



FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
GOVERNANCE COMMITTEE

FIU, Modesto A. Maidique Campus, FIU Stadium, Stadium Club

Wednesday, June 5, 2024
12:15 PM

or

Upon Adjournment of Previous Meeting

Chair: Roger Tovar, *Board Chair*

Vice Chair: Carlos A. Duarte, *Board Vice Chair*

Members: Francis A. Hondal, Natasha Lowell, Chanel T. Rowe, Marc D. Sarnoff

AGENDA

- | | |
|---|----------------------|
| 1. Call to Order and Chair's Remarks | Roger Tovar |
| 2. Approval of Minutes | Roger Tovar |
| 3. Action Items | |
| G1. Updated Continued Exclusions of Trustees other than the Board Chair and Updated Continued Exclusion of the Board of Trustees Corporate Secretary | Elizabeth M. Bejar |
| G2. Ratification of the 2024-2025 Wage Reopener for the 2023-2026 Collective Bargaining Agreement between the FIU Board of Trustees and the Florida Nurses Association, Office and Professional Employees International Union, Local 713, AFL-CIO | El pagnier K. Hudson |
| G3. President's Management Review and Incentive Compensation Award | Roger Tovar |
| G4. President's Performance and Incentive Goals, 2024-25 | Kenneth A. Jessell |
| 4. New Business (<i>If Any</i>) | Roger Tovar |
| 5. Concluding Remarks and Adjournment | Roger Tovar |

The next Governance Committee Meeting is scheduled for September 12, 2024

This page intentionally left blank.

Meeting Book - 06-05-2024 - FIU Board of Trustees Governance Committee Meeting

1. Call to Order and Chair's Remarks

Roger Tovar

2. Approval of Minutes

Roger Tovar

Agenda Item page I Minutes, Governance Committee Meeting, April 25, 2024 2

Minutes: Governance Committee Meeting, April 25, 2024 3

3. Action Items

G1. Updated Continued Exclusions of Trustees other than the Board Chair and Updated Continued Exclusion of the Board of Trustees Corporate Secretary Elizabeth M. Bejar 5

G2. Ratification I 2024-25 Wage Reopener for 2023-26 Collective Bargaining Agreement between the FIU Board of Trustees and the Florida Nurses Association, Office and Professional Employees International Union, Local 713, AFL-CIO El pagnier K. Hudson

Agenda Item page I 2024-2025 Wage Reopener for the 2023-2026 Collective Bargaining Agreement between the FIU Board of Trustees and Local 713 7

Term Sheet I 2024-2025 Wage Reopener of the 2023-2026 CBA between the BOT and Local 713 8

Page 13, redline I 2023-2026 CBA between the BOT and Local 713 9

G3. President's Management Review and Incentive Compensation Award Roger Tovar

Agenda Item Page I President's Management Review and Incentive Compensation Award 10

University and President's Performance Goals and Results, 2024 Reporting Year I Self-Evaluation Scorecard 11

Executive Performance Ratings 18

G4. President's Performance and Incentive Goals, 2024-25 Kenneth A. Jessell

Agenda Item Page I President's Performance and Incentive Goals, 2024-25 19

President's Performance and Incentive Goals, 2024-25 20

4. New Business (If Any)

Roger Tovar

5. Concluding Remarks and Adjournment

Roger Tovar

This page intentionally left blank.



June 5, 2024

Subject: Approval of Minutes of Meeting held April 25, 2024

Proposed Committee Action:

Approval of Minutes of the Governance Committee meeting held on April 25, 2024.

Background Information:

Committee members will review and approve the Minutes of the Governance Committee meeting held on April 25, 2024.

Supporting Documentation: Minutes: Governance Committee Meeting, April 25, 2024

Facilitator/Presenter: Roger Tovar, *Board Chair and Governance Committee Chair*

This page intentionally left blank.



Governance Committee

April 25, 2024

FIU, Biscayne Bay Campus, Wolfe University Center, Room 221

MINUTES

1. Call to Order and Chair's Remarks

The Florida International University Board of Trustees' Governance Committee meeting was called to order by Board Chair Roger Tovar at 11:33 AM on Thursday, April 25, 2024.

General Counsel Carlos B. Castillo conducted roll call of the Governance Committee members and verified a quorum. Present were Trustees Roger Tovar, *Board Chair*; Carlos A. Duarte, *Board Vice Chair*; Francis A. Hondal; and Natasha Lowell.

Trustees Chanel T. Rowe and Marc D. Sarnoff were excused.

The following Board members were also in attendance: Trustees Cesar L. Alvarez, Noël C. Barengo, Dean C. Colson, Alan Gonzalez, Yaffa Popack (Zoom), Gene Prescott, and Alexander P. Sutton.

2. Approval of Minutes

Board Chair Tovar asked if there were any additions or corrections to the minutes of the Governance Committee meeting held on December 7, 2023. Hearing none, a motion was made and unanimously passed to approve the minutes of the Governance Committee meeting held on December 7, 2023.

3. Action Items

G1. Board Appointments, Florida International University Foundation, Inc.

Senior Vice President for University Advancement and CEO of the FIU Foundation, Inc., Kenneth C. Hall presented the appointments to the FIU Foundation, Inc. Board of Directors for Committee review. He indicated that at its February 10, 2024 meeting, the FIU Foundation, Inc. Board of Directors approved two new Directors: Hugo Manuel Mantilla and Carlos Anthony Somoza, Esq. '93. Sr. VP Hall commented on the new appointees.

A motion was made and unanimously passed that the FIU Board of Trustees Governance Committee recommend FIU Board of Trustees approval of the appointments of the individuals as presented and included in the board materials, to the Florida International University Foundation, Inc. Board of Directors.

G2. Exclusion of the FIU Board of Trustees Corporate Secretary

Provost and Executive Vice President Elizabeth M. Bejar presented for Committee review the resolution pertaining to the exclusion of the FIU Board of Trustees Corporate Secretary from the

requirements for a personnel security clearance. Provost Bejar explained that FIU has and desires to continue to enter into contractual obligations with agencies of the United States Government, including contractual obligations requiring security clearance. She indicated that by previous resolutions, the most recent of which is dated February 29, 2024, the FIU Board of Trustees excluded all of the Board of Trustees members except for the Board of Trustees Chair from the requirements for a personnel security clearance. Provost Bejar added that the U.S. Defense Counterintelligence and Security Agency requires that the FIU Board of Trustees Corporate Secretary also be excluded from the requirements for a personnel security clearance. She pointed out that said resolution resolves that the FIU Board of Trustees Corporate Secretary, who is currently Milly Bello, is excluded from the requirements for a personnel security clearance.

A motion was made and unanimously passed that the FIU Board of Trustees Governance Committee recommend the adoption by the FIU Board of Trustees (“BOT”) of a Resolution excluding the BOT Corporate Secretary from the requirements for a personnel security clearance.

4. New Business

No new business was raised.

5. Concluding Remarks and Adjournment

With no other business, Board Chair Roger Tovar adjourned the meeting of the Florida International University Board of Trustees Governance Committee on Thursday, April 25, 2024 at 11:39 AM.



