USF Planning, FBOG Performance Funding and Increasing Accountability in Public Higher Education
(September 14, 2004)

The Key Message

- USF’s 18 Strategic Imperatives are designed to (a) drive the institution toward its five-year goal of becoming a Top 50 American Public Research University and its 10-year goal of achieving AAU eligibility, and (b) meeting the Florida Board of Governors’ performance funding measures, thereby preserving the University’s full base budget allocation – Proposed Action: USF’s behavior must be focused on, and guided by, these institutional priorities.
- House Bill 915 (2003) requires that the FBOE make recommendations on performance-based funding to the State Legislature by December 1, 2004 (i.e. 10% of state funds, for K-20, will be conditional upon meeting or exceeding performance standards).
- This amounts to $28,388,462 for USF (based upon its 2004-05 E&G appropriation).
- The FBOE’s (K-20) goals are:
  - Highest student achievement [Faculty and Program Quality; and Student Selectivity and Achievement at USF]
  - Seamless articulation [Student Selectivity and Achievement at USF]
  - An educated, relevant workforce [Student Selectivity and Achievement at USF]; and
  - Quality, efficient services [Research Quality and Productivity; and Private Support at USF].
- The FBOG’s proposed measures (weighted by the FBOG x 2 and USF) are:
  - Increase access to and production of bachelor’s, master’s, doctoral and professional degrees (8) [Worth $4,852,729 to USF]
  - Proportion of test takers who pass required licensure/certification exams within a timeframe appropriate to the discipline (5) [Worth $3,032,955 to USF]
  - “Academic Learning Compacts” for every graduate from the SUS, certifying that they possess core content knowledge, communication skills, and critical thinking skills (5.4) [Worth $3,275,592 to USF]
  - Number and percent of students from underserved populations who enroll in and complete a baccalaureate degree program (7) [Worth $4,246,137 to USF]
  - Graduation rates for FTICs and Community College transfers (5.6) [Worth $3,396,910 to USF]
  - Meet statewide professional and workforce needs in teacher preparation, the health professions, economic development, emerging technologies, and high-wage/high demand jobs (8) [Worth $4,852,729 to USF]
  - Building World-class, academic research capacity and nationally recognized programs – includes (i) total research expenditures, (ii) federal research expenditures, (iii) doctoral degrees awarded, (iv) patents awarded, and (v) specific academic program or research excellence e.g. national rankings, Centers of Excellence, “Best Buys in America” etc. (7.8) [Worth $4,731,410 to USF]
- USF’s other prime measures are:
  - Number of National Academy members (the Top American Research Universities, and AAU)
  - Faculty awards in the arts, humanities, science, engineering, and health (the Top American Research Universities, and AAU)
  - NRC faculty quality ratings (AAU)
  - Median SAT score of incoming FTICs (the Top American Research Universities, and AAU)
  - Number of National Merit and Achievement Scholars (the Top American Research Universities)
  - Faculty citations (AAU)
  - Number of Postdoctoral Appointees (the Top American Research Universities, and AAU)
  - Endowment assets (the Top American Research Universities)
  - Annual giving (the Top American Research Universities)
- FBOG performance goals will be set using (a) peer comparisons, and/or (b) comparisons against one’s own past performance.
- Institutions may be rewarded for high performance by (a) receiving additional funds, or (b) being granted maximal flexibility in the way funds are expended.
- Institutions may be sanctioned for low performance by (a) being restricted as to how funds may be expended, or (b) seeing their funds reallocated to a high performing institution.

Proposed Action: All institutional decision-making, at all levels, (including budget allocations) must be framed in the context of USF’s 18 Strategic Imperatives.