



**Board of Trustees  
University of Central Florida  
Educational Programs Committee  
January 23, 2014, 10:00 – 11:00 a.m.  
Live Oak Center  
Conference call-in phone #800-442-5794, passcode 463796**

**AGENDA**

**I. CALL TO ORDER**

**Robert Garvy**, Chair  
Educational Programs Committee

**II. ROLL CALL**

**Dania Suarez**, Executive Assistant to  
the Provost and Executive Vice  
President

**III. MEETING MINUTES**

**Chair Garvy**

- Approval of the November 14, 2013,  
Educational Programs Committee meeting minutes

**IV. NEW BUSINESS**

- Student Achievement Measures (INFO-1)
- Performance Funding Model (INFO-2)
- TeachLiveE (INFO-3)

**Diane Chase**, Executive Vice Provost  
**M. Paige Borden**, Assistant Vice  
President for Institutional  
Knowledge Management

**Tony Waldrop**, Provost and  
Executive Vice President  
**M. Paige Borden**

**Lisa Dieker**, Pegasus Professor,  
Lockheed Martin Eminent  
Scholar Chair  
**Charles Hughes**, Pegasus  
Professor, Electrical Engineering  
& Computer Science  
**Mike Hynes**, Pegasus Professor  
Director of School of Teaching,  
Learning and Leadership

- Provost's update

**Tony Waldrop**

**V. OTHER BUSINESS**



**MINUTES**  
**Educational Programs Committee**

**University of Central Florida**  
**Board of Trustees**  
November 14, 2013  
Live Oak Center  
Conference call-in #800-442-5794, passcode 463796

**CALL TO ORDER**

Trustee Robert Garvy, chair of the Educational Programs Committee, called the meeting to order at 10:20 a.m. Committee members Richard Crotty, Reid Oetjen, and Melissa Westbrook were present. Committee member Ray Gilley attended via teleconference. Board of Trustees Chair Olga Cavet was present.

**MINUTES**

The minutes from the September 26, 2013, meeting were approved as written.

Trustee Garvy stated that on September 25 he had the opportunity to meet with five student groups on campus to talk about the students' overall experience at UCF. Garvy noted that the experience was informative and exhilarating, and he encouraged all trustees to take every opportunity to meet with student groups.

Tony Waldrop, Provost and Executive Vice President, conveyed his gratitude to Garvy for taking the time to meet with students. He extended an invitation to all trustees to interact with UCF's outstanding faculty members and students by shadowing a faculty member for a day.

**NEW BUSINESS**

Conferral of Degrees (EPC-1)

Waldrop requested approval for the Fall 2013 conferral of degrees. A motion to recommend the conferral of degrees was approved.

2012-13 Program Review Results Summary (INFO-1)

Diane Chase, Executive Vice Provost, provided a brief overview of the academic program review process. The results summary of the 2012-13 program reviews that was distributed to the committee included strengths, weaknesses, and recommendations for each program that was reviewed. The results summary of the program reviews will be submitted to the Florida Board of Governors in December.

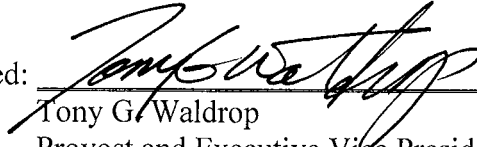
Provost's Update

Waldrop announced that Deborah German, Vice President for Medical Affairs and Dean for the College of Medicine, has agreed to chair the search committee for a dean for the College of Nursing.

Waldrop introduced Ross Hinkle as the newly selected Vice Provost and Dean for the College of Graduate Studies. Hinkle spoke briefly about his background, he talked about some of his accomplishments as interim vice provost and dean for graduate studies, and he expressed his enthusiasm for the future of graduate studies.

Trustee Garvy congratulated Hinkle and adjourned the meeting at 11:10 a.m.

Respectfully submitted:

  
\_\_\_\_\_  
Tony G. Waldrop  
Provost and Executive Vice President

1-9-14  
Date



Submit Query

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The Student Achievement Measure is supported by six sponsoring associations, working together to provide a more comprehensive and accurate picture of student progress and completion as students move across institutions and state boundaries.

University of Central Florida

The University of Central Florida, founded in 1963, is the second-largest university in the nation. Located in Orlando, Florida, UCF and its 12 colleges provide opportunities to 59,740 students, offering 177 bachelor's and master's degrees and 30 doctoral programs. Students come from all 50 states and 148 countries. In 2011, UCF became one of 40 public universities with The Carnegie Foundation's highest designation in two categories: community engagement and research activity. Kiplinger and The Princeton Review ranked a UCF education as one of the best values in the country in 2012-13.