June 5, 2024

Subject: Updated Continued Exclusions of Trustees other than the Board Chair and Updated Continued Exclusion of the Board of Trustees Corporate Secretary

Proposed Action:

Florida International University Board of Trustees (BOT) adoption of a Resolution that updates the exclusion of the named members of the FIU BOT and continues the exclusion of the BOT Corporate Secretary from the requirements for a personnel security clearance.

RESOLUTION

WHEREAS, Florida International University (“FIU”), a university in the State University System of Florida, has and desires to continue to enter into contractual obligations with agencies of the United States Government, including contractual obligations requiring security clearance; and

WHEREAS, current Department of Defense (DoD) policy requires that the Chair of the FIU Board of Trustees and all FIU principal officers meet the personnel clearance requirements established for the level of the University’s security clearance; and

WHEREAS, said DoD policy permits the exclusion from the personnel security clearance requirement of members of the Board of Trustees and other officers, provided that this Board adopts a resolution stating that such Board members and officers designated by name shall not require, shall not have, and can be effectively excluded from access to all classified information in the possession of FIU, and that they do not occupy positions that would enable them to adversely affect FIU's policies or practices in the performance of classified contracts for the DoD or other agencies of the National Industrial Security Program; and

WHEREAS, by previous resolutions the BOT excluded all of the BOT Trustees except for the BOT Chair from the requirements for a personnel security clearance; and

WHEREAS, by Resolution dated April 25, 2024, the BOT excluded the BOT Corporate Secretary from the requirements for a personnel security clearance; and

WHEREAS, the composition of the BOT Trustees has changed since the latest exclusion resolution dated February 29, 2024 was adopted and therefore, the exclusion of the BOT members must be updated.

NOW THEREFORE, BE IT RESOLVED, that the following Board of Trustees members and Corporate Secretary shall not require, shall not have, and can be effectively excluded from

access to all classified information in the possession of FIU, and do not occupy positions that would enable them to adversely affect FIU's policies or practices in the performance of classified contracts for the Department of Defense (DoD) or other agencies of the National Industrial Security Program. As such, they are excluded from the requirements for a personnel security clearance.

Carlos A. Duarte	Trustee, Vice Chair
Cesar L. Alvarez	Trustee
Noël C. Barengo	Trustee
Francesca Casanova	Trustee
Dean C. Colson	Trustee
Alan Gonzalez	Trustee
Francis A. Hondal	Trustee
Natasha Lowell	Trustee
Yaffa Popack	Trustee
T. Gene Prescott	Trustee
Chanel T. Rowe	Trustee
Marc D. Sarnoff	Trustee
Milly Bello	Corporate Secretary

This action is in the form of a resolution to take effect immediately upon adoption.

Adopted this 5th day of June, 2024 by the Board of Trustees of Florida International University.

Rogelio Tovar
Chair
FIU Board of Trustees

Milly Bello
Corporate Secretary
FIU Board of Trustees

Supporting Documentation: N/A

Facilitator/Presenter: Elizabeth M. Bejar



June 5, 2024

Subject: Ratification of the 2024-2025 Wage Reopener for the 2023-2026 Collective Bargaining Agreement Between the Florida International University Board of Trustees and the Florida Nurses Association, Office and Professional Employees International Union, Local 713, AFL-CIO (Local 713)

Proposed Action:

Florida International University Board of Trustees (BOT) ratification of the 2024-2025 wage reopener for the 2023-2026 Collective Bargaining Agreement (CBA) between the BOT and the Florida Nurses Association, Office & Professional Employees International Union, Local 713, AFL-CIO (Local 713).

Background Information:

Representatives of the BOT and Local 713 have engaged in collective bargaining and reached a tentative agreement on the terms of the 2024-2025 wage article. Both parties agreed to a five percent (5%) wage increase to the base salary following joint ratification. Local 713 ratified the 2024-2025 wage reopener on May 29, 2024.

Florida Board of Governors Regulation 1.001(5)(c) provides that each board of trustees shall act as the sole public employer with regard to all public employees of its university for the purposes of collective bargaining, and shall serve as the legislative body for the resolution of impasses with regard to collective bargaining matters.

Supporting Documentation:

Term Sheet

Page 13, redline | 2023-2026 CBA between the BOT and Local 713

Facilitator/Presenter:

El pagnier K. Hudson

This page intentionally left blank.

BOT-FNA Term Sheet

Term:	2024-2025
Article 7.2 Wages	<p data-bbox="488 352 1057 390">Salary Increase for Fiscal Year 2024-2025</p> <p data-bbox="488 447 1409 800">Effective July 1, 2024, the Board shall provide all eligible bargaining unit employees a five percent (5%) increase to base salary. The 5% salary increase will be payable on the first full pay period in fiscal year 2024-25 following joint ratification. To be eligible, the employee must have been employed by the University on or before July 1, 2023, and continuously through the effective date of the salary action and received an overall rating of "Fully Meets" (3) on the 2022-2023 Performance Excellence Process (PEP) or if "too new rate," be in good standing.</p>

7.2 Salary Increases for Fiscal Year 2024-2025. The Board shall provide all eligible bargaining unit employees a five percent (5%) increase to base salary. The 5% salary increase will be payable the first full pay period in fiscal year 24-25 following joint ratification. To be eligible, the employee must have been employed by the University on or before July 1, 2023 and continuously through the effective date of the salary action and received an overall rating of "Fully Meets" (3) on 2022-2023 Performance Excellence Process (PEP) or if "too new rate" be in good standing.

~~7.2 Both parties agreed to a wage reopener.~~

~~7.3~~

7.47.3 Salary Increases for Fiscal Year 2025-2026 Both parties agreed to a wage reopener.

7.57.4 Effect of Any Legislative Increases. Any wage increase or bonus provided by the Legislative appropriations for the 2023-2024 fiscal year, 2024-2025 fiscal year, or 2025-2026 fiscal year shall count toward any salary increases described in 7.1, 7.2 or 7.3 respectively.

7.67.5 Contract and Grant-Funded Employees. Employees on contracts or grants shall receive salary increases provided that such salary increases are permitted by the terms of the contract or grant and adequate funds are available for this purpose in the grant or contract.

7.77.6 Additional Salary Increases. Nothing contained herein shall prevent FIU from providing salary increases beyond the increases specified above. These increases may be provided for market equity considerations, including verified counteroffers and compression/inversions; increased duties and responsibilities; special achievements; litigation/settlements; and similar special situations. The University agrees that it will meet and confer with FNA prior to the implementation of any such salary increases. FNA acknowledges that this meeting is not a requirement to bargain over the changes.

ARTICLE 8 DUES DEDUCTION

8.1 During the term of this Agreement, FIU will deduct FNA dues and other authorized deductions in an amount established by the FNA and certified in writing by FNA to FIU, from employee's pay for those employees who individually make such request on the deduction form provided by FNA included as Appendix A. Such deductions will be made by FIU when other payroll deductions are made and will begin with the paycheck for the first full pay period following receipt of the authorization card by the University.

8.2 FNA shall advise FIU of any increase in dues or other authorized deductions in writing at least thirty (30) days prior to its effective date.

8.3 This article applies only to the deduction of membership dues and shall not apply to the collection of any fines, penalties, or special assessments.

