



USF Board of Trustees Conference Call
Monday, August 21, 2017
9:00 a.m.

A G E N D A

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|------|---|------------------|
| I. | Call to Order | Chair Brian Lamb |
| II. | New Business – Action Items | |
| | FL 101 - Performance-Based Funding Metric 10 | Provost Wilcox |
| III. | Adjournment | Chair Brian Lamb |

Agenda Item: FL 101

USF Board of Trustees
August 21, 2017

Issue: PBF Metric 10

Proposed action: BOT to approve recommendations of three Metrics for submission to BOG.

Executive Summary:

The SUS BOG is reviewing Metric 10, BOT Choice metric for each of the universities. Each University's BOT is to select three metrics from an approved list of potential metrics to be used in future PBF performance assessments and funding allocations. The three BOT approved recommended metrics are to be submit to the BOG by 9/1/2017. In addition, the BOTs are to propose benchmarks for excellence and improvement such that in the 1st year performance will be no greater than 7 points. Through a collaborative process, the University of South Florida System's Performance Based Funding Accountability team, with approval by Executive leadership, are recommending the following three metrics, in rank order, for consideration by the BOT: (1) 6-Year Graduation Rate; (2) Percentage of Graduate Degrees in STEM & Health; and (3) Post-Doctoral Appointees, along with the proposed benchmarks for each.

Financial Impact: PBF financial distribution is based on university performance on all 10 metrics.

Strategic Goal(s) Item Supports: PBF Metrics address Student Success and Secure Economic Base strategic goals at each of the USF System institutions.

BOT Committee Review Date: August 17, 2017 ACE

Supporting Documentation Online (please circle):

Yes

No

USF System or Institution specific: USF System

Prepared by: Theresa Chisolm, Ph.D., Vice Provost, Strategic Planning, Performance & Accountability, USF Tampa on behalf of Provost Ralph Wilcox

Performance Based Funding: Metric 10

SUS FL BOG Request for 3 Approved Metrics

USF Board of Trustees

Academic & Campus Environment Committee

August 17, 2017

Ralph C. Wilcox, Ph.D.

Provost & Executive Vice President



Background, Principles & Process

- **Request from State University System of Florida Board of Governors:**
 - Each BOT to chose 3 metrics from approved SUS FL BOG list/strategic plans by 9/1/2017
 - Propose benchmarks for excellence so that in 1st year no greater than 7 points & benchmarks for improvement
- **Principles for recommendation of metrics:**
 - Strategically aligned with priorities of the USF System
 - Ability to impact performance
 - Confidence in ability to improve
 - Metrics should be clearly defined and auditable
 - All members of USF System should be able to contribute
- **Process:**
 - Survey of PBF Team (May 2017) → PBF Mtg (6/14/17) → Cont. Analysis → PBF Rec. Mtg (7/27/17)

Rank 1: 6-Year Graduation Rates (FT/PT)

FTIC 6-Year Graduation Rates: USF vs. SUS Institutions (Includes Part-time Students)

Source: 2017 SUS Workplans, Performance Based Funding Metrics table (Rank assigned by ODS)

Institutions	Actual					2010-16 Rank	Goals			
	2006-12	2007-13	2008-14	2009-15	2010-16		2011-17	2012-18	2013-19	2014-20
FAMU	39.5	40.8	39.3	38.6	40.7	11	45	48	51	55
FAU	40.4	40.1	45	48.9	49.2	8	51	51	50	55
FGCU	43.9	43.2	48.8	43	45.5	10	47	50	53	55
FIU	47.2	49.8	53.1	56.8	54.8	6	56.6	57.5	58.4	59.4
FSU	74.9	76.7	79	79.4	80	2	80	81	82	82
New College	69.1	65.8	69.4	70.5	63.4	5	64.6	60.5	62	66.5
UCF	64.6	66.6	69.2	70.1	68.3	3	70.8	71.7	72.8	73.6
UF	85	87	88	87	87	1	89	89	89	90
UNF	46.9	48.6	54.8	54	53	7	56	57	58	59
USF System	56.5	63.2	66.1	67.8	66.3	4	70	71	72	74
USF - Tampa	56	62.5	66.6	68.1	67.3		71	73	75	77
USF - SP	31.6	41.4	31.6	38.3	36.8		36	39	45	54
USF - SM	n/a	n/a	n/a	n/a	n/a		n/a	n/a	55	60
UWF	43.6	41.9	50.5	46.7	48.3	9	43	46	47	50

	EXCELLENCE (Based on BOG's Excellence Scale for PBF Metric 4)									
	10	9	8	7	6	5	4	3	2	1
6-year graduation rate (FT and PT)	70.0%	68.8%	67.5%	66.3%	65.0%	63.8%	62.5%	61.3%	60.0%	58.8%
	IMPROVEMENT (Based on BOG's Improvement Scale for PBF Metric 4)									
	1/2% = 1 point	5.0%	4.5%	4.0%	3.5%	3.0%	2.5%	2.0%	1.5%	1.0%

