

MUS

Performance Funding

FY 2023 Allocations

March 2022

PF History

1. **From 1972 through 2014:** enrollment was utilized as the single metric for determining the allocation of state appropriations to campuses.
2. **FY 2015:** the MUS instituted a performance funding model.
 - 5% state appropriations allocated (\$7.5M)
 - Performance based on the combination of improvement in Retention and Completions
3. **FY 2016 – Present:** MUS developed and implemented a more detailed and diverse performance model.
 - \$15M of state appropriations allocated annually (approx. 7.5% of total approp.)
 - Metrics expanded and aligned with campus mission

Goals

- 1) Utilize performance funding as a strategy to help increase the percentage of the population with a higher education credential. ***Increase degree production.*** [Dashboard](#)
- 2) Incentivize campuses to improve student success and attainment of outcomes. ***Focus on output as well as input.***
- 3) Connect finances with outcomes. ***Pay for what we value.***

1. The potential allocation for each campus is based on its share of the system's 3-year resident student FTE average

| Campus | Resident FTE (FY17 to FY19 avg.) | Campus Share of Resident FTE | Eligible \$\$ Amount |
|---------------------|-------------------------------------|---------------------------------|-------------------------|
| MSU Bozeman | 8,830 | 35.5% | \$5,322,089 |
| Gallatin College | 411 | 1.7% | \$248,010 |
| MSU Billings | 2,332 | 9.4% | \$1,405,436 |
| City College | 648 | 2.6% | \$390,394 |
| MSU Northern | 898 | 3.6% | \$541,227 |
| Great Falls College | 1,070 | 4.3% | \$645,019 |
| UM Missoula | 6,112 | 24.6% | \$3,684,142 |
| Missoula College | 979 | 3.9% | \$590,346 |
| MT Tech | 1,428 | 5.7% | \$860,558 |
| Highlands College | 300 | 1.2% | \$181,113 |
| UM Western | 1,073 | 4.3% | \$646,875 |
| Helena College | 804 | 3.2% | \$484,791 |
| Total | 24,887 | 100.0% | \$15,000,000 |

2. Each sector (flagship, 4-yr and 2-yr) has a unique set of **metrics**

| | Flagships MSU & UM | 4-year Regional UMW, MT Tech, MSUB, MSUN | 2-year Colleges Missoula, Great Falls, Highlands, Helena, City, Gallatin |
|--|------------------------------|---|--|
| METRICS | | | |
| Undergraduate Degrees & Certificates Awarded | X | X | X |
| Retention Rates | X | X | X |
| Graduate-level Degrees & Certificates Awarded | X | | |
| Research Expenditures | X | | |
| Masters-level Degrees & Certificates Awarded | | X MT Tech & MSUB | |
| Dual Enrollment | | X UMW & MSUN | X |
| Remedial Success | | | X |
| Credit Accumulation | | | X |
| Under-represented/At-risk - Retention Rates | X | X | X |
| Under-represented/At-risk - Degrees & Certificates Awarded | X | X | X |

3. For each primary metric, **under-represented/at-risk** groups are measured as part of the whole as well as individually.

Under-represented/At-Risk Populations

- 1) American Indians
- 2) Pell Recipients
- 3) Veterans
- 4) Non-traditional Students (25+ yrs.)

4. Metrics are measured annually and compared to prior 3-year average.
CAMPUSES compete against themselves!

CAMPUS X (example)

| 3-yr Average | Current Level | % Increase |
|-----------------|------------------|---------------|
|-----------------|------------------|---------------|

METRICS

| | | | |
|--------------------------------------|-------------------|-------------------|------------|
| Undergraduate Degrees Awarded | 200 | 210 | 5% |
| Under-Represented/At-risk Graduates | 150 | 165 | 10% |
| Retention | 70% | 69% | -1% |
| Under-Represented/At-risk Students | 65% | 64% | -2% |
| Graduate Degrees | 50 | 52 | 4% |
| Research Expenditures | 25,000,000 | 26,000,000 | 4% |