8.4 FIU will not be required to process Dues Deductions Authorization Forms that are: (1) incorrectly and/or incompletely filled out; (2) postdated; or (3) submitted to FIU more than sixty (60) days following the date of the employee's signature.

8.5 Deductions of dues and other authorized deductions shall be remitted exclusively to FNA by FIU



June 5, 2024

Subject: President's Management Review and Incentive Compensation Award

Proposed Action:

The Florida International University Board of Trustees will (1) conduct an annual evaluation of President Kenneth A. Jessell; (2) grant a performance rating; and (3) issue an incentive compensation award for the President, in accordance with the President's employment agreement.

Background Information:

Roger Tovar, Chair of the Florida International University Board of Trustees (BOT) and the Governance Committee, will lead a review on the President's performance. The Committee shall issue for BOT approval a recommended performance rating and a recommended incentive compensation award.

Pursuant to President Kenneth A. Jessell's Employment Agreement, namely, section 7(b), on June 15, 2023, the Board and Dr. Jessell established his goals and objectives for the 2024 reporting year. The Board will conduct Dr. Jessell's performance evaluation based on these goals and objectives, and Dr. Jessell is eligible for incentive compensation related to these goals and objectives in accordance with this Agreement. The Board may, in its discretion, award Dr. Jessell incentive compensation of up to One Hundred Seventy-Five Thousand Dollars (\$175,000.00) for his service during the Term based on his achievement of the goals and objectives described above. Incentive compensation will be paid at the time specified by the Board or, if not specified by the Board, no later than sixty (60) days after the end of each year of the Term.

In accordance with Florida Board of Governors Regulation 1.001(5)(g), each board of trustees shall conduct an annual evaluation of the president. The chair of the board of trustees shall request input from the Chair of the Board of Governors, who may involve the Chancellor, during the annual evaluation process pertaining to responsiveness to the Board of Governors' strategic goals and priorities, and compliance with systemwide regulations.

Supporting Documentation: University and President's Performance Goals and Results, 2024 Reporting Year | Self-Evaluation Scorecard
Executive Performance Ratings

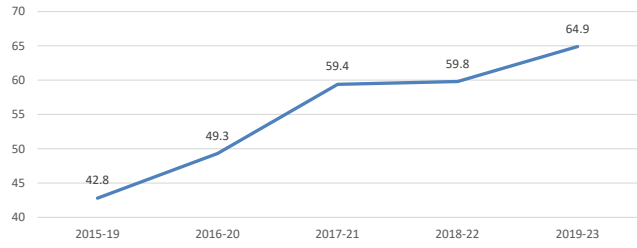
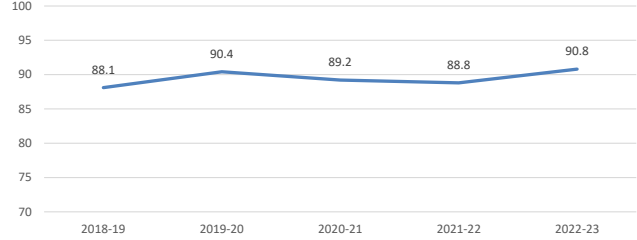
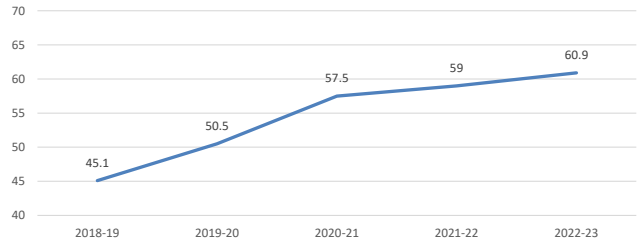
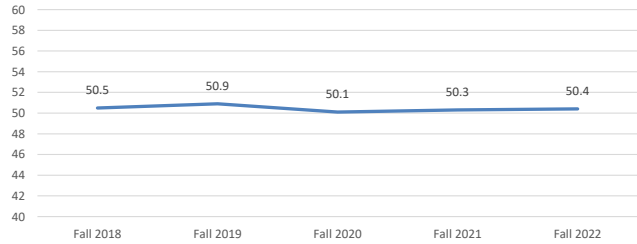
Facilitator/Presenter: Roger Tovar, *Board of Trustees Chair*

This page intentionally left blank.

**University and President's Performance Goals and Results, 2024 Reporting Year
Self-Evaluation Scorecard**

OBJECTIVE	Not Achieved Partially Achieved	Achieved Exceeded Far Exceeded	2023 Reporting Year Outcomes	2024 Reporting Year Goals	2024 Reporting Year Outcomes												
PERFORMANCE-BASED FUNDING MODEL GOALS																	
1 Percent of bachelor's graduates enrolled or employed within one year after graduation (\$40,000+) ¹																	
Bachelor's graduates employed and/or continuing their education further one year after graduation increased from 72.8 percent to 77.2 percent		✓															
	Graduating Cohort Year		2020-21	2021-22	2021-22												
			72.8%	74%	77.2%												
<table border="1"> <caption>Percent of bachelor's graduates enrolled or employed within one year after graduation (\$40,000+)</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2019-20</td> <td>68</td> </tr> <tr> <td>2020-21</td> <td>72.8</td> </tr> <tr> <td>2021-22</td> <td>77.2</td> </tr> </tbody> </table>	Year	Percentage	2019-20	68	2020-21	72.8	2021-22	77.2									
Year	Percentage																
2019-20	68																
2020-21	72.8																
2021-22	77.2																
2 Median wages of bachelor's graduates employed full-time within one year after graduation ²																	
Median wages of undergraduates employed full-time one year after graduation increased by \$4,700		✓															
	Graduating Cohort Year		2020-21	2021-22	2021-22												
			\$44,900	\$45,000	\$49,600												
<table border="1"> <caption>Median wages of bachelor's graduates employed full-time within one year after graduation</caption> <thead> <tr> <th>Year</th> <th>Wage</th> </tr> </thead> <tbody> <tr> <td>2017-18</td> <td>\$39,800</td> </tr> <tr> <td>2018-19</td> <td>\$41,000</td> </tr> <tr> <td>2019-20</td> <td>\$40,800</td> </tr> <tr> <td>2020-21</td> <td>\$44,900</td> </tr> <tr> <td>2021-22</td> <td>\$49,600</td> </tr> </tbody> </table>	Year	Wage	2017-18	\$39,800	2018-19	\$41,000	2019-20	\$40,800	2020-21	\$44,900	2021-22	\$49,600					
Year	Wage																
2017-18	\$39,800																
2018-19	\$41,000																
2019-20	\$40,800																
2020-21	\$44,900																
2021-22	\$49,600																
3.1 Average cost to the student per bachelor's degree (includes federal emergency funds) ³																	
The average cost to the student per undergraduate degree increased by \$2,540 as the final year of federal relief funding was disbursed		✓															
	Academic Year		2021-22	2022-23	2022-23												
			-\$1,620	\$7,000	\$920												
<table border="1"> <caption>Average cost to the student per bachelor's degree (includes federal emergency funds)</caption> <thead> <tr> <th>Year</th> <th>Cost</th> </tr> </thead> <tbody> <tr> <td>2018-19</td> <td>\$8,670</td> </tr> <tr> <td>2019-20</td> <td>\$3,950</td> </tr> <tr> <td>2020-21</td> <td>\$2,970</td> </tr> <tr> <td>2021-22</td> <td>\$(1,620)</td> </tr> <tr> <td>2022-23</td> <td>\$920</td> </tr> </tbody> </table>	Year	Cost	2018-19	\$8,670	2019-20	\$3,950	2020-21	\$2,970	2021-22	\$(1,620)	2022-23	\$920					
Year	Cost																
2018-19	\$8,670																
2019-20	\$3,950																
2020-21	\$2,970																
2021-22	\$(1,620)																
2022-23	\$920																
3.2 Average cost to the student per bachelor's degree (excludes federal emergency funds) ³																	
The average cost to the student per undergraduate degree decreased by \$1,970		✓															
	Cohort Year/Graduating Year		2021-22	2022-23	2022-23												
			\$3,330	\$7,000	\$1,360												
<table border="1"> <caption>Average cost to the student per bachelor's degree (excludes federal emergency funds)</caption> <thead> <tr> <th>Year</th> <th>Cost</th> </tr> </thead> <tbody> <tr> <td>2018-19</td> <td>\$8,670</td> </tr> <tr> <td>2019-20</td> <td>\$5,350</td> </tr> <tr> <td>2020-21</td> <td>\$5,330</td> </tr> <tr> <td>2021-22</td> <td>\$3,330</td> </tr> <tr> <td>2022-23</td> <td>\$1,360</td> </tr> </tbody> </table>	Year	Cost	2018-19	\$8,670	2019-20	\$5,350	2020-21	\$5,330	2021-22	\$3,330	2022-23	\$1,360					
Year	Cost																
2018-19	\$8,670																
2019-20	\$5,350																
2020-21	\$5,330																
2021-22	\$3,330																
2022-23	\$1,360																