Source: USF Office of Decision Support

IPEDS 6-Year FTIC Graduation Rates (F/T ONLY):

Institution	2006-12	2007-13	2008-14	2009-15
University of Virginia-Main Campus	93%	93%	94%	93%
University of California-Berkeley	91%	91%	91%	92%
University of California-Los Angeles	92%	90%	91%	91%
University of Michigan-Ann Arbor	91%	90%	91%	90%
University of North Carolina at Chapel Hill	89%	90%	90%	90%
University of California-Irvine	86%	86%	86%	88%
University of California-San Diego	86%	86%	86%	87%
University of Florida	85%	87%	88%	87%
Penn State University-Main Campus	86%	85%	86%	86%
University of Maryland-College Park	82%	84%	85%	86%
Georgia Institute of Technology-Main Campus	79%	82%	82%	85%
University of California-Davis	81%	81%	83%	85%
University of Illinois at Urbana-Champaign	84%	84%	84%	85%
University of Wisconsin-Madison	82%	83%	84%	85%
University of Washington-Seattle Campus	81%	82%	84%	84%
Ohio State University-Main Campus	82%	83%	83%	83%
University of Pittsburgh-Pittsburgh Campus	79%	80%	82%	82%
University of California-Santa Barbara	80%	81%	81%	81%
Public AAU Average	79%	79%	80%	80%
Rutgers University-New Brunswick	79%	79%	80%	80%
The University of Texas at Austin	79%	79%	81%	80%
Texas A & M University-College Station	80%	79%	79%	79%
Indiana University-Bloomington	75%	77%	78%	77%
Michigan State University	79%	78%	79%	77%
University of Minnesota-Twin Cities	73%	75%	78%	77%
Purdue University-Main Campus	70%	70%	73%	75%
University at Buffalo	70%	72%	72%	74%
University of Iowa	70%	70%	70%	72%
Iowa State University	71%	68%	69%	71%
University of Colorado Boulder	68%	70%	70%	71%
University of Oregon	67%	67%	69%	71%
University of Missouri-Columbia	71%	70%	69%	69%
Stony Brook University	70%	66%	69%	68%
University of South Florida-Main Campus	57%	63%	67%	68%
University of Arizona	61%	61%	60%	61%
University of Kansas	64%	62%	60%	61%

Rationale:

- Urban environment with many part-time students.
- Nationally monitored metric.
- SUS BOG Strategic Plan Priority #7: 70%.
- Student Success focus across USF System.

Caveat:

- Assumes 4-year graduation rate becomes new PBF Metric 4.

Rank 2: Percentage of Graduate Degrees in STEM & Health

Percent of Graduate Degrees in STEM & Health: USF vs. SUS Institutions
 Source: 2017 System Workplan, Page 15 (Rank assigned by ODS)

Institutions	Actual					2015-16 Rank	Goals			
	2011-12	2012-13	2013-14	2014-15	2015-16		2016-17	2017-18	2018-19	2019-20
FAMU	44%	41%	41%	51%	56%	3	56%	56%	56%	56%
FAU	30%	30%	33%	44%	42%	5	44%	45%	46%	47%
FGCU	29%	32%	35%	37%	36%	6	39%	40%	41%	42%
FIU	29%	32%	31%	32%	34%	7	34%	34%	35%	35%
FSU	23%	24%	25%	26%	29%	9	30%	31%	32%	33%
New College	n/a	n/a	n/a	n/a	n/a		100%	100%	100%	100%
UCF	43%	42%	41%	44%	47%	4	47%	48%	48%	49%
UF	56%	58%	58%	58%	59%	2	59%	59%	59%	59%
UNF	32%	33%	34%	35%	34%	7	37%	38%	39%	40%
USF System	46%	50%	52%	57%	60%	1	61%	62%	63%	63%
UWF	17%	19%	20%	21%	19%	10	23%	24%	24%	25%
SUS Total	40%	42%	42%	44%	47%		47%	48%	48%	49%

Source: 2015-16 SUS Accountability Reports, Derived from Tables 5b & 5c.

Institutions	Actual					2015-16 Rank
	2011-12	2012-13	2013-14	2014-15	2015-16	
FAMU	270	281	255	296	337	7
FAU	424	457	500	690	640	6
FGCU	115	124	130	126	109	10
FIU	996	1,087	1,113	1,172	1,213	4
FSU	716	751	731	794	831	5
New College	n/a	n/a	n/a	n/a	n/a	
UCF	1,157	1,091	1,184	1,176	1,254	3
UF	3,355	3,474	3,629	3,239	3,446	1
UNF	198	194	200	212	209	8
USF System	1,459	1,607	1,770	2,138	2,363	2
USF Tampa	1,453	1,599	1,767	2,135	2,357	
USFSP	6	8	3	3	6	
USFSM	0	0	0	0	0	
UWF	100	121	136	167	153	9
SUS Medians	570	604	616	742	736	

Rationale:

- Alignment with USF Institution Strategic Plans.
- SUS BOG Strategic Plan Priority #19: Graduate Degrees in STEM & Health (30%).