5. Metric values are weighted.

| METRICS | Flagships | 4-year Regional | 2-year Colleges |
|-------------------------------------|------------------|-------------------------|------------------------|
| Undergrad Degrees & Certificates | 30% | 40% | 30% |
| Retention Rates | 30% | 40% | 30% |
| Graduate Degrees & Certificates | 15% | | |
| Research Expenditures | 15% | | |
| Masters Degrees & Certificates | | 10% (MT Tech & MSUB) | |
| Dual Enrollment | | 10% (UMW & MSUN) | 10% |
| Remediation Success | | | 10% |
| Credit Accumulation | | | 10% |
| Under-represented/At-risk | | | |
| Retention Rates | 5% | 5% | 5% |
| # of Degrees & Certificates Awarded | 5% | 5% | 5% |

6. Metric values are indexed to a standard scale of 1,000 points and growth target established.

Improvement is based on the composite results of all metrics, rather than independently on individual metrics.

Score above 1,000 represents improvement; score below 1,000 represents regression. Growth Target = 1010 (1%)

CAMPUS X (example)

| 3-yr Average | Current Level | % Increase | Index Score | Weight | Weighted Score |
|--------------|---------------|------------|-------------|--------|----------------|
|--------------|---------------|------------|-------------|--------|----------------|

METRICS

| | | | | | | |
|--------------------------------------|-------------------|-------------------|------------|-------------|------------|------------|
| Undergraduate Degrees Awarded | 200 | 210 | 5% | 1050 | 30% | 315 |
| Under-Represented/At-risk Graduates | 150 | 165 | 10% | 1100 | 37.5% | 9 |
| Retention | 70% | 69% | -1% | 986 | 30% | 296 |
| Under-Represented/At-risk Students | 65% | 64% | -2% | 985 | 37.5% | -1 |
| Graduate Degrees | 50 | 52 | 4% | 1040 | 20% | 208 |
| Research Expenditures | 25,000,000 | 26,000,000 | 4% | 1040 | 20% | 208 |

| | | | | | | |
|--------------|--|--|--|--|--|--------------|
| TOTAL | | | | | | 1,035 |
|--------------|--|--|--|--|--|--------------|