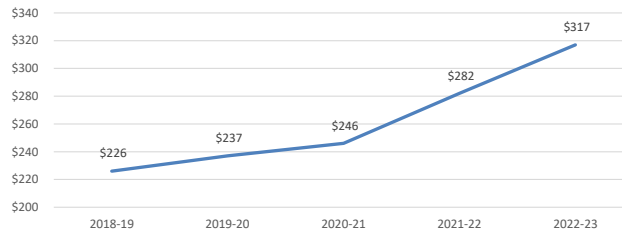
**University and President's Performance Goals and Results, 2024 Reporting Year
Self-Evaluation Scorecard**

OBJECTIVE	Not Achieved	Partially Achieved	Achieved	Exceeded	Far Exceeded	2023 Reporting Year Outcomes	2024 Reporting Year Goals	2024 Reporting Year Outcomes
BOG PERFORMANCE-BASED FUNDING MODEL GOALS								
4 Four-year graduation rate for full-time FTIC students ⁴								
The four-year graduation rate for full-time FTIC students increased from 59.8 percent to 64.9 percent			✓			2018-22 59.8%	2019-23 61%	2019-23 64.9%
								
5 Academic progress rate [second year retention with at least a 2.0 GPA for full-time FTIC students] ⁵								
The number of FTIC students who continued into their second year with a 2.0+ grade point average increased by two percent		✓				2021-22 88.8%	2022-23 92%	2022-23 90.8%
								
6 Bachelor's degrees awarded within programs of strategic emphasis ⁶								
The number of bachelor's degrees awarded in areas of strategic emphasis increased from 59 percent to 60.9 percent			✓			2021-22 59%	2022-23 50%	2022-23 60.9%
								
7 University access rate [percent of undergraduates with a Pell grant] ⁷								
The number of Pell grant eligible undergraduate students enrolled during the fall term increased from 50.3 percent to 50.4 percent			✓			Fall 2021 50.3%	Fall 2022 50%	Fall 2022 50.4%
								

**University and President's Performance Goals and Results, 2024 Reporting Year
Self-Evaluation Scorecard**

OBJECTIVE	Not Achieved Partially Achieved	Achieved Exceeded Far Exceeded	2023 Reporting Year	2024 Reporting Year	2024 Reporting Year												
			Outcomes	Goals	Outcomes												
BOG PERFORMANCE-BASED FUNDING MODEL GOALS																	
8 Graduate degrees awarded within programs of strategic emphasis 8			Academic Year	2021-22	2022-23	2022-23											
The number of graduate degrees awarded in areas of strategic emphasis increased from 63.8 percent to 64.7 percent		✓	63.8%	60%	64.7%												
<table border="1"> <caption>Graduate degrees awarded in areas of strategic emphasis</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018-19</td> <td>56.5</td> </tr> <tr> <td>2019-20</td> <td>60</td> </tr> <tr> <td>2020-21</td> <td>63.8</td> </tr> <tr> <td>2021-22</td> <td>61.5</td> </tr> <tr> <td>2022-23</td> <td>64.7</td> </tr> </tbody> </table>			Year	Percentage	2018-19	56.5	2019-20	60	2020-21	63.8	2021-22	61.5	2022-23	64.7			
Year	Percentage																
2018-19	56.5																
2019-20	60																
2020-21	63.8																
2021-22	61.5																
2022-23	64.7																
9A BOG Choice: FCS AA transfer 3-year graduation rate (full- and part-time students) ⁹			Cohort Year/Graduating Year	2019-22	2020-23	2020-23											
The number of students who completed their degrees within three years of transferring in with AA degrees decreased from 71.9 percent to 70 percent	✓		71.9%	73%	70%												
<table border="1"> <caption>FCS AA transfer 3-year graduation rate</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2016-19</td> <td>62.1</td> </tr> <tr> <td>2017-20</td> <td>65.2</td> </tr> <tr> <td>2018-21</td> <td>70.7</td> </tr> <tr> <td>2019-22</td> <td>71.9</td> </tr> <tr> <td>2020-23</td> <td>70</td> </tr> </tbody> </table>			Year	Percentage	2016-19	62.1	2017-20	65.2	2018-21	70.7	2019-22	71.9	2020-23	70			
Year	Percentage																
2016-19	62.1																
2017-20	65.2																
2018-21	70.7																
2019-22	71.9																
2020-23	70																
9B BOG Choice: FTIC Pell recipient 6-year graduation rate (full- and part-time students) ¹⁰			Cohort Year/Graduating Year	2016-22	2017-23	2017-23											
The six-year graduation rate of undergraduate students who received a Pell grant increased by 3.6 percent		✓	68.6	69	72.2												
<table border="1"> <caption>FTIC Pell recipient 6-year graduation rate</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2013-19</td> <td>60.3</td> </tr> <tr> <td>2014-20</td> <td>63.8</td> </tr> <tr> <td>2015-21</td> <td>65</td> </tr> <tr> <td>2016-22</td> <td>68.6</td> </tr> <tr> <td>2017-23</td> <td>72.2</td> </tr> </tbody> </table>			Year	Percentage	2013-19	60.3	2014-20	63.8	2015-21	65	2016-22	68.6	2017-23	72.2			
Year	Percentage																
2013-19	60.3																
2014-20	63.8																
2015-21	65																
2016-22	68.6																
2017-23	72.2																
10 Number of post-doctoral appointees			Academic Term	Fall 2021	Fall 2022	Fall 2022											
The number of post-doctoral appointees decreased from 278 to 262	✓		278	278	262												
<table border="1"> <caption>Number of post-doctoral appointees</caption> <thead> <tr> <th>Year</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>Fall 2018</td> <td>242</td> </tr> <tr> <td>Fall 2019</td> <td>260</td> </tr> <tr> <td>Fall 2020</td> <td>235</td> </tr> <tr> <td>Fall 2021</td> <td>278</td> </tr> <tr> <td>Fall 2022</td> <td>262</td> </tr> </tbody> </table>			Year	Number	Fall 2018	242	Fall 2019	260	Fall 2020	235	Fall 2021	278	Fall 2022	262			
Year	Number																
Fall 2018	242																
Fall 2019	260																
Fall 2020	235																
Fall 2021	278																
Fall 2022	262																

