



UCF PBF 2020 Cycle

1. Percent of Bachelor's Graduates Employed Full-time or Continuing their Education in the U.S. One Year After Graduation

2020 Goal: 62.1% Actual: 62.1% (8 Pts) **Goal Met** SUS Rank: 7th
One-Year Delta: 2.5% improvement (1.7 percentage points)
Four-Year Delta: 6.1% improvement (4.0 percentage points)

- **9,033 bachelor's graduates qualified for this metric (of 13,073 eligible).**
- **Over the past three data years, the "graduates found enrolled" has stayed flat, the increase has been the volume of students found "making at least \$25,000" in year 1.**
- **All SUS institutions experienced similar one-year improvements to their PBF Metric result.**
- **This metric has a one-year lag (current data is for the 2017-18 graduating class) – meaning COVID-19 economic impacts won't be reflected until the 2022 cycle.**

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

2020 Goal: \$40,200 Actual: \$40,000 (9 Pts) **Goal Missed** SUS Rank: Tied 4th
One-Year Delta: 3.6%
Four-Year Delta: 8.1%

- **All SUS institutions experienced similar one-year improvements to their PBF Metric result.**
- **This metric has a one-year lag (current data is for the 2017-18 graduating class) – meaning COVID-19 economic impacts won't be reflected until the 2022 cycle.**

3. Average Cost to the Student

2020 Goal: \$12,000 Actual: \$7,580 (10 Pts) **Goal Met** SUS Rank: 7th, Max Pts
One-Year Delta: 37.2%
Four-Year Delta: 50.6%

- **UCF has seen a four-year reduction from \$15,330 to \$7,580 (50.6% decrease).**
- **There were two main reduction drivers:**
 - **Reduced the Average Hours taken to complete a 120-hr degree from 126.58 to 124.00. Every 10th of a credit hour reduction reduces the net cost by \$20. UCF's improvement dropped the cost by \$516.**
 - **Added significant Financial aid funding – nearly \$105m extra dollars. Every \$1m added reduces net cost by \$80. UCF added approximately \$12.3m (or 11.7% of the new funding). Most of the funding was due to increased federal Pell grant distributions, state-funded Florida Student Assistant Grants (FSAG), and state-funded Bright Futures. UCF's \$12.3m reduced the cost by \$984.**
- **UCF's changes alone would have resulted in a \$1,500 net cost decrease (as compared to overall \$7,580 decrease).**
- **All SUS institutions experienced similar reductions to their PBF Metric result.**



4. FTIC Four-Year Graduation Rate

2020 Goal: 46.8% Actual: 46.3% (7 Pts) **Goal Missed** SUS Rank: 5th
One-Year Delta: 1.3% improvement (0.6 percentage points)
Four-Year Delta: 14.6% improvement (5.9 percentage points)

- **Missed our own goal by 29 students.**
- **Initiatives:**
 - **Think 30 – after 4 years, first-year student completion of 30 hours has increased by 27%. The completion of 30 hours by second-year students increased by 22% (three years of data) and third-year students by 6% (two years of data).**
 - **Pegasus Path degree planner engagement increased by 138% (four-year pathway tool).**
 - **Student Learning and Academic Success organizational restructuring consolidating advising and curricular student support teams.**
 - **Major Progression Work Group focused on sophomore and junior persistence.**

5. Academic Progress Rate

2020 Goal: 88.9% Actual: 90.1% (10 Pts) **Goal Met** SUS Rank: 3rd, Max Pts
One-Year Delta: 1.6% improvement (2.4 percentage points)
Four-Year Delta: 4.0% improvement (3.5 percentage points)

- **Intentional focus over multiple years. Efforts to maintain and enhance will continue, but momentum is shifting to sophomore and junior persistence in support of four-year graduation.**
- **Retention Intervention Team – started with the 2016-17 cohort; created cross-campus group including central advising, college advising, and student support offices with an intense focus on data and insights to identify and address student retention enhancements**
 - **Transitioned from email to text messaging for contacts**
 - **Coordinated Registration Campaign delivered by Marketing and Communication**
 - **Personal calls to students by Peers, AVPs, and Deans – showing that UCF cares about their future**
 - **Review of financial impacts related to student account holds or tuition payment challenges**

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

2020 Goal: 53.0% Actual: 51.2% (10 Pts) **Goal Missed** SUS Rank: 9th, Max Pts
One-Year Delta: 0.1% reduction (-0.4 percentage points)
Four-Year Delta: 3.0% improvement (1.5 percentage points)