Growth Target = 1,010

7. A transitional-loss zone is created to account for random, non-systematic fluctuations in the metrics.

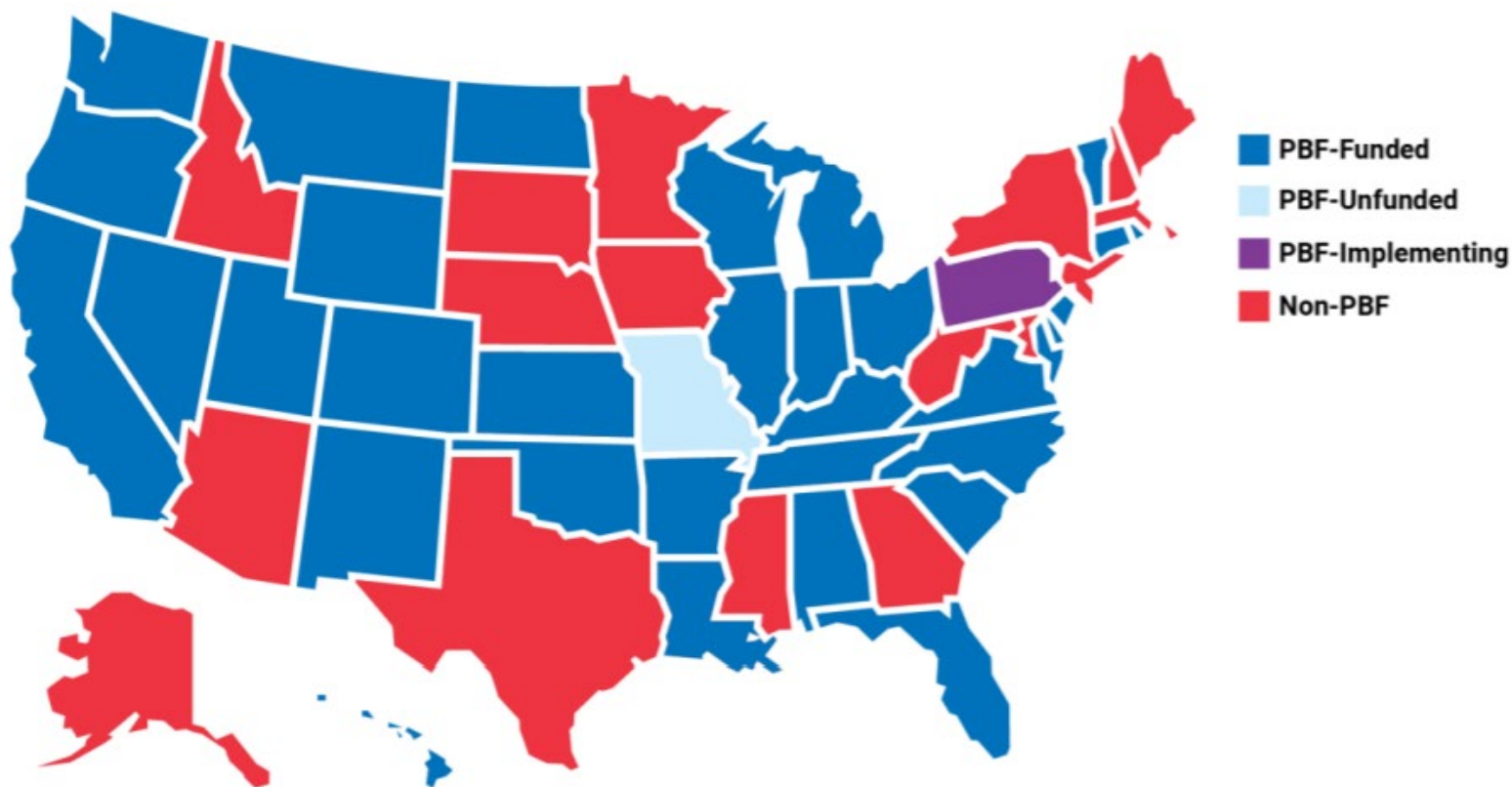
- Campuses that fall below the target, but within the transitional-loss zone receive a portion of the eligible funding amount (Partial PF Allocation)

8. FY 2023 opportunities for campuses that fall short of target to participate in System Initiatives

The Landscape of Performance Funding

PBF status in 2020

InformEd States
HIGHER EDUCATION POLICY INITIATIVE



The Landscape of Performance Funding

- ➔ Among the 32 states that tie appropriations to performance, around 60% outline race as a consideration in their PBF formula.
- ➔ In addition to degree completion, performance metrics also often include retention, transfer to four-year institutions, credit accumulation, on-time graduation, degree completion in high-demand fields, and graduates' wages.
- ➔ Performance funding draws greater attention towards college completion goals and builds awareness of institutional performance. It also encourages better data collection and tracking efforts within institutions.
- ➔ While experts agree that the performance-based funding amount must be consequential, there is no defined threshold for how much funding is enough.