**University and President's Performance Goals and Results, 2024 Reporting Year
Self-Evaluation Scorecard**

OBJECTIVE	Not Achieved	Partially Achieved	Achieved	Exceeded	Far Exceeded	2023 Reporting Year Outcomes	2024 Reporting Year Goals	2024 Reporting Year Outcomes													
ADDITIONAL UNIVERSITY GOALS																					
11 Number of alumni giving to the FIU Foundation						<i>Fiscal Year</i>	2022-23	2023-24	2023-24												
The total number of alumni who gave a gift to the FIU Foundation is projected to have increased by 12.9 percent		✓					15,733	19,733	17,752 ¹¹												
12 Total research expenditures						<i>Academic Year</i>	2021-22	2022-23	2022-23												
Total research expenditures increased by \$35M			✓				\$282M	\$296M	\$317M												
 <table border="1"> <caption>Total Research Expenditures</caption> <thead> <tr> <th>Fiscal Year</th> <th>Total Research Expenditures</th> </tr> </thead> <tbody> <tr> <td>2018-19</td> <td>\$226M</td> </tr> <tr> <td>2019-20</td> <td>\$237M</td> </tr> <tr> <td>2020-21</td> <td>\$246M</td> </tr> <tr> <td>2021-22</td> <td>\$282M</td> </tr> <tr> <td>2022-23</td> <td>\$317M</td> </tr> </tbody> </table>										Fiscal Year	Total Research Expenditures	2018-19	\$226M	2019-20	\$237M	2020-21	\$246M	2021-22	\$282M	2022-23	\$317M
Fiscal Year	Total Research Expenditures																				
2018-19	\$226M																				
2019-20	\$237M																				
2020-21	\$246M																				
2021-22	\$282M																				
2022-23	\$317M																				
13 Sustain and advance institutional funding, enrollment, and efficiencies					✓																
Secured \$40M recurring and \$100M in new state dollars for key priorities: Preeminence \$25M (rec.), Adam Smith Center \$15M (rec.) + \$1M (non-rec.), academic health center clinical facilities \$100M (non-rec.)					✓																
Welcomed 5,171 first-year students into the summer and fall terms - the largest FTIC cohort in FIU history					✓																
Achieved the highest first to second-year retention rate in FIU history, with 92.2% of fall 2022 students returning in fall 2023.					✓																
Achieved the highest FTIC four-year graduation rate in FIU history at 64.9% for the 2019-23 cohort					✓																
14 Significant progress towards "Top 50" national rankings					✓																
Ranked #4 public university and #29 overall by the Wall Street Journal - America's Best Colleges 2024 listing					✓																
Ranked #6 public university (up from #13) and #19 overall (up from #32) in Washington Monthly - 2023 National University Ranking					✓																
Ranked #8 national university (up from #23) by DegreeChoices					✓																
U.S. News & World Report national public university ranking climbed to #64 (up from #72)					✓																
Achieved first-time Top 50 graduate rankings in Homeland Security (8), Urban Policy (16), and Primary Care Medicine (49) from U.S. News & World Report					✓																

**University and President's Performance Goals and Results, 2024 Reporting Year
Self-Evaluation Scorecard**

OBJECTIVE	Not Achieved	Partially Achieved	Achieved	Exceeded	Far Exceeded	2023 Reporting Year Outcomes			2024 Reporting Year Goals			2024 Reporting Year Outcomes		
ADDITIONAL UNIVERSITY GOALS														
15 Significant events or milestones that help foster a culture of belonging, inclusiveness, and freedom of expression within the FIU community			✓											
Established 3 new employee affinity groups for military veterans and military-adjacent personnel, Indians (South Asian), and mothers. These groups are noted as having underutilization goals in the university's Affirmative Action Plan.			✓											
Appointed an inaugural director to lead the Office of Public Policy Events, which hosted four events focused on immigration, foreign war policy, climate policy, and media in politics.			✓											
FIU welcomed the second cohort of 28 new mentorship pairings between local high school students and FIU faculty and staff, through Big Brothers Big Sisters.			✓											
Hosted and participated in numerous signature events that promote belonging, cultural celebration, and university affinity, including: F1RST NIGHT Welcome Rally, Liberty City MLK Parade, Miami Beach Pride Parade, Alumni Association annual cocktail reception, Nova Star Juneteenth Scholarship Pageant, and other alumni and student life convenings.			✓											
16 Significant events or milestones of major impact to the University (i.e. other major FIU development, community and engagement initiatives, workplace culture enhancement, national academic engagement)														
Achieved 13 of 14 benchmarks to earn the designation as Florida's fourth Preeminent State Research University														
See attached Key Achievements from 2024 Accountability Plan														
17 Maintain "Top 3" three-year average of total Performance-Based Funding model points (excellence and improvement)			✓											
						<i>Reporting Year</i>	2022	2023	2024					
FIU is projected to maintain its "Top 3" ranking throughout the past three years, securing the top spot in the SUS two years consecutively. ¹²			✓				3	1	1					
FIU steadily increased its excellence and improvement point totals throughout the past three years. ¹²			✓				91	95	96					