- **PSE degrees increased by 261. However, Non-PSE increased by 358.**
- **7,210 2018-19 degrees in PSE fields. In 2017-18, UCF awarded 6,949 PSE degrees – the largest volume and 19.0% of all PSE degrees awarded by the SUS (2017-18 is the most recent SUS data available).**
- **#1 supplier of talent to the Aerospace and Defense industries for the 4th year in a row.**



- **Side note: FCS transfer students are less likely to choose PSE majors (53% of admissions among FCS transfers compared to 62% among FTICs).**

7. University Access Rate

2020 Goal: 41.0% Actual: 39.2% (9 Pts) **Goal Missed** SUS Rank: 5th
One-Year Delta: 3.4% reduction (-1.4 percentage points)
Four-Year Delta: 0.5% reduction (-0.2 percentage points)

- **11 of 12 institutions declined in this metric. UCF is need blind and doesn't consider Pell status for admissions. Pell-eligible ratio of FTIC's declined 1.3 percentage points. Pell-eligible ratio of transfer students declined 1.8 percentage points.**

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

2020 Goal: 63.0% Actual: 61.2% (10 Pts) **Goal Missed** SUS Rank: 5th, Max Pts
One-Year Delta: 2.2% reduction (-1 .4 percentage points)
Four-Year Delta: 0.8% reduction (-0.5 percentage points)

- **PSE degrees increased by 45. However, Non-PSE increased by 88.**
- **Over the last two years, Admissions has seen an increase in PSE students with declines in non-PSE students (shift of 192 students out of 5,427 overall admits).**

9. BOG Choice: Percent of Baccalaureate Degrees Awarded Without Excess Hours

2020 Goal: 78.1% Actual: 79.0% (9 Pts) **Goal Met** SUS Rank: 9th
One-Year Delta: 1.5% improvement (1.2 percentage points)
Four-Year Delta: 14.2% improvement (9.8 percentage points)

- **Needed an additional 127 students to graduate without excess hours to maximize PBF points at 80%.**
- **Initiatives:**
 - **Development of four-year pathways with critical courses to assist with on-track vs. off-track student identification.**
 - **Added the metric to the Dean's Challenge dashboard to highlight college by college performance.**

10. BOT Choice: Percent of Bachelor's Degrees Awarded to African American and Hispanic Students

2020 Goal: 37.0% Actual: 37.9% (7 Pts) **Goal Met** SUS Rank: N/A
One-Year Delta: 6.8% improvement (2.4 percentage points)
Four-Year Delta: 20.3% improvement (6.4 percentage points)

- **Missed 8 PBF points by only 10 students.**
- **Undergraduate enrollment of Hispanic students continues to grow. African American enrollment is flat.**



	Metric	10-Point Excellence	2015 Actuals	2016 Actuals	2017 Actuals	2018 Actuals	2019 Actuals	2020 Actuals (2018-19 data)	Trend	2020 Points	
1	Percent of Bachelor's Graduates Employed Full-time or Continuing their Education in the U.S. One Year After Graduation (Employed at \$25,000+).	72.8%	64.3%	65.1%	66.2%	67.9%	67.4%	69.1%		8	
2	Median Wages of Bachelor's Graduates Employed Full-time One Year After Graduation	\$40,700	\$34,900	\$37,000	\$38,600	\$38,700	\$38,600	\$40,000		9	
3	Net Tuition and Fees per 120 Credit Hours	\$9,000	\$16,260	\$15,330	\$15,390	\$16,030	\$12,070	\$7,580		10	
4	FTIC 4-year Graduation Rate (Full-time students)	50%	40.0%	40.4%	43.6%	43.7%	45.7%	46.3%		7	
5	Academic Progress Rate (FTIC 2-year Retention Rate with GPA > 2.0)	90%	85.0%	86.6%	86.5%	87.3%	88.7%	90.1%		10	
6	Bachelor's Degrees Awarded Within Programs of Strategic Emphasis	50%	48.9%	49.7%	52.0%	51.9%	51.6%	51.2%		10	
7	University Access Rate (Percent of Fall Undergraduates with a Pell grant)	42%	38.4%	39.0%	39.8%	39.4%	40.6%	39.2%		9	
8	Graduate Degrees Awarded Within Programs of Strategic Emphasis	60%	57.4%	61.7%	63.4%	62.0%	62.6%	61.2%		10	
9	Percent of Bachelor's Degrees Without Excess Hours	80%	66.9%	69.2%	66.3%	76.4%	77.8%	79.0%		9	
10	NEW: Percent of Bachelor's Degrees Awarded to African American and Hispanic Students	40%	30%	31.5%	33.2%	35.0%	35.5%	37.9%		7*	
						77	88	89		89	
	*BOG metric and threshold shift results in a 3-point loss for this metric.										