PF Results

v9

FY 2023 Performance Funding Allocation Summary

| Campus | Resident FTE (FY19 to FY21 average) | Campus Share of Resident FTE | Eligible \$\$ Amount | PF Metrics Index Score | FY23 Allocation | % of Eligible \$\$ Amt. Received | Unallocated \$\$ Amount |
|---------------------|--|------------------------------|----------------------|------------------------|---------------------|----------------------------------|-------------------------|
| MSU Bozeman | 8,443 | 37.0% | \$5,556,481 | 1,041 | \$5,556,481 | 100% | \$0 |
| Gallatin College | 416 | 1.8% | \$273,781 | 1,007 | \$270,986 | 99% | \$2,795 |
| MSU Billings | 2,214 | 9.7% | \$1,457,013 | 982 | \$867,552 | 60% | \$589,462 |
| City College | 586 | 2.6% | \$385,641 | 917 | \$192,342 | 50% | \$193,299 |
| MSU Northern | 809 | 3.5% | \$532,071 | 1,010 | \$531,788 | 100% | \$282 |
| Great Falls College | 871 | 3.8% | \$573,417 | 1,000 | \$531,780 | 93% | \$41,637 |
| UM Missoula | 5,279 | 23.2% | \$3,474,282 | 1,034 | \$3,474,282 | 100% | \$0 |
| Missoula College | 896 | 3.9% | \$589,869 | 952 | \$138,337 | 23% | \$451,532 |
| MT Tech | 1,310 | 5.7% | \$862,322 | 899 | \$192,980 | 22% | \$669,343 |
| Highlands College | 283 | 1.2% | \$186,459 | 993 | \$138,744 | 74% | \$47,715 |
| UM Western | 974 | 4.3% | \$640,761 | 839 | \$315,897 | 49% | \$324,864 |
| Helena College | 711 | 3.1% | \$467,903 | 976 | \$349,706 | 75% | \$118,197 |
| Total | 22,793 | 100.0% | \$15,000,000 | | \$12,560,874 | | \$2,439,126 |

MSU Bozeman

| | 3-yr Average | Current Level | % Increase | Index Score | Weight | Weighted Score |
|--|-----------------|------------------|---------------|----------------|--------|-------------------|
|--|-----------------|------------------|---------------|----------------|--------|-------------------|

METRICS

| | | | | | | |
|-------------------------------------|--------------------|--------------------|------------|-------------|------------|------------|
| Undergrad Degrees Awarded | 2,549 | 2,669 | 5% | 1047 | 30% | 314 |
| Under-Represented/At-risk Graduates | 1,202 | 1,182 | -2% | 983 | 5% | 49 |
| Retention | 76% | 74% | -2% | 977 | 30% | 293 |
| Under-Represented/At-risk Students | 71% | 68% | -4% | 958 | 5% | 48 |
| Graduate Degrees | 629 | 595 | -5% | 945 | 15% | 142 |
| Research Expenditures | 148,741,750 | 193,577,158 | 30% | 1301 | 15% | 195 |

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|--------------|--|--|--|--|--|--------------|
| TOTAL | | | | | | 1,041 |
|--------------|--|--|--|--|--|--------------|

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|---------------------------|-------|
| Growth Target | 1,010 |
| Transitional-zone Minimum | 983 |
| % of Eligible Funding | 100% |

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UM Missoula

| 3-yr Average | Current Level | % Increase | Index Score | Weight | Weighted Score |
|--------------|---------------|------------|-------------|--------|----------------|
|--------------|---------------|------------|-------------|--------|----------------|

METRICS

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|-------------------------------------|-------------------|--------------------|-------------|-------------|------------|------------|
| Undergrad Degrees Awarded | 1,462 | 1,318 | -10% | 902 | 30% | 270 |
| Under-Represented/At-risk Graduates | 818 | 745 | -9% | 911 | 5% | 46 |
| Retention | 73% | 74% | 2% | 1024 | 30% | 307 |
| Under-Represented/At-risk Students | 68% | 70% | 3% | 1033 | 5% | 52 |
| Graduate Degrees | 1,062 | 1,234 | 16% | 1162 | 15% | 174 |
| Research Expenditures | 98,803,782 | 121,571,000 | 23% | 1230 | 15% | 185 |

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|--------------|--|--|--|--|--|--------------|
| TOTAL | | | | | | 1,034 |
|--------------|--|--|--|--|--|--------------|