Footnotes:
1. This metric is based on the percentage of a graduating class of bachelor's degree recipients who are enrolled or employed (earning at least \$40,000) somewhere in the United States. This data includes non-Florida data from all states and districts, including the District of Columbia and Puerto Rico; and military enlistment as reported by the institutions. Students who do not have valid social security numbers and are not found enrolled are excluded. Students not found enrolled following graduation and/or employed are also excluded.
2. This metric is based on annualized Unemployment Insurance (UI) wage data from the fourth fiscal quarter after graduation for bachelor's recipients. This data does not include individuals who are self-employed, employed by the military, those without a valid social security number, or making less than minimum wage. This data now includes non-Florida data from all states and districts, including the District of Columbia and Puerto Rico.
3. This metric compares the average sticker price and the average gift aid amount. The sticker price includes: (1) tuition and fees for resident undergraduates; (2) books and supplies (we use a proxy as calculated by the College Board); and (3) the average number of credit hours attempted by students who were admitted as an FTIC student who graduated with a bachelor's degree from a program that requires only 120 credit hours. The gift aid amount includes: (1) financial aid (grants, scholarships, waivers and third-party payments) provided to resident undergraduate students during the most recent academic year; (2) the total number of credit hours for those resident undergraduates. The average gift aid award per credit hour was multiplied by 120 and compared to the sticker price.
4. This metric is based on the percentage of first-time-in-college (FTIC) students who started in the fall (or summer continuing to fall) term and were enrolled full-time in their first semester and had graduated from the same institution by the summer term of their fourth year. FTIC includes 'early admit' students who were admitted as a degree-seeking student prior to high school graduation. Students who were enrolled in advanced graduate programs during their 4th year were excluded.
5. This metric is based on the percentage of first-time-in-college (FTIC) students who started in the fall (or summer continuing to fall) term and were enrolled full-time in their first semester and were still enrolled in the same institution during the next fall term with a grade point average (GPA) of at least 2.0 at the end of their first year (fall, spring, summer).
6. This metric is based on the number of baccalaureate degrees awarded within the programs designated by the Board of Governors as 'Programs of Strategic Emphasis.' A student who has multiple majors in the subset of targeted Classification of Instruction Program codes will be counted twice (i.e., double-majors are included).
7. This metric is based on the number of undergraduates enrolled during the fall term who received a Pell Grant during the fall term. Students who were not eligible for Pell Grants (e.g., unclassified, non-resident aliens, post-baccalaureate students) were excluded from the denominator for this metric.
8. This metric is based on the number of graduate degrees awarded within the programs designated by the Board of Governors as 'Programs of Strategic Emphasis.' A student who has multiple majors in the subset of targeted Classification of Instruction Program codes will be counted twice (i.e., double majors are included).
9. This transfer cohort is defined as undergraduates entering in fall term (or summer continuing to fall) from the Florida College System with an Associate in Arts (AA) degree. The rate is the percentage of the initial cohort that has either graduated from the same institution by the summer term of their third academic year. Both full-time and part-time students are used in the calculation. Students who were flagged as enrolled in advanced graduate programs that would not earn a bachelor's degree are excluded.
10. This metric is based on the percentage of first-time-in-college (FTIC) students who started in the fall (or summer continuing to fall) term and were enrolled full-or part-time in their first semester and who received a Pell Grant during their first year (summer to spring) and who graduated from the same institution by the summer term of their sixth year. Students who were flagged as enrolled in advanced graduate programs that would not earn a bachelor's degree were excluded.
10. This metric is based on the percentage of first-time-in-college (FTIC) students who started in the fall (or summer continuing to fall) term and were enrolled full-or part-time in their first semester and who received a Pell Grant during their first year (summer to spring) and who graduated from the same institution by the summer term of their sixth year. Students who were flagged as enrolled in advanced graduate programs that would not earn a bachelor's degree were excluded.
11. Year-end projections from the FIU Foundation.
12. Data is based on preliminary 2024 Accountability Plan data. Official results will be confirmed at the June 27-28, 2024 meeting of the Board of Governors.



STRATEGY (cont.)

Key Achievements for Last Year (Student, Faculty, Program, Institutional)

Institutional

- FIU entered a historic alliance with Baptist Health, South Florida's largest not-for-profit health system. This academic and clinical partnership, on behalf of the Herbert Wertheim College of Medicine, establishes a teaching hospital that expands undergraduate and graduate medical education programs, fosters clinical research initiatives, and enhances patient care services.
- FIU ranks No. 15 in National Institutes of Health (NIH) research funding among public universities, according to the Blue Ridge Institute for Medical Research.
- FIU has been named a Fulbright HSI Leader for the second year in a row by the U.S. Department of State's Bureau of Educational and Cultural Affairs.
- FIU has been designated a First Scholars institution by the Center for First-Generation Student Success, in recognition of our commitment to the success of first-generation students.
- The Wall Street Journal's America's Best Colleges 2024 rankings ranked FIU as the No. 29 university in the nation and the fourth-ranked public university.
- Washington Monthly's college guide placed FIU No. 32 nationally in their annual survey. Degree Choices also ranked FIU No. 8 nationally.
- Times Higher Education Impact Rankings ranked FIU No. 2 in the world for impact on Life Below Water, No. 7 for impact on Clean Water and Sanitation and No. 12 for impact on Life on Land.

Program/Faculty

- FIU's Community-Based Research Institute won a \$19.4 million NIH grant to address health disparities through research and training—the largest NIH award in FIU's history.
- U.S. DOT awarded FIU faculty a \$10 million, five-year grant to establish the FIU Innovative BridgeTechnologies/ Accelerated Bridge Construction University Transportation Center with a focus on elevating bridge engineering through the exploration of advanced materials and technologies, using 3D printing of concrete and steel.
- FIU received a \$5 million grant to lead a consortium to tackle some of the major challenges facing nuclear power's future. With teams from the University of Central Florida, the University of New Mexico and Alabama A&M University, FIU researchers will lay the groundwork for modular nuclear reactors, develop computational tools and procedures that will make small nuclear reactors affordable and safe to supply clean and reliable power to the world.
- FIU's Small Business Development Center has won the Small Business Development Center Excellence and Innovation Award from the U.S. Small Business Administration (SBA) in recognition of its support of small businesses and contributions to the local economy.
- FIU is ranked #2 in the nation by the National Science Foundation (NSF) for research funding in psychology and psychiatry.

Student

- FIU students continue to excel in receiving recognition for their academic and research achievements. Joni Spencer was named a Rhodes Scholarship Finalist, Sophia Hemsli received the Ernest F. Hollings Scholarship from the National Oceanic and Atmospheric Association (NOAA), and Melinda Paduani earned the Quad Fellowship.
- Five FIU graduate students received NSF Graduate Research Fellowships.
- Additional student achievements include three Fulbright Scholarships, 12 Gilman Scholarships, two Goldwater Scholarships, one Boren Scholarship, and two Critical Language Scholarships.

Executive Performance Ratings

Performance Rating
Superior
Very Good
Satisfactory
Less than Satisfactory
Unsatisfactory

PERFORMANCE RATINGS

Determined relative to approved performance goals

Superior - ***Exceeds*** performance expectations on a consistent and uniform basis in areas of responsibility. In addition, makes a unique or significant contribution well beyond performance expectations through remarkable achievement and pacesetting performance. Achievements and abilities are recognized and supported by leadership, faculty, staff and students.

Very Good - ***Achieves*** performance expectations and at times exceeds them.

Satisfactory - ***Fulfills*** performance expectations. Level of performance is effectively and consistently maintained. Consistently ensures that the organization is following its mission, vision and strategic plan.

Less than Satisfactory - ***Fails to consistently fulfill*** performance expectations possibly because of some mitigating circumstances that may or may not have been within the leader's control. Improvement(s) may be required in order to fully achieve expectations on a continuous basis.

Unsatisfactory - ***Fails to fulfill many*** of the performance expectations. Regularly fails to meet or exceed required outcomes. Immediate improvements are required by the next performance evaluation.

Adopted by the Florida International University Board of Trustees on Friday, November 14, 2008



June 5, 2024

Subject: President's Performance and Incentive Goals, 2024-25

Proposed Action:

Florida International University Board of Trustees adoption of the proposed President's Performance and Incentive Goals as the President's goals for the 2024-25 academic year.

Background Information:

Pursuant to President Kenneth A. Jessell's Employment Agreement, namely, section 7(b), Dr. Jessell will provide the Board with a proposed list of goals and objectives for inclusion in the University's Accountability Plan, along with goals and objectives for incentive compensation, for the following academic year.

