree to the Institution	\$20,000	\$25,000	\$30,000	3%	2%	1%
4	Six Year Graduation Rate <i>Full-time and Part-time FTIC</i>	70%	65%	60%	3%	2%	1%
5	Academic Progress Rate 2nd Year Retention with GPA Above 2.0	90%	85%	80%	3%	2%	1%
6	Bachelor's Degrees Awarded in Areas of Strategic Emphasis <i>(includes STEM)</i>	50%	40%	30%	3%	2%	1%
7	University Access Rate Percent of Undergraduates with a Pell-grant	75%	70%	65%	3%	2%	1%
8	Master's Degrees Awarded in Areas of Strategic Emphasis <i>(includes STEM)</i>	50%	40%	30%	3%	2%	1%
Institution-Specific Metrics							
9	Board of Governors choice (metrics chosen Sept. 12, 2013)	TBD	TBD	TBD	TBD	TBD	TBD
10	UBOTs choice	TBD	TBD	TBD	TBD	TBD	TBD