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|---------------------------|-------|
| Growth Target | 1,010 |
| Transitional-zone Minimum | 973 |
| % of Eligible Funding | 100% |

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MSU Billings

| | 3-yr Average | Current Level | % Increase | Index Score | Weight | Weighted Score |
|--|-----------------|------------------|---------------|----------------|--------|-------------------|
|--|-----------------|------------------|---------------|----------------|--------|-------------------|

METRICS

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|-------------------------------------|------------|------------|-------------|-------------|------------|------------|
| Undergrad Degrees Awarded | 451 | 442 | -2% | 981 | 40% | 392 |
| Under-Represented/At-risk Graduates | 336 | 323 | -4% | 961 | 5% | 48 |
| Retention | 61% | 62% | 1% | 1007 | 40% | 403 |
| Under-Represented/At-risk Students | 56% | 57% | 3% | 1027 | 5% | 51 |
| Graduate Degrees | 119 | 104 | -13% | 874 | 10% | 87 |

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|--------------|--|--|--|--|--|------------|
| TOTAL | | | | | | 982 |
|--------------|--|--|--|--|--|------------|

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| Growth Target | 1,010 |
| Transitional-zone Minimum | 941 |
| % of Eligible Funding | 60% |

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MSU Northern

| 3-yr Average | Current Level | % Increase | Index Score | Weight | Weighted Score |
|--------------|---------------|------------|-------------|--------|----------------|
|--------------|---------------|------------|-------------|--------|----------------|

METRICS

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|-------------------------------------|------------|------------|------------|-------------|------------|------------|
| Undergrad Degrees Awarded | 264 | 255 | -4% | 965 | 40% | 386 |
| Under-Represented/At-risk Graduates | 175 | 160 | -8% | 916 | 5% | 46 |
| Retention | 63% | 67% | 7% | 1072 | 40% | 429 |
| Under-Represented/At-risk Students | 56% | 57% | 2% | 1023 | 5% | 51 |
| Dual Enrollment | 249 | 245 | -2% | 984 | 10% | 98 |

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|--------------|--|--|--|--|--|--------------|
| TOTAL | | | | | | 1,010 |
|--------------|--|--|--|--|--|--------------|

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|---------------------------|-------|
| Growth Target | 1,010 |
| Transitional-zone Minimum | 888 |
| % of Eligible Funding | 100% |

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MT Tech

| | 3-yr Average | Current Level | % Increase | Index Score | Weight | Weighted Score |
|--|-----------------|------------------|---------------|----------------|--------|-------------------|
|--|-----------------|------------------|---------------|----------------|--------|-------------------|

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|-------------------------------------|------------|------------|-------------|------------|------------|------------|
| Undergrad Degrees Awarded | 359 | 292 | -19% | 813 | 40% | 325 |
| Under-Represented/At-risk Graduates | 225 | 159 | -29% | 707 | 5% | 35 |
| Retention | 81% | 81% | -1% | 991 | 40% | 397 |
| Under-Represented/At-risk Students | 74% | 68% | -8% | 923 | 5% | 46 |
| Graduate Degrees | 88 | 85 | -4% | 962 | 10% | 96 |

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|--------------|--|--|--|--|--|------------|
| TOTAL | | | | | | 899 |
|--------------|--|--|--|--|--|------------|

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|---------------------------|-------|
| Growth Target | 1,010 |
| Transitional-zone Minimum | 867 |
| % of Eligible Funding | 22% |

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UM Western

| | 3-yr Average | Current Level | % Increase | Index Score | Weight | Weighted Score |
|-------------------------------------|-----------------|------------------|---------------|----------------|------------|-------------------|
| Undergrad Degrees Awarded | 475 | 342 | -28% | 720 | 40% | 288 |
| Under-Represented/At-risk Graduates | 292 | 214 | -27% | 733 | 5% | 37 |
| Retention | 70% | 67% | -4% | 957 | 40% | 383 |
| Under-Represented/At-risk Students | 66% | 66% | 0% | 996 | 5% | 50 |
| Dual Enrollment | 129 | 106 | -18% | 822 | 10% | 82 |
| TOTAL | | | | | | 839 |
| Growth Target | | | | | | 1,010 |
| Transitional-zone Minimum | | | | | | 674 |
| % of Eligible Funding | | | | | | 49% |