Supporting Documentation: President's Performance and Incentive Goals, 2024-25

Facilitator/Presenter: Roger Tovar, *Board of Trustees Chair*

This page intentionally left blank.

President Kenneth A. Jessell
FY2024-25 Goals

1. Advance academic and research profile

- Continue progress in achieving rankings as a Top 50 national public research university.
- Maintain “Top-3” three-year average ranking in performance-based funding metrics.
- Maintain preeminent state research university designation by BOG.
- Continue to increase total research expenditures, with expanded focus on sponsored research.
- Advance faculty and staff recruitment and retention.

2. Establish long-term strategies to manage institutional growth

- Complete and implement the university’s 2025-30 strategic plan.
- Complete and implement the university’s 2015-30 campus master plan.
- Continue implementation of the Baptist Health partnership and explore opportunities for other strategic partnerships.
- Continue adopting shared service models (IT, HR, marketing, budget, etc.) to advance efficiencies and realize cost savings.

3. Fortify the university’s financial stability

- Advocate for local, state, and federal funding reflective of FIU’s performance, mission, and strategic priorities.
- Increase philanthropic support and grow the endowment to align with that of other preeminent state research universities.
- Increase net auxiliary revenues.

4. Strengthen organizational culture and affinity

- Enhance talent recruitment and retention in support of student success and operational excellence – the FIU experience.
- Enhance FIU's visibility and reputation through effective marketing and promotion.
- Strategically engage with alumni and community partners to maximize FIU reach and impact.



PERFORMANCE-BASED FUNDING METRICS

1. Percent of Bachelor’s Graduates Enrolled or Employed (\$40,000+)

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27
ACTUAL	.	.	68.0	72.8	77.2	.	.	.	.	.
APPROVED GOALS	74.0	75.5	77.0	78.5	80.0	.
PROPOSED GOALS	75.5	77.0	78.5	80.0	80.0

Note: In November 2022, the Board’s Budget and Finance Committee approved a change increase the wage threshold for graduates found employed from \$30,000 to \$40,000. Due to the change in methodology, outcomes for graduates prior to 2019-20 are not available.

2. Median Wages of Bachelor’s Graduates Employed Full-time

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27
ACTUAL	39,800	41,000	40,800	44,900	49,600	.	.	.	.	.
APPROVED GOALS	40,000	40,500	41,000	41,000	45,000	45,000	45,000	45,000	45,000	.
PROPOSED GOALS	.	.	.	.	.	47,000	47,000	47,000	47,000	47,000

PBF Metric #3 Note: Beginning 2020-21, The Coronavirus Aid, Relief, and Economic Security (CARES) Act Higher Education Emergency Relief Fund (HEERF) has provided institutions with gift aid for students that can be used until the 2022-23 academic year. Since these funds are non-recurring, the reporting of the Average Cost to the Student metric in the 2023 Accountability Plan will reflect the Average Cost to the Student with and without HEERF federal emergency grants. The Board of Governors will evaluate year-over-year improvement in 2024.

3.1. Average Cost to the Student [\[includes federal emergency funds\]](#)

	2018-19	2019-20	2020-21*	2021-22*	2022-23*	2023-24	2024-25	2025-26	2026-27	2027-28
ACTUAL	8,670	3,950	2,970	-1,620	920	.	.	.	.	.
APPROVED GOALS	11,300	9,000	8,500	8,375	7,000	7,000	7,000	7,000	7,000	.
PROPOSED GOALS	.	.	.	.	.	7,000	7,000	7,000	7,000	7000

3.2. Average Cost to the Student [\[excludes federal emergency funds\]](#)

	2018-19	2019-20	2020-21*	2021-22*	2022-23*	2023-24	2024-25	2025-26	2026-27	2027-28
ACTUAL	8,670	5,350	5,330	3,330	1,360	.	.	.	.	.
APPROVED GOALS	.	.	.	.	7,000	7,000	7,000	7,000	7,000	.
PROPOSED GOALS	.	.	.	.	.	7,000	7,000	7,000	7,000	7000



PERFORMANCE-BASED FUNDING METRICS (cont.)

4. FTIC Four-Year Graduation Rate [Full-time, First Time in College students]

	2015-19	2016-20	2017-21	2018-22	2019-23	2020-24	2021-25	2022-26	2023-27	2024-28
ACTUAL	42.8	49.3	59.4	59.8	64.9	.	.	.	.	.
APPROVED GOALS	41.0	43.0	55.0	60.0	61.0	63.0	63.0	65.0	65.0	.
PROPOSED GOALS	.	.	.	.	.	65.0	65.0	66.0	68.0	70.0

5. Academic Progress Rate [Second Fall Retention Rate with at Least a 2.0 GPA for Full-time FTIC students]

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
ACTUAL	88.1	90.4	89.2	88.8	90.8	.	.	.	.	.
APPROVED GOALS	89.0	90.0	91.0	92.0	92.0	92.0	92.0	92.0	92.0	.
PROPOSED GOALS	.	.	.	.	.	92.0	92.0	92.0	92.0	92.0

6. Percentage of Bachelor's Degrees Awarded within Programs of Strategic Emphasis

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25*	2025-26*	2026-27*	2027-28*
ACTUAL	45.1	50.5	57.5	59.0	60.9	.	.	.	.	.
APPROVED GOALS	49.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	.
PROPOSED GOALS	.	.	.	.	.	50.0	42.0	43.0	45.0	45.0

Note: In November 2023, the Board approved a revised Programs of Strategic Emphasis list. The revised list will be implemented for 2024-25 degrees awarded in the 2026 Accountability Plan. Proposed goals for 2024-25 degrees awarded and beyond reflect the revised Programs of Strategic Emphasis list.

7. University Access Rate [Percent of Undergraduates with a Pell grant]

	FALL 2018	FALL 2019	FALL 2020	FALL 2021	FALL 2022	FALL 2023	FALL 2024	FALL 2025	FALL 2026	FALL 2027
ACTUAL	50.5	50.9	50.1	50.3	50.4	.	.	.	.	.
APPROVED GOALS	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	.
PROPOSED GOALS	.	.	.	.	.	50.0	50.0	50.0	50.0	50.0



PERFORMANCE-BASED FUNDING METRICS (cont.)

8. Percentage of Graduate Degrees Awarded within Programs of Strategic Emphasis

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25*	2025-26*	2026-27*	2027-28*
ACTUAL	56.5	60.0	63.8	61.5	64.7	.	.	.	.	.
APPROVED GOALS	56.5	58.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	.
PROPOSED GOALS	.	.	.	.	.	60.0	46.0	46.0	48.0	51.0

Note: In November 2023, the Board approved a revised Programs of Strategic Emphasis list. The revised list will be implemented for 2024-25 degrees awarded in the 2026 Accountability Plan. Proposed goals for 2024-25 degrees awarded and beyond reflect the revised Programs of Strategic Emphasis list.

9a. BOG Choice: FCS AA Transfer Three-Year Graduation Rate [Full- and part-time students]

	2016-19	2017-20	2018-21	2019-22	2020-23	2021-24	2022-25	2023-26	2024-27	2025-28
ACTUAL	62.1	65.2	70.7	71.9	70.0	.	.	.	.	.
APPROVED GOALS	.	62.5	63.0	72.0	73.0	74.0	75.0	76.0	76.0	.
PROPOSED GOALS	.	.	.	.	.	74.0	75.0	76.0	76.0	76.0

Note: House Bill 2524 passed during the 2022 Florida Legislative session changed this metric from a two-year graduation rate to a three-year graduation rate.

