



BOARD OF TRUSTEES

Board of Trustees Meeting Agenda

**January 22, 2026
10:00 AM – 10:30 AM
VIRTUAL VIA MICROSOFT TEAMS**

Dial in: 1-863-225-2351 | Conference ID: 772 150 493#

BOARD MEMBERS

Beth Kigel, Chair
Eliot Peace
Ilya Shapiro
Rob Kincart
Jeffrey Beelaert

Jesse Panuccio, Vice Chair
Patrick Hagen
Colby Manrodt
Jack Harrell, III

Dr. Sid Theis
Sumanth Neelam
Dr. Edwar Romero
Dr. Christie Bassett

MEETING AGENDA

- | | | |
|------|---|---|
| I. | Call to Order | Beth Kigel, Chair |
| II. | Roll Call | Kristen Wharton,
Corporate Secretary |
| III. | Public Comment | Beth Kigel |
| IV. | Performance-Based Funding (PBF) Metrics
Action Required | Dr. Brad Thiessen
VP and Provost |
| V. | Closing Remarks and Adjournment | Beth Kigel |

**Florida Polytechnic University
Board of Trustees
January 22, 2026**

Subject: Performance-Based Funding (PBF) Metrics

Proposed Board Action

Approve two new Performance-Based Funding metrics with proposed benchmarks for 2027:

Metric 8: Median Wages of Master's Graduates Employed Full-Time One Year After Graduation

Points	10	9	8	7	6	5	4	3	2	1
	\$74,864	\$74,464	\$74,064	\$73,664	\$73,264	\$72,864	\$72,464	\$72,064	\$71,664	\$71,264

Metric 10: Percent of Bachelor's Degree Completers with Internships

Points	10	9	8	7	6	5	4	3	2	1
	100%	99%	98%	97%	96%	95%	94%	93%	92%	91%

Background Information

Metric 10

At their November 6, 2025 meeting, the Board of Governors (BOG) approved a motion requesting each University Board of Trustees submit a new Performance-Based Funding (PBF) Metric 10 for approval at the January 2026 BOG meeting.

Each University must select a metric from the following options:

- (a) Annual Giving
- (b) Shared Initiatives Savings
- (c) Percent of Bachelor's Degree Completers with Internships
- (d) Professional Licensure & Certification Exam Pass Rates
- (e) Faculty in the Top Quintile of their Field
- (f) National Academy Members
- (g) Total Research Expenditures
- (h) Number of Licenses/Options Executed Annually

University leadership analyzed Florida Poly's performance on each option and considered the degree to which each option aligned with Strategic Plan goals and priorities. From this, we recommend approval of the option that is most central to our mission, vision, and State-leading post-graduation employment outcomes: (d) The percent of bachelor's degree completers with internships.

With our Strategic Plan goal for all graduates to complete internships, we recommend benchmarks ranging from 91% (to earn one point) to 100% (to earn the full 10 points). These benchmarks will be, by far, the most rigorous set of benchmarks adopted by any university in the System for this metric.

Since 2021, we have increased the percent of graduates completing an internship from 87% to 98%. Our rigorous yet attainable proposed benchmarks will incentivize continuous improvement.

Metric 8

Performance-Based Funding metric 8 is the percent of graduate degrees awarded in Programs of Strategic Emphasis (PSEs). With a STEM-focused mission, 100% of Florida Poly's graduate degrees (and undergraduate degrees) are awarded in PSEs, leaving no room for improvement.

To incentivize continuous improvement, the Board of Governors approved a motion on November 6 to allow the Florida Polytechnic University Board of Trustees to submit an alternative Performance-Based Funding (PBF) Metric 8. The Board of Governors will consider approval of this alternative metric at its January 28 meeting, with the new metric effective in 2027.

Aligned with our focus on the post-graduation success of our students, we recommend a metric that measures the median wages of master's graduates employed full-time one year after graduation. This metric will mirror PBF metric 2, which measures the median wages of our bachelor's graduates.

As this is a new metric, we have limited data on our past performance. Using data from MyFloridaFutures, we estimate the median starting salaries of our master's graduates in 2021-22 and 2022-23 to be \$72,864. We recommend setting this value as the benchmark to earn 5 points, with \$400 increments between benchmarks (mirroring the distance between benchmarks in PBF 2).

Questions to consider

- What is Florida Poly's expected performance on these metrics over the next several years?
- What is the expected impact of these metrics on Florida Poly's PBF score and funding?
- Do these metrics incentivize Florida Poly to advance in its mission and Strategic Plan goals?
- What metrics are other universities proposing?

Next steps

If approved, these metrics and proposed benchmarks will be considered for approval by the Board of Governors on January 28. If approved by the Board of Governors, these metrics will enter the PBF System in 2027.