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City College at MSUB

| | 3-yr Average | Current Level | % Increase | Index Score | Weight | Weighted Score |
|--|-----------------|------------------|---------------|----------------|--------|-------------------|
|--|-----------------|------------------|---------------|----------------|--------|-------------------|

| | | | | | | |
|-------------------------------------|--------------|--------------|-------------|-------------|------------|------------|
| Degrees/Certificates Awarded | 235 | 209 | -11% | 888 | 30% | 266 |
| Under-Represented/At-risk Graduates | 176 | 169 | -4% | 958 | 5% | 48 |
| Retention Rates | 54% | 44% | -19% | 808 | 30% | 243 |
| Under-Represented/At-risk Students | 53% | 41% | -22% | 779 | 5% | 39 |
| Dual Enrollment | 1,400 | 1,581 | 13% | 1129 | 10% | 113 |
| Remedial Success | 46% | 58% | 26% | 1259 | 10% | 126 |
| Credit Accumulation | 43% | 35% | -18% | 824 | 10% | 82 |

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|--------------|--|--|--|--|--|------------|
| TOTAL | | | | | | 917 |
|--------------|--|--|--|--|--|------------|

| | |
|---------------------------|-------|
| Growth Target | 1,010 |
| Transitional-zone Minimum | 824 |
| % of Eligible Funding | 50% |

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Gallatin College MSU

| | 3-yr Average | Current Level | % Increase | Index Score | Weight | Weighted Score |
|-------------------------------------|-----------------|------------------|---------------|----------------|------------|-------------------|
| Degrees/Certificates Awarded | 173 | 176 | 2% | 1017 | 30% | 305 |
| Under-Represented/At-risk Graduates | 109 | 110 | 1% | 1009 | 5% | 50 |
| Retention Rates | 63% | 59% | -7% | 935 | 30% | 280 |
| Under-Represented/At-risk Students | 63% | 59% | -7% | 926 | 5% | 46 |
| Dual Enrollment | 587 | 610 | 4% | 1040 | 10% | 104 |
| Remedial Success | 55% | 69% | 26% | 1260 | 10% | 126 |
| Credit Accumulation | 61% | 57% | -6% | 945 | 10% | 94 |
| TOTAL | | | | | | 1,007 |

| | |
|---------------------------|-------|
| Growth Target | 1,010 |
| Transitional-zone Minimum | 702 |
| % of Eligible Funding | 99% |

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Great Falls College MSU

| | 3-yr Average | Current Level | % Increase | Index Score | Weight | Weighted Score |
|--|-----------------|------------------|---------------|----------------|--------|-------------------|
|--|-----------------|------------------|---------------|----------------|--------|-------------------|

| | | | | | | |
|-------------------------------------|------------|------------|-------------|-------------|------------|------------|
| Degrees/Certificates Awarded | 370 | 314 | -15% | 849 | 30% | 255 |
| Under-Represented/At-risk Graduates | 296 | 228 | -23% | 771 | 5% | 39 |
| Retention Rates | 58% | 57% | 0% | 995 | 30% | 299 |
| Under-Represented/At-risk Students | 56% | 57% | 1% | 1009 | 5% | 50 |
| Dual Enrollment | 788 | 783 | -1% | 993 | 10% | 99 |
| Remedial Success | 37% | 52% | 42% | 1419 | 10% | 142 |
| Credit Accumulation | 44% | 52% | 17% | 1165 | 10% | 117 |

| | | | | | | |
|--------------|--|--|--|--|--|--------------|
| TOTAL | | | | | | 1,000 |
|--------------|--|--|--|--|--|--------------|

| | |
|---------------------------|-------|
| Growth Target | 1,010 |
| Transitional-zone Minimum | 870 |
| % of Eligible Funding | 93% |