	EXCELLENCE (Assuming 2015-16 is the base year the BOG will use)									
	10	9	8	7	6	5	4	3	2	1
% Grad Degrees in STEM & Health	63%+	62%	61%	60%	59%	58%	57%	56%	55%	54%
	IMPROVEMENT (Based on BOG's Improvement Scale for PBF Metrics)									
	1/2% = 1 point	5.0%	4.5%	4.0%	3.5%	3.0%	2.5%	2.0%	1.5%	1.0%

Source: USF Office of Decision Support

Degrees Awarded in STEM & Health at USF Tampa					4-Year Total
	2012-13	2013-14	2014-15	2015-16	
Total Awarded	1598	1764	2135	2359	7856
USF Health Count	934	1040	1225	1393	4592
USF Health Percent	58%	59%	57%	59%	58%
USF Academic Affairs Percent	42%	41%	43%	41%	42%

Caveat:

- USF System floor already high.

Rank 3: Post-Doctoral Appointees

Institutions	NSF/NIH Survey of Graduate Students and Postdoctorates								Work Plan Goals		
	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2015 Rank	Fall 2016	Fall 2017	Fall 2018
FAMU	33	16	20	20	21	18	19	6			
FAU	6	9	10	18	9	11	11	7			
FGCU	n/a	n/a	n/a	n/a	n/a	0	0				
FIU	43	40	51	55	49	64	75	4			
FSU	258	241	218	235	212	211	202	3	217	220	
New College	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
UCF	74	58	65	55	52	47	51	5	72	95	
UF	597	648	625	674	677	644	679	1	664	690	
UNF	n/a	n/a	n/a	n/a	n/a	0	0				
USF System	n/a	293	304	289	321	300	282	2	272	267	267
USF - Tampa	261	293	304	289	321	300	277		267	260	260
USF - SP	n/a	n/a	n/a	n/a	n/a	0	0		0	2	2
USF - SM	n/a	n/a	n/a	n/a	n/a	n/a	5		5	5	5
UWF	0	0	0	0	0	0	0		n/a	n/a	n/a

	EXCELLENCE (Proposed new scale)									
	10	9	8	7	6	5	4	3	2	1
Postdoctoral Appointees	310	300	285	265	240	210	175	135	90	40
	IMPROVEMENT (Based on BOG's Improvement Scale for PBF Metrics)									
	10	9	8	7	6	5	4	3	2	1
1/2% = 1 point	5.0%	4.5%	4.0%	3.5%	3.0%	2.5%	2.0%	1.5%	1.0%	0.5%

Source: USF Office of Decision Support

Source: NSF/NIH Survey of Graduate Students and Postdoctorates

Public AAU Institutions	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
University of Michigan	1157	1115	1255	1276	1300
U.C. - San Diego	1260	1219	1275	1338	1250
University of Washington	1225	1190	1187	1184	1205
University of Colorado	1055	1076	1121	1146	1199
U.C. - Berkeley	1286	1533	1255	1148	1184
U.C. - Los Angeles	1062	1009	1084	1088	1016
U.C. - Davis	819	757	779	765	833
University of North Carolina	878	850	778	802	803
University of Wisconsin	795	798	738	767	765
University of Minnesota	620	584	665	688	755
University of Florida	625	674	677	644	679
University of Pittsburgh	818	841	741	659	664
Ohio State University	617	616	625	629	619
Texas A&M University	318	320	341	508	615
U. Illinois at Urbana-Champaign	548	558	562	525	542
University of Maryland	431	399	379	437	496
Michigan State University	455	429	446	450	471
University of Arizona	270	308	303	451	471
Penn State University	469	501	475	456	436
University of Virginia	643	658	384	447	420
Indiana University	364	336	336	393	394
Purdue University	300	306	289	360	391
University of Texas - Austin	382	372	361	370	370
Rutgers - New Brunswick	296	285	416	400	362
University of Iowa	368	363	352	355	346
U.C. - Santa Barbara	291	300	281	285	306
Iowa State University	152	158	299	331	299
U.C. - Irvine	369	379	325	315	297
USF System	301	289	321	300	282
Stony Brook University	221	222	236	224	263
University at Buffalo	299	264	266	301	256
University of Kansas	297	318	268	265	249
Georgia Tech	295	307	267	217	237
University of Missouri	219	199	225	184	165
University of Oregon	67	90	89	85	105

Rationale:

- Current USF System PBF Metric 10.
- Established reporting & audit.
- Preeminence & AAU metric.
- Exponential scale helps manage external impacts (e.g., Federal Funding).

Caveat:

- Preeminence benchmark = 200 & USF System performance above.