

Description of Performance Funding Model

JANUARY 2017

Performance funding appropriation in H.B. No. 500 HD1, SD1, CD1, 2015

- \$6,360,818 for fiscal year 2016-2017 may be transferred to other University of Hawai'i program IDs in accordance with performance-based outcomes relating to student achievement and degree attainment and articulation as established by the president of the University of Hawai'i
- The president of the University of Hawai'i shall devise the metrics and standards for the performance-based outcomes

Methodology

Adopt approach commonly used in states with campuses that have diverse institutional missions:

- 1) Establish maximum performance awards by unit based on enrollment size and mission (cost)
- 2) Select measures based on UH Strategic Direction goals
 - Number of degrees and certificates awarded
 - Number degrees and certificates awarded to Native Hawaiians
 - Number of STEM degrees and certificates awarded
 - Number degrees and certificates awarded to Pell recipients
 - 150% (3 and 6 year) graduation rates
 - Transfers from CC's to UH four-year institutions (to and from)

Maximum performance awards (based on Fall 2015/Spring 2016 enrollments)

	Total	UH Mānoa	UH Hilo	UH West O'ahu	UHCC
Calculated AYFTE Undergrad 1/	32,292	11,679	2,647	1,777	16,189
Calculated AYFTE Graduate 2/	4,207	3,621	586		
Total FTE	36,499	15,300	3,233	1,777	16,189
Cost Per FTE for IPEDS Peer Group 3/		\$17,334	\$14,377	\$14,609	\$10,537
Total Cost (FTE X Cost Per FTE)	\$510,233,662	\$265,210,200	\$46,480,841	\$27,959,128	\$170,583,493
% of Total Cost / Percentage of Performance Pool Available	100%	52.0%	9.1%	5.5%	33.4%
Maximum Award	\$6,360,818	\$3,306,238	\$579,452	\$348,552	\$2,126,576

1/ Analytical Year FTE; calculated as SSH / 30. UH West O'ahu includes a growth factor of the average enrollment growth for the past three years (Fall 2014, Fall 2015, Fall 2016).

2/ Analytical Year FTE; calculated as SSH / 24.

3/ IPEDS peer group defined in the Efficiency and Productivity metrics (Fiscal Year 2013-14 data).

Performance measures summary of goals

Measure	UH Mānoa	UH Hilo	UH West O‘ahu	UHCC
Degrees & Certificates Awarded*	4%	5%	5%	5%
Degrees & Certificates Awarded – Native Hawn*	4%	5%	5%	5%
Degrees & Certificates Awarded – STEM*	4%	5%		5%
Degrees & Certificates Awarded – Pell*	4%	5%	5%	5%
150% Graduation and Success Rates	65% by 2021	50% by 2021	40% by 2021	50% by 2021
UHCC Transfers to 4-YRS	2% to 5%	2% to 5%	2% to 5%	2% to 5%

* Targeted growth rate per year. For UH West O‘ahu, the goal is an increase of 5% per year through FY 2017 and 6% thereafter.

Weighting of Measures by Unit*

Measure	UH Mānoa	UH Hilo	UH West O'ahu	UHCC
Degrees & Certificates Awarded*	30%	30%	30%	30%
Degrees & Certificates Awarded – Native Hawn*	10%	10%	15%	10%
Degrees & Certificates Awarded – STEM*	10%	10%	0	10%
Degrees & Certificates Awarded – Pell*	10%	10%	10%	10%
150% Graduation and Success Rates	30%	30%	30%	30%
UHCC Transfers to 4-YRS	10%	10%	15%	10%
TOTAL	100%	100%	100%	100%

* Subject to Change

Additional Considerations

- Executive restrictions from B&F/Governor may be applied across all amounts
- Units may earn partial awards for performance improvements on measures that do not fully reach the targets
- Funding unearned by one unit can be earned by another that exceeds performance targets
- FY16 funding to be distributed based on BOR-approved operating budget for FY16 and proportions used for maximum performance awards
- All campuses directed to make FY16 investments that will enable performance improvements during FY16 to positively impact FY17 performance awards