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Helena College UM

| | 3-yr Average | Current Level | % Increase | Index Score | Weight | Weighted Score |
|-------------------------------------|-----------------|------------------|---------------|----------------|------------|-------------------|
| Degrees/Certificates Awarded | 246 | 209 | -15% | 850 | 30% | 255 |
| Under-Represented/At-risk Graduates | 195 | 166 | -15% | 853 | 5% | 43 |
| Retention Rates | 61% | 62% | 3% | 1027 | 30% | 308 |
| Under-Represented/At-risk Students | 60% | 62% | 4% | 1036 | 5% | 52 |
| Dual Enrollment | 830 | 1,018 | 23% | 1227 | 10% | 123 |
| Remedial Success | 56% | 51% | -9% | 908 | 10% | 91 |
| Credit Accumulation | 52% | 55% | 6% | 1056 | 10% | 106 |

| | | | | | | |
|--------------|--|--|--|--|--|------------|
| TOTAL | | | | | | 976 |
|--------------|--|--|--|--|--|------------|

| | |
|---------------------------|-------|
| Growth Target | 1,010 |
| Transitional-zone Minimum | 877 |
| % of Eligible Funding | 75% |

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Highlands College of MTECH

| | 3-yr Average | Current Level | % Increase | Index Score | Weight | Weighted Score |
|-------------------------------------|-----------------|------------------|---------------|----------------|------------|-------------------|
| Degrees/Certificates Awarded | 119 | 113 | -5% | 950 | 30% | 285 |
| Under-Represented/At-risk Graduates | 71 | 54 | -24% | 757 | 5% | 38 |
| Retention Rates | 68% | 68% | 1% | 1012 | 30% | 304 |
| Under-Represented/At-risk Students | 62% | 60% | -2% | 975 | 5% | 49 |
| Dual Enrollment | 637 | 693 | 9% | 1088 | 10% | 109 |
| Remedial Success | 45% | 46% | 3% | 1030 | 10% | 103 |
| Credit Accumulation | 63% | 67% | 6% | 1061 | 10% | 106 |
| TOTAL | | | | | | 993 |

| | |
|---------------------------|-------|
| Growth Target | 1,010 |
| Transitional-zone Minimum | 943 |
| % of Eligible Funding | 74% |

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Missoula College UM

| | 3-yr Average | Current Level | % Increase | Index Score | Weight | Weighted Score |
|--|-----------------|------------------|---------------|----------------|--------|-------------------|
|--|-----------------|------------------|---------------|----------------|--------|-------------------|

| | | | | | | |
|-------------------------------------|------------|------------|-------------|-------------|------------|------------|
| Degrees/Certificates Awarded | 425 | 337 | -21% | 794 | 30% | 238 |
| Under-Represented/At-risk Graduates | 332 | 250 | -25% | 752 | 5% | 38 |
| Retention Rates | 55% | 59% | 8% | 1081 | 30% | 324 |
| Under-Represented/At-risk Students | 54% | 58% | 9% | 1087 | 5% | 54 |
| Dual Enrollment | 816 | 703 | -14% | 862 | 10% | 86 |
| Remedial Success | 33% | 29% | -11% | 886 | 10% | 89 |
| Credit Accumulation | 37% | 46% | 23% | 1233 | 10% | 123 |

| | | | | | | |
|--------------|--|--|--|--|--|------------|
| TOTAL | | | | | | 952 |
|--------------|--|--|--|--|--|------------|

| | |
|---------------------------|-------|
| Growth Target | 1,010 |
| Transitional-zone Minimum | 935 |
| % of Eligible Funding | 23% |

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