

MUS

Performance Funding

FY 2024 Allocations

May 2023

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

Transition away from Remediation Success metric to Gateway Course Completion

- FY24 allocations give 2-year Colleges the option of either using the traditional Remediation Success metric or the new Gateway Course Completion metric
- FY25 allocations will transition completely to the new Gateway Course Completion metric
- **Remediation Success (def):** Percentage of first-time freshmen enrolling in at least one remedial Math and/or Writing course during their first academic year and continuing on to complete a college level Math or Statistics and/or Writing course within two academic years from any campus within MUS.
- **Gateway Course Completions (def):** Percentage of first-time freshman earning credit in a college level math/stats course and/or writing course during their first year.

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%

For FY24 allocations, an additional metric related to remediation success was add. Both Remediation Success and Gateway Course completions was measured,

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.

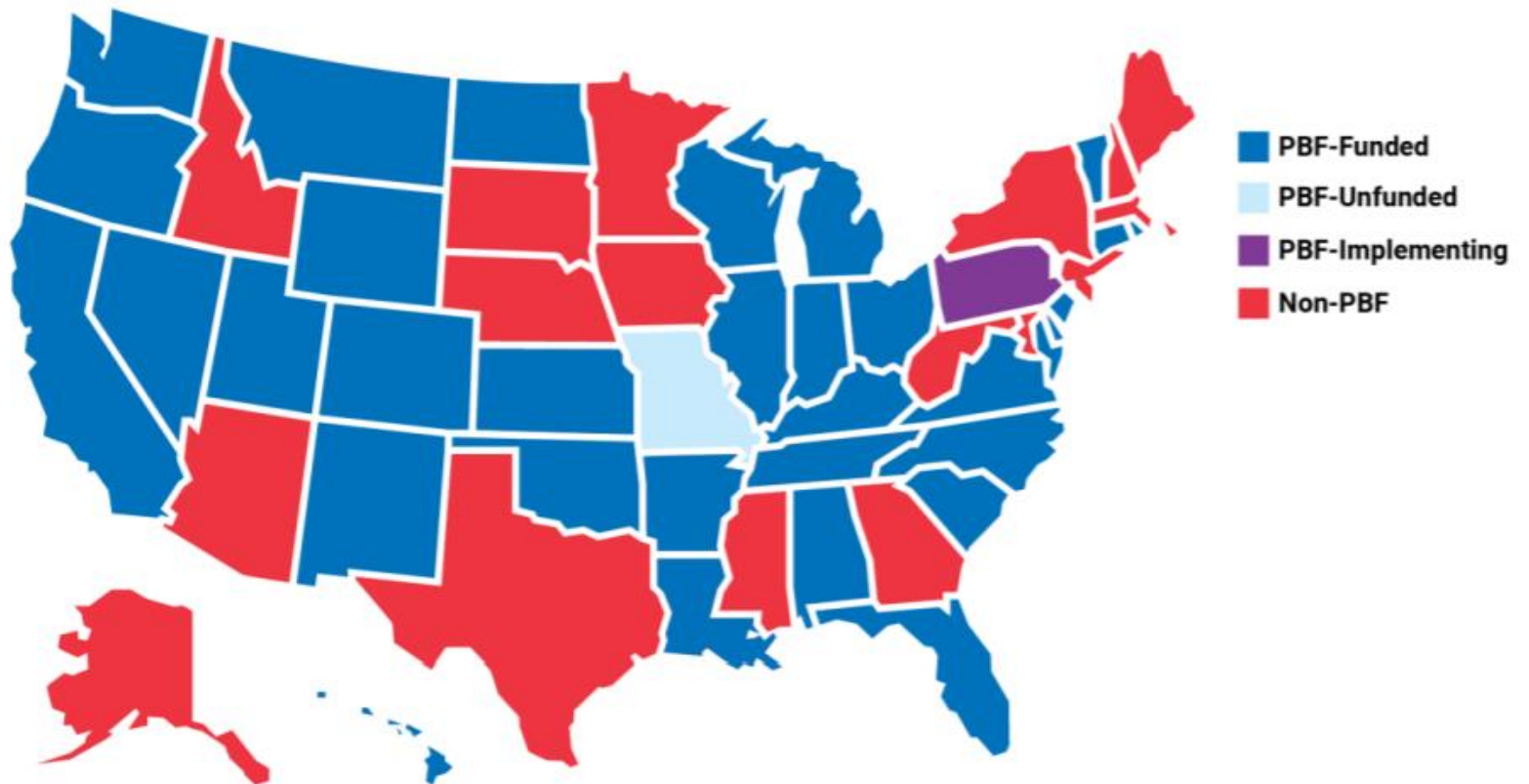
- Campuses that fall below the target, but within the transitional-loss zone receive a portion of the eligible funding amount (Partial PF Allocation)