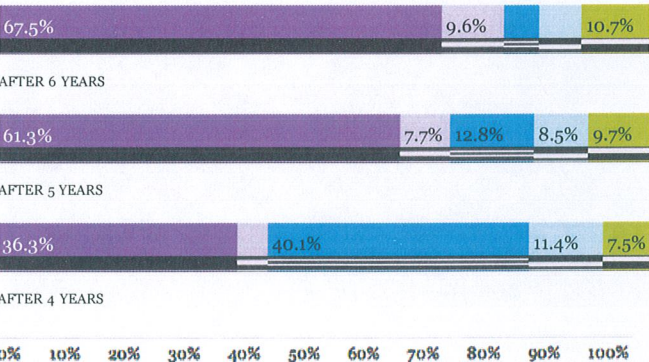
Website:  
[www.ucf.edu/](http://www.ucf.edu/)  
  
Email:

Bachelor's Seeking Model

First-time, Full-time Students Starting Fall 2007



Number of students: 6,345



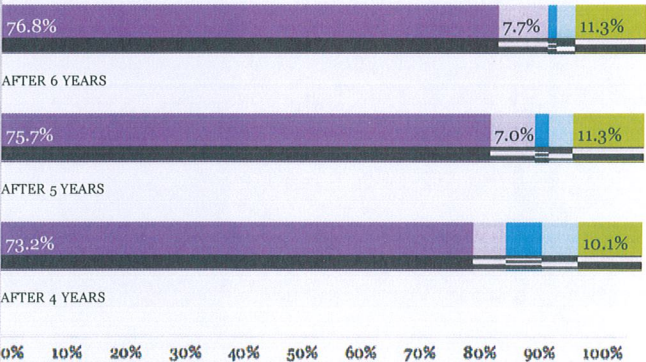
- Graduated: Original Institution
- Transferred & Graduated: Other Institution
- Enrolled: Original Institution
- Transferred & Enrolled: Other Institution
- Current Status Unknown

[view detail data for graph »](#)

Full-time, Transfer Students Starting Fall 2007



Number of students: 2,711



- Graduated: Original Institution
- Transferred & Graduated: Other Institution
- Enrolled: Original Institution
- Transferred & Enrolled: Other Institution
- Current Status Unknown

[view detail data for graph »](#)





# Performance Funding Model

## University of Central Florida

Points	EXCELLENCE (Achieving System Goals)					IMPROVEMENT (Recognizing Annual Improvement)				
	5	4	3	2	1	5	4	3	2	1
<b>Key Metrics Common to All Universities Plus 2</b>										
<b>Institution Specific Metrics</b>										
1 Percent of Bachelor's Graduates Employed and/or Continuing their Education Further 1 Yr after Graduation	75%	70%	65%	60%	55%	5%	4%	3%	2%	1%
2 Median Average Full-time Wages of Undergraduates Employed in Florida 1 Yr after Graduation	\$40,000	\$35,000	\$30,000	\$25,000	\$20,000	5%	4%	3%	2%	1%
3 Average Cost per Undergraduate Degree to the Institution	\$20,000	\$22,500	\$25,000	\$27,500	\$30,000	5%	4%	3%	2%	1%
4 Six Year Graduation Rate Full-time and Part-time FTIC	70%	67.5%	65%	63.5%	60%	5%	4%	3%	2%	1%
5 Academic Progress Rate 2nd Year Retention with GPA Above 2.0	90%	87.5%	85%	83.5%	80%	5%	4%	3%	2%	1%
6 Bachelor's Degrees Awarded in Areas of Strategic Emphasis (includes STEM)	50%	45%	40%	35%	30%	5%	4%	3%	2%	1%
7 University Access Rate Percent of Undergraduates with a Pell-grant	30%	27.5%	25%	23.5%	20%	5%	4%	3%	2%	1%
8 Graduate Degrees Awarded in Areas of Strategic Emphasis (includes STEM)	50%	45%	40%	35%	30%	5%	4%	3%	2%	1%
<b>Institution-Specific Metrics</b>										
9 Percent of Bachelor's Degrees Without Excess Hours	80%	75%	70%	65%	60%	5%	4%	3%	2%	1%
10 Number of Bachelor's Degrees Awarded Annually	12,300	12,250	12,200	12,150	12,100	5%	4%	3%	2%	1%



# Performance-based Funding Model

## Points Scored on Each Metric (0-5 points)

	FAMU	FAU	FGCU	FIU	FSU	NCF	UCF	UF	UNF	USF	UWF	SUS
1. Percent of Bachelor's Graduates Employed Full-time in Florida or Continuing their Education in the U.S. One Year After Graduation	2	4	4	3	2	0	3	2	3	3	2	3
2. Median Wages of Bachelor's Graduates Employed Full-time in Florida One Year After Graduation	5	3	3	4	3	1	3	5	4	4	3	3
3. Average Cost per Bachelor's Degree [Instructional Costs to the University]	2	0	1	2	2	0	4	3	3	4	1	2
4. Six-Year Graduation Rate for First-time-in-College (FTIC) Students [includes full- and part-time students]	0	0	0	3	5	3	3	5	1	5	0	4
5. Academic Progress Rate [Second Year Retention Rate with GPA Above 2.0]	5	0	1	3	5	1	3	5	0	3	0	2
6. Bachelor's Degrees Awarded within Programs of Strategic Emphasis	3	3	2	3	2	5	3	4	1	4	2	2
7. University Access Rate [ Percent of Undergraduates with a Pell grant]	5	5	5	5	5	4	5	5	5	5	5	5
8. Graduate Degrees Awarded with Programs of Strategic Emphasis (NCF Only: % Freshmen Top 10% of High School Class)	2	1	5	3	1	2	4	5	5	5	2	4
9. Board of Governors-choice Metric	0	1	1	3	3	4	1	3	3	0	2	2
10. Board of Trustees-choice Metric	5	5	5	5	5	5	5	4	5	5	5	5
<b>Sum of scores:</b>	<b>29</b>	<b>22</b>	<b>27</b>	<b>34</b>	<b>33</b>	<b>25</b>	<b>34</b>	<b>41</b>	<b>30</b>	<b>38</b>	<b>22</b>	<b>32</b>

Note: UF BOT-metric is estimated. May be a 5, awaiting final calculations.



## Performance-based Funding Model

	FAMU	FAU	FGCU	FIU	FSU	NCF	UCF	UF	UNF	USF	UWF	SUS	
1. Percent of Bachelor's Graduates Employed Full-time in Florida or Continuing their Education in the U.S. One Year After Graduation	60%	70%	70%	67%	61%	44%	69%	63%	69%	69%	60%	66%	Excellence
	-3%	0%	0%	-1%	-3%	-5%	0%	0%	-2%	-1%	0%	-1%	Improvement
	<b>2</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>3</b>	Score
2. Median Wages of Bachelor's Graduates Employed Full-time in Florida One Year After Graduation	\$30,000	\$34,900	\$32,900	\$35,100	\$30,300	\$21,200	\$33,700	\$33,100	\$34,200	\$34,600	\$31,000	\$33,500	Excellence
	<b>5%</b>	1%	0%	-1%	0%	-1%	1%	<b>6%</b>	<b>4%</b>	<b>4%</b>	0%	1%	Improvement
	<b>5</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>3</b>	Score
3. Average Cost per Bachelor's Degree [Instructional Costs to the University]	\$37,949	\$32,430	\$29,240	\$26,730	\$25,500	\$74,640	\$21,010	\$24,960	\$29,350	\$24,340	\$31,080	\$26,839	Excellence
	<b>2%</b>	-2%	-2%	0%	2%	0%	3%	0%	<b>3%</b>	<b>4%</b>	<b>1%</b>	0%	Improvement
	<b>2</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>2</b>	Score
4. Six-Year Graduation Rate for First-time-in-College (FTIC) Students [includes full- and part-time students]	39%	40%	43%	50%	76%	66%	66%	86%	48%	61%	44%	68%	Excellence
	0%	0%	-1%	<b>3%</b>	1%	-3%	1%	1%	<b>1%</b>	<b>7%</b>	-2%	1%	Improvement
	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>5</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>4</b>	Score
5. Academic Progress Rate [Second Year Retention Rate with GPA Above 2.0]	72%	70%	72%	78%	90%	81%	86%	96%	76%	87%	63%	84%	Excellence
	<b>7%</b>	-3%	<b>1%</b>	<b>3%</b>	0%	-2%	0%	1%	-2%	2%	0%	2%	Improvement
	<b>5</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>2</b>	Score
6. Bachelor's Degrees Awarded within Programs of Strategic Emphasis	43%	40%	35%	40%	35%	56%	35%	47%	33%	46%	39%	39%	Excellence
	3%	3%	2%	1%	1%	6%	<b>3%</b>	1%	1%	4%	2%	x%	Improvement
	<b>3</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>2</b>	Score
7. University Access Rate [ Percent of Undergraduates with a Pell grant]	65%	41%	35%	47%	30%	29%	38%	32%	36%	41%	39%	39%	Excellence
	-3%	0%	1%	-2%	-1%	-1%	2%	0%	1%	0%	2%	0%	Improvement
	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	Score
8. Graduate Degrees Awarded with Programs of Strategic Emphasis (NCF Only: % Freshmen Top 10% of High School Class)	39%	33%	36%	40%	31%	-	47%	59%	34%	57%	29%	46%	Excellence
	-4%	-2%	<b>5%</b>	1%	0%	-	-3%	2%	<b>6%</b>	4%	<b>2%</b>	x%	Improvement
	<b>2</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>2</b>	<b>4</b>	Score
9. Board of Governors-choice Metric (Score Only)	<b>0</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>2</b>	Score
10. Board of Trustees-choice Metric (Score Only)	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	Score
<b>Sum of scores:</b>	<b>29</b>	<b>22</b>	<b>27</b>	<b>34</b>	<b>33</b>	<b>25</b>	<b>34</b>	<b>41</b>	<b>30</b>	<b>38</b>	<b>22</b>	<b>32</b>	

Note: Improvement performance is **bold** when used to determine metric score.