9b. BOG Choice: FTIC Pell Recipient Six-Year Graduation Rate [Full- and part-time students]

	2013-19	2014-20	2015-21	2016-22	2017-23	2018-24	2019-25	2020-26	2021-27	2022-28
ACTUAL	60.3	63.8	65.0	68.6	72.2	.	.	.	.	.
APPROVED GOALS	.	.	65.3	66.8	69.0	70.0	71.0	72.0	74.0	.
PROPOSED GOALS	.	.	.	.	.	70.0	71.0	72.0	74.0	75.0

10. BOT Choice: Number of Post-Doctoral Appointees

	FALL 2018	FALL 2019	FALL 2020	FALL 2021	FALL 2022	FALL 2023	FALL 2024	FALL 2025	FALL 2026	FALL 2027
ACTUAL	242	260	235	278	262	.	.	.	.	.
APPROVED GOALS	235	255	235	276	278	279	280	280	280	.
PROPOSED GOALS	.	.	.	.	.	274	272	273	274	275



PREEMINENT RESEARCH UNIVERSITY FUNDING METRICS

A. (1). Average GPA

	FALL 2019	FALL 2020	FALL 2021	FALL 2022	FALL 2023	FALL 2024	FALL 2025	FALL 2026	FALL 2027	FALL 2028
ACTUAL	4.2	4.3	4.3	4.3	4.3	.	.	.	.	.
APPROVED GOALS	4.1	4.1	4.1	4.1	4.1	4.1	4.1	4.1	4.1	.
PROPOSED GOALS	.	.	.	.	.	4.1	4.1	4.1	4.1	4.1

A. (2). Average SAT Score

	FALL 2019	FALL 2020	FALL 2021	FALL 2022	FALL 2023	FALL 2024	FALL 2025	FALL 2026	FALL 2027	FALL 2028
ACTUAL	1,290	1,270	1,241	1,286	1,284	.	.	.	.	.
APPROVED GOALS	1,260	1,260	1,260	1,260	1,260	1,260	1,260	1,260	1,260	.
PROPOSED GOALS	.	.	.	.	.	1,260	1,260	1,260	1,260	1,260

Note*: The 2020 Florida Legislature amended statute (1001.7065, FS) so that beginning in Fall 2020, this metric also includes ACT scores that have been translated into the SAT scale. The historical scores, and goals, were based on a different methodology and SAT scale standard.

B. Public University National Ranking [Top50 rankings based on BOG's official list of publications]

	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029
ACTUAL	3	1	2	3	2	.	.	.	.	.
APPROVED GOALS	2	2	2	2	3	3	3	3	3	.
PROPOSED GOALS	.	.	.	.	.	3	3	3	3	3

Note: The Wall Street Journal/College Pulse "Best U.S. Colleges 2024 (public only)" ranking publication replaces the "Top Public Research University" ranking published by the Center for Measuring University Performance (discontinued).

C. Freshman Retention Rate [Full-time FTIC students]

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
ACTUAL	90	91	91	91	92	.	.	.	.	.
APPROVED GOALS	92	91	92	93	91	91	91	91	91	.
PROPOSED GOALS	.	.	.	.	.	92	92	92	92	92



PREEMINENT RESEARCH UNIVERSITY FUNDING METRICS (cont.)

D. Four-year Graduation Rate [Full-time FTIC students]

	2015-19	2016-20	2017-22	2018-22	2019-23	2020-24	2021-25	2022-26	2023-27	2024-28
ACTUAL	43	49	59	60	65	.	.	.	.	.
APPROVED GOALS	41	43	55	60	61	63	63	65	65	.
PROPOSED GOALS	.	.	.	.	.	65	65	66	68	70

E. National Academy Memberships

	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029
ACTUAL	7	7	7	8	7	.	.	.	.	.
APPROVED GOALS	7	7	8	8	8	8	8	8	8	.
PROPOSED GOALS	.	.	.	.	.	8	8	8	8	9

F. Total Research Expenditures (\$M)

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
ACTUAL	226	237	246	282	317	.	.	.	.	.
APPROVED GOALS	205	230	248	269	296	330	400	415	422	.
PROPOSED GOALS	.	.	.	.	.	340	400	417	427	444

Note: This metric has been revised to include both Science & Engineering and non-Science & Engineering research expenditures to align with section 1001.7065, Florida Statutes.

G. Non-Medical Science & Engineering Research Expenditures (\$M)

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
ACTUAL	176	196	200	233	267	.	.	.	.	.
APPROVED GOALS	160	178	200	204	239	245	254	268	275	.
PROPOSED GOALS	.	.	.	.	.	275	300	325	340	350

H. Number of Broad Disciplines Ranked in Top 100 for Research Expenditures

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27
ACTUAL	6 of 8	6 of 8	6 of 8	7 of 8	7 of 8	.	.	.	.	.
APPROVED GOALS	5 of 8	6 of 8	6 of 8	6 of 8	7 of 8	7 of 8	7 of 8	7 of 8	7 of 8	.
PROPOSED GOALS	.	.	.	.	.	7 of 8	7 of 8	7 of 8	7 of 8	7 of 8



PREEMINENT RESEARCH UNIVERSITY FUNDING METRICS (cont.)

I. Utility Patents Awarded [over three calendar years]

	2017-19	2018-20	2019-21	2020-22	2021-23	2022-24	2023-25	2024-26	2025-27	2026-28
ACTUAL	171	189	186	184	178	.	.	.	.	.
APPROVED GOALS	166	188	182	180	180	180	180	180	180	.
PROPOSED GOALS	.	.	.	.	.	180	180	180	180	180

J. Doctoral Degrees Awarded Annually

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
ACTUAL	433	430	460	513	541	.	.	.	.	.
APPROVED GOALS	438	455	480	506	535	565	600	600	612	.
PROPOSED GOALS	.	.	.	.	.	565	600	600	612	625

K. Number of Post-Doctoral Appointees

	FALL 2018	FALL 2019	FALL 2020	FALL 2021	FALL 2022	FALL 2023	FALL 2024	FALL 2025	FALL 2026	FALL 2027
ACTUAL	242	260	235	278	262	.	.	.	.	.
APPROVED GOALS	235	255	235	276	278	279	280	280	280	.
PROPOSED GOALS	.	.	.	.	.	274	272	273	274	275

L. Endowment Size (\$M)

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
ACTUAL	216	219	276	284	307	.	.	.	.	.
APPROVED GOALS	275	210	250	275	300	325	350	375	400	.
PROPOSED GOALS	.	.	.	.	.	325	350	375	400	425

M. Science & Engineering Research Expenditures (\$M)

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
ACTUAL	192	210	216	250	285	.	.	.	.	.
APPROVED GOALS	195	207	219	227	257	270	287	307	322	.
PROPOSED GOALS	.	.	.	.	.	290	300	315	325	340

Note: This metric has been added to align with changes in section 1001.7065, Florida Statutes from the 2023 legislative session.

This page intentionally left blank.