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

FY 2024 Performance Funding Allocation Summary

Campus	Resident FTE (FY20 to FY22 average)	Campus Share of Resident FTE	Eligible \$\$ Amount	PF Metrics Index Score	FY24 Allocation	% of Eligible \$\$ Amt. Received	Unallocated \$\$ Amount
MSU Bozeman	8,048	37.2%	\$5,575,936	1,033	\$5,575,936	100%	\$0
Gallatin College	395	1.8%	\$273,446	1,071	\$273,446	100%	\$0
MSU Billings	2,100	9.7%	\$1,454,822	969	\$689,348	47%	\$765,474
City College	578	2.7%	\$400,772	1,049	\$400,772	100%	\$0
MSU Northern	776	3.6%	\$537,878	992	\$457,399	85%	\$80,478
Great Falls College	795	3.7%	\$551,064	965	\$394,368	72%	\$156,696
UM Missoula	4,948	22.9%	\$3,427,997	991	\$2,185,573	64%	\$1,242,424
Missoula College	858	4.0%	\$594,387	1,044	\$594,387	100%	\$0
MT Tech	1,285	5.9%	\$890,133	941	\$383,081	43%	\$507,052
Highlands College	277	1.3%	\$192,033	1,136	\$192,033	100%	\$0
UM Western	926	4.3%	\$641,287	977	\$558,346	87%	\$82,941
Helena College	664	3.1%	\$460,246	945	\$240,174	52%	\$220,071
Total	21,651	100.0%	\$15,000,000		\$11,944,863		\$3,055,137

MSU Bozeman

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

METRICS

Undergrad Degrees Awarded	2,642	2,552	-3%	966	30%	290
Under-Represented/At-risk Graduates	1,216	1,081	-11%	889	5%	44
Retention	76%	75%	-1%	991	30%	297
Under-Represented/At-risk Students	70%	67%	-4%	956	5%	48
Graduate Degrees	610	723	19%	1185	15%	178
Research Expenditures	171,557,803	200,819,805	17%	1171	15%	176

TOTAL						1,033
--------------	--	--	--	--	--	--------------

Growth Target	1,010
Transitional-zone Minimum	981
% of Eligible Funding	100%

Return to
[Allocation Summary](#)

UM Missoula

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

METRICS

Undergrad Degrees Awarded	1,403	1,178	-16%	840	30%	252
Under-Represented/At-risk Graduates	799	659	-18%	824	5%	41
Retention	74%	75%	2%	1018	30%	305
Under-Represented/At-risk Students	69%	73%	5%	1046	5%	52
Graduate Degrees	1,151	1,325	15%	1151	15%	173
Research Expenditures	112,153,344	125,553,065	12%	1119	15%	168

TOTAL						991
--------------	--	--	--	--	--	------------

Growth Target	1,010
Transitional-zone Minimum	959
% of Eligible Funding	64%

Return to
[Allocation Summary](#)

MSU Billings

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

METRICS

Undergrad Degrees Awarded	452	432	-4%	956	40%	383
Under-Represented/At-risk Graduates	337	310	-8%	919	5%	46
Retention	63%	62%	-2%	979	40%	392
Under-Represented/At-risk Students	57%	56%	-3%	973	5%	49
Graduate Degrees	110	110	0%	1000	10%	100

TOTAL						969
--------------	--	--	--	--	--	------------

Growth Target	1,010
Transitional-zone Minimum	932
% of Eligible Funding	47%

Return to
[Allocation Summary](#)

MT Tech

	3-yr Average	Current Level	% Increase	Index Score	Weight	Weighted Score
Undergrad Degrees Awarded	329	292	-11%	888	40%	355
Under-Represented/At-risk Graduates	196	153	-22%	779	5%	39
Retention	82%	81%	-2%	985	40%	394
Under-Represented/At-risk Students	75%	77%	3%	1025	5%	51
Graduate Degrees	91	92	1%	1015	10%	101

TOTAL						941
--------------	--	--	--	--	--	------------

Growth Target	1,010
Transitional-zone Minimum	888
% of Eligible Funding	43%

Return to
[Allocation Summary](#)

MSU Northern

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

METRICS

Undergrad Degrees Awarded	275	262	-5%	952	40%	381
Under-Represented/At-risk Graduates	180	178	-1%	991	5%	50
Retention	64%	68%	6%	1056	40%	422
Under-Represented/At-risk Students	56%	62%	11%	1111	5%	56
Dual Enrollment	269	227	-16%	843	10%	84

TOTAL						992
--------------	--	--	--	--	--	------------

Growth Target	1,010
Transitional-zone Minimum	892
% of Eligible Funding	85%

Return to
[Allocation Summary](#)

UM Western

	3-yr Average	Current Level	% Increase	Index Score	Weight	Weighted Score
Undergrad Degrees Awarded	442	425	-4%	962	40%	385
Under-Represented/At-risk Graduates	270	290	7%	1073	5%	54
Retention	68%	68%	0%	1001	40%	401
Under-Represented/At-risk Students	65%	65%	-1%	987	5%	49
Dual Enrollment	136	121	-11%	890	10%	89