Note 2: UF BOT-metric is estimated. May be a 5, awaiting final calculations.





# BOARD *of* GOVERNORS

## State University System of Florida

### Budget & Finance Committee

Tom Kuntz, Chair

January 16, 2014

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# Performance Funding Model

## 4 Guiding Principles:

- Use metrics that align with Strategic Plan goals
- Reward excellence or improvement
- Have a few clear, simple metrics
- Acknowledge the unique mission of the different institutions

## Key Components:

- Funds allocated based on 10 metrics
- One metric chosen by the Board of Governors and one by the Board of Trustees
- Institutions evaluated on the excellence or improvement for each metric
- Data based on one year





# Performance Funding Model - Metrics

Points	EXCELLENCE (Achieving System Goals)					IMPROVEMENT (Recognizing Annual Improvement)				
	5	4	3	2	1	5	4	3	2	1
1 <b>Percent of Bachelor's Graduates Employed and/or Continuing their Education Further 1 Yr after Graduation</b>	75%	70%	65%	60%	55%	5%	4%	3%	2%	1%
2 <b>Median Average Full-time Wages of Undergraduates Employed in Florida 1 Yr after Graduation</b>	\$40,000	\$35,000	\$30,000	\$25,000	\$20,000	5%	4%	3%	2%	1%
3 <b>Average Cost per Undergraduate Degree to the Institution</b>	\$20,000	\$22,500	\$25,000	\$27,500	\$30,000	5%	4%	3%	2%	1%
4 <b>Six Year Graduation Rate</b> <i>Full-time and Part-time FTIC</i>	70%	67.5%	65%	62.5%	60%	5%	4%	3%	2%	1%
5 <b>Academic Progress Rate</b> 2nd Year Retention with GPA Above 2.0	90%	87.5%	85%	82.5%	80%	5%	4%	3%	2%	1%
6 <b>Bachelor's Degrees Awarded in Areas of Strategic Emphasis</b> <i>(includes STEM)</i>	50%	45%	40%	35%	30%	5%	4%	3%	2%	1%
7 <b>University Access Rate</b> Percent of Undergraduates with a Pell-grant	30%	27.5%	25%	22.5%	20%	5%	4%	3%	2%	1%
8 <b>Graduate Degrees Awarded in Areas of Strategic Emphasis</b> <i>(includes STEM)</i>	50%	45%	40%	35%	30%	5%	4%	3%	2%	1%
<b>Institution-Specific Metrics</b>										
9 <b>Board of Governors choice (metrics approved Sept. 12, 2013)</b>	Varies by metric					Varies by metric				
10 <b>Board of Trustees choice (metrics approved Nov. 21, 2013)</b>	Varies by metric					Varies by metric				





## Performance Funding Model – Basic Operation

### New Appropriated Funds:

- Maximum of 50 points (5 points per metric)
- Must have 26 points or more to be eligible for new funds
- A university with 25 points or less, or the three lowest scoring universities are not eligible for new funds
- Eligible universities receive new funds allocated proportional to their recurring state base budget
- Highest scoring eligible universities will receive additional new funds





## Performance Funding Model – Basic Operation

### Base Recurring Funds:

- A proportional amount, equal to the amount of new appropriated funds, would come from each university's recurring state base budget
- For the first year a university would only have 1% at risk
- A university with 26 points or more would have their base funding restored
- A university with 25 points or less would have all but 1% of their base funding restored
- Funds would be reallocated proportional to the universities with more than 25 points, with the highest scoring universities eligible for more






# BOARD *of* GOVERNORS

## State University System of Florida

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## TeachLive Avatars: A New Form of Teacher Preparation and Professional Development



**TeachLive™ Avatars:**  
**A New Form of Teacher Preparation  
and Professional Development**

UCF Board of Trustees  
Educational Programs Committee

January 23, 2014



### Simulated Classroom Environment



INFO-3

2





## TeachLive Avatars: A New Form of Teacher Preparation and Professional Development

### Recent Recognitions



American Association of  
College of Teacher of  
Education 2012



National Training and Simulation  
Association 2013

INFO-3

3



### TeachLive™ Paradigm

- realistic virtual classroom experiences
  - classroom management
  - pedagogy rehearsal
  - content delivery
  - meetings of parent-teacher and teacher-principal
- integrated reflection tools
- used at 33 