Supporting Documentation: PBF 8 and 10 Proposal forms with UBOT Approval Certification

Prepared by: Dr. Brad Thiessen, Vice President and Provost, Academic Affairs, and Kevin Calkins, Director of Institutional Research

PERFORMANCE BASED FUNDING v2.0

METRIC 10 DEFINITIONS

BOT Choice Metric Options

Annual Giving (\$)	Refers to an institution's annual fundraising efforts. Institutions can choose either funds received or funds committed in a given year. Source: Council for Advancement and Support of Education (CASE) Voluntary Support of Education (VSE) Survey.
Shared Initiatives Savings	This metric tracks cost savings achieved through coordinated university efforts to maximize efficiencies in the purchase of goods and services. Source: Inter-Institutional Committee on Procurement, Shared Initiatives Program (ICOP) data reported to Board of Governors staff.
Percent of Bachelor's Degree Completers with Internships	This metric is based on the percentage bachelor's degree completers annually who complete an internship course. These courses offer students opportunities to acquire or apply knowledge and skills in a supervised setting that simulates the conditions in which the knowledge and skills will be utilized. Source: State University Database System (SUDS).
Professional Licensure & Certification Exam Pass Rates	The pass rates as a percentage of all first-time examinees for Nursing, Law, Medicine, Veterinary, Pharmacy, Dental, Physical Therapy, and Occupational Therapy, when applicable. The average pass rate for the nation or state is also provided as a contextual benchmark. The Board's 2030 System Strategic Plan calls for institutions to be in the top decile of scores compared to the national or state average pass rate. The State benchmark for the Florida Bar Exam excludes non-Florida institutions. The national benchmark for the USMLE exams is based on rates for MD degrees from U.S. institutions.
Faculty in the Top Quintile of their Field	Number of faculty ranked in the top quintile for scholarly research productivity within their field, including books and journal articles published, patents, and research dollars, among others. Source: Faculty productivity benchmarking tool (ex. Academic Analytics).
National Academy Members	National Academy Memberships held by faculty. Source: Board staff searches the online directories of the National Academies of Sciences, Engineering, and Medicine and provides member counts based on 'affiliation' (including shared affiliation) and excludes deceased members.
Total Research Expenditures	This metric represents the total expenditures (in millions of dollars) for all research activities (including non-science and engineering activities) as reported by each institution to the National Science Foundation annual survey of Higher Education Research and Development (HERD), based on the NSF rules and definitions.
Number of Licenses/Options Executed Annually	This metric totals the licenses/options executed in the fiscal year for all technologies as reported by universities. Source: Association of University Technology Managers Annual (AUTM) annual Licensing Survey.

**State University System of Florida
PBF Metric 10 - New Proposed Metrics**

Florida Polytechnic University

Select from the available metrics in the dropdown provided:

Percent of Bachelor's Degree Completers with Internships

Provide a rationale for the metric selected above:

Internships are central to Florida Poly's mission and vision, as well as our System-leading post-graduation employment outcomes. Over the past three years, we have increased the percent of students completing internships from 76.7% to 97.%. We would like to continue to focus on this improvement to consistently reach 100% of our graduates completing internships.

Provide most current five time frames on the selected metric (just like what's reported in Accountability Plan):

Report time frame (ex. Academic Year)	Outcome (ex. Dollars, rate)	Numerator (if applicable)	Denominator (if applicable)
2020-21	86.7%	222	256
2021-22	76.7%	165	215
2022-23	83.6%	179	214
2023-24	97.7%	253	259

Provide proposed scoring benchmarks for the selected metric:

Points	10	9	8	7	6	5	4	3	2	1
Metric Title										
Percent of Bachelor's Degree Completers with Internships	100.0%	99.0%	98.0%	97.0%	96.0%	95.0%	94.0%	93.0%	92.0%	91.0%

Describe rationale for the benchmarks and increments:

Our goal is to consistently reach 100% of our graduates completing internships, so we set that as the 10-point benchmark and reduced each benchmark by one percentage point.

**State University System of Florida
PBF Metric 8 Alternative - Proposal
1st Choice**

Florida Polytechnic University

Median Wages of Master's Graduates Employed Full-Time After Graduation

Data source for proposed metric:

BOG ODA analysis of MyFloridaFutures data.

Provide a rationale for the metric described above:

Until the count of Master's graduates increases, an alternative to the metric used by other SUS institutions needed to be chosen for PBF 8. This outcome measure – similar to PBF 2 for Bachelor's graduates – measures the median post-graduate earnings of full-time employed master's graduates one year after graduation.

Provide an operational definition for how this metric will be measured:

Using MyFloridaFutures data supported by the BOG Office of Data Analytics, median wages for graduate degree completers employed full-time one year following graduation is captured.

Provide most current five time frames on the selected metric (just like what's reported in Accountability Plan):

Report time frame (ex. Academic Year)	Outcome (ex. Dollars, rate)	Numerator (if applicable)	Denominator (if applicable)

As this is a new metric there are no reported measures within the Accountability Plan.

Provide proposed scoring benchmarks for this metric:

Points	10	9	8	7	6	5	4	3	2	1
Metric Title										
Median Wages of Master's Graduates Employed Full-Time After Graduation	\$74,864	\$74,464	\$74,064	\$73,664	\$73,264	\$72,864	\$72,464	\$72,064	\$71,664	\$71,264

Describe rationale for the benchmarks and increments:

Historical baseline median salaries from MyFloridaFutures (for 2021-22 and 2022-23 completers) established the benchmark for 5 points (\$72,864). Increments of \$400 were used to establish scores below and above this measure (consistent with the benchmarks in PBF 2).



**State University System
Performance-Based Funding Metric 8
UBOT Approval Certification**

University:	Florida Polytechnic University
Date Metric 8 Proposal Approved by University Board of Trustees:	(Pending approval 01/22/2026)
University Contact (name, title, phone, & email):	Brad Thiessen Provost & VP, Academic Affairs bthiessen@floridapoly.edu 863.874.8409

Please attach all relevant UBOT meeting materials.



State University System
Performance-Based Funding Metric 8
Approval Certification

Please affirm that this PBF Metric 8 proposal being transmitted to the Board of Governors for consideration has been approved by the university board of trustees in accordance with university regulations & policies.

University Board of Trustees Chair

Date

University President

Date