2020 ACCOUNTABILITY PLAN
 University of Central Florida
 BOT Approved 4/23/2020



PERFORMANCE-BASED FUNDING METRICS

1. Percent of Bachelor's Graduates Enrolled or Employed (\$25,000+)

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
ACTUAL	65.1	66.2	67.9	67.4	69.1	.	.	.	.	.
APPROVED GOALS	.	65.0	67.2	68.5	69.1	69.5	69.9	70.1	.	.
PROPOSED GOALS	.	.	.	.	.	69.5	69.9	70.1	70.3	70.5

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

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
ACTUAL	37,000	38,600	38,700	38,600	40,000	.	.	.	.	.
APPROVED GOALS	.	36,600	39,100	39,700	40,200	40,600	41,100	41,300	.	.
PROPOSED GOALS	.	.	.	.	.	40,600	41,100	41,300	41,400	41,400

3. Average Cost to the Student [Net Tuition & Fees per 120 Credit Hours for Resident Undergraduates]

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
ACTUAL	15,330	15,380	15,400	12,070	7,580	.	.	.	.	.
APPROVED GOALS	.	.	15,120	15,968	12,000	11,950	11,900	11,850	.	.
PROPOSED GOALS	.	.	.	.	.	7,580	7,530	7,480	7,430	7,380

4. FTIC Four-Year Graduation Rate [Full-time FTIC students only]

	2011-15	2012-16	2013-17	2014-18	2015-19	2016-20	2017-21	2018-22	2019-23	2020-24
ACTUAL	40.4	43.6	43.7	45.7	46.3	.	.	.	.	.
APPROVED GOALS	.	42.0	45.0	44.7	46.8	48.0	50.1	50.7	.	.
PROPOSED GOALS	.	.	.	.	.	48.0	50.1	50.7	51.8	52.9

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

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
ACTUAL	86.6	86.5	87.6	88.7	90.1	.	.	.	.	.
APPROVED GOALS	.	88.0	87.4	87.9	88.9	89.5	90.0	90.2	.	.
PROPOSED GOALS	90.3	90.5	90.6	90.7	90.8



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PERFORMANCE-BASED FUNDING METRICS (cont.)

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

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
ACTUAL	49.7	52.0	51.9	51.6	51.2	.	.	.	.	.
APPROVED GOALS	.	50.0	52.5	52.5	53.0	53.4	53.8	54.0	.	.
PROPOSED GOALS	.	.	.	.	.	53.4	53.8	54.0	54.0	54.0

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

	FALL 2014	FALL 2015	FALL 2016	FALL 2017	FALL 2018	FALL 2019	FALL 2020	FALL 2021	FALL 2022	FALL 2023
ACTUAL	39.4	39.7	39.4	40.6	39.2	.	.	.	.	.
APPROVED GOALS	.	40.0	40.2	40.0	41.0	41.8	42.4	42.8	.	.
PROPOSED GOALS	.	.	.	.	.	41.8	42.4	42.8	42.8	42.8

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

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
ACTUAL	61.7	63.4	62.0	62.6	61.2	.	.	.	.	.
APPROVED GOALS	.	62.0	63.6	62.5	63.0	63.4	63.8	64.0	.	.
PROPOSED GOALS	.	.	.	.	.	63.4	63.8	64.0	64.0	64.0

9. BOG Choice: Percent of Baccalaureate Degrees Awarded Without Excess Hours

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
ACTUAL	69.2	66.3	76.4	77.8	79.0	.	.	.	.	.
APPROVED GOALS	.	69.0	68.0	76.8	78.1	78.7	79.1	79.4	.	.
PROPOSED GOALS	.	.	.	.	.	79.2	79.4	79.6	79.8	80.0

10. BOT Choice: Percent of Bachelor's Degrees Awarded to African American and Hispanic Students

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
ACTUAL	31.5	33.2	35.0	35.5	37.9	.	.	.	.	.
APPROVED GOALS	.	.	.	.	37	38	38	39	.	.
PROPOSED GOALS	.	.	.	.	.	39	40	40	41	41