TOTAL						977
--------------	--	--	--	--	--	------------

Growth Target	1,010
Transitional-zone Minimum	758
% of Eligible Funding	87%

Return to
[Allocation Summary](#)

City College at MSUB

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

Degrees/Certificates Awarded	237	233	-2%	985	30%	295
Under-Represented/At-risk Graduates	180	173	-4%	963	5%	48
Retention Rates	51%	54%	5%	1053	30%	316
Under-Represented/At-risk Students	48%	50%	4%	1040	5%	52
Dual Enrollment	1,671	1,967	18%	1177	10%	118
Remedial Success	54%	20%	-63%	369	0%	0
Gateway Course Success	48%	54%	12%	1124	10%	112
Credit Accumulation	42%	45%	7%	1071	10%	107

TOTAL						1,049
--------------	--	--	--	--	--	--------------

Growth Target	1,010
Transitional-zone Minimum	886
% of Eligible Funding	51%

Return to
[Allocation Summary](#)

Gallatin College MSU

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

Degrees/Certificates Awarded	186	200	8%	1077	30%	323
Under-Represented/At-risk Graduates	108	91	-16%	843	5%	42
Retention Rates	63%	68%	9%	1087	30%	326
Under-Represented/At-risk Students	66%	68%	3%	1030	5%	52
Dual Enrollment	626	704	13%	1125	10%	113
Remedial Success	63%	72%	15%	1149	10%	115
Gateway Course Success	40%	34%	-15%	847	0%	0
Credit Accumulation	60%	61%	1%	1013	10%	101

TOTAL						1,071
--------------	--	--	--	--	--	--------------

Growth Target	1,010
Transitional-zone Minimum	821
% of Eligible Funding	100%

Return to
[Allocation Summary](#)

Helena College UM

	3-yr Average	Current Level	% Increase	Index Score	Weight	Weighted Score
Degrees/Certificates Awarded	241	209	-13%	866	30%	260
Under-Represented/At-risk Graduates	191	140	-27%	733	5%	37
Retention Rates	61%	54%	-12%	879	30%	264
Under-Represented/At-risk Students	61%	53%	-12%	879	5%	44
Dual Enrollment	953	1,136	19%	1192	10%	119
Remedial Success	53%	71%	34%	1337	10%	134
Gateway Course Success	58%	61%	6%	1065	0%	0
Credit Accumulation	54%	47%	-12%	881	10%	88
TOTAL						945

Growth Target	1,010
Transitional-zone Minimum	874
% of Eligible Funding	52%

Return to
[Allocation Summary](#)

Great Falls College MSU

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

Degrees/Certificates Awarded	337	285	-15%	847	30%	254
Under-Represented/At-risk Graduates	260	220	-15%	846	5%	42
Retention Rates	60%	59%	-2%	983	30%	295
Under-Represented/At-risk Students	59%	56%	-5%	946	5%	47
Dual Enrollment	794	915	15%	1153	10%	115
Remedial Success	43%	48%	12%	1115	10%	112
Gateway Course Success	56%	61%	10%	1098	0%	0
Credit Accumulation	48%	48%	0%	1000	10%	100

TOTAL						965
--------------	--	--	--	--	--	------------

Growth Target	1,010
Transitional-zone Minimum	853
% of Eligible Funding	72%

Return to
[Allocation Summary](#)

Highlands College of MTECH

	3-yr Average	Current Level	% Increase	Index Score	Weight	Weighted Score
Degrees/Certificates Awarded	111	135	22%	1220	30%	366
Under-Represented/At-risk Graduates	59	79	34%	1339	5%	67
Retention Rates	68%	69%	3%	1027	30%	308
Under-Represented/At-risk Students	61%	56%	-8%	918	5%	46
Dual Enrollment	701	728	4%	1039	10%	104
Remedial Success	46%	62%	33%	1335	10%	133
Gateway Course Success	50%	54%	8%	1079	0%	0
Credit Accumulation	64%	72%	12%	1121	10%	112

TOTAL						1,136
--------------	--	--	--	--	--	--------------

Growth Target	1,010
Transitional-zone Minimum	879
% of Eligible Funding	100%

Return to
[Allocation Summary](#)

Missoula College UM

	3-yr Average	Current Level	% Increase	Index Score	Weight	Weighted Score
Degrees/Certificates Awarded	400	401	0%	1002	30%	300
Under-Represented/At-risk Graduates	308	299	-3%	972	5%	49
Retention Rates	55%	56%	3%	1028	30%	308
Under-Represented/At-risk Students	54%	54%	0%	1003	5%	50
Dual Enrollment	841	1,087	29%	1293	10%	129
Remedial Success	31%	25%	-18%	816	0%	0
Gateway Course Success	42%	44%	6%	1061	10%	106
Credit Accumulation	41%	41%	1%	1008	10%	101
TOTAL						1,044

Growth Target	1,010
Transitional-zone Minimum	921
% of Eligible Funding	100%

Return to
[Allocation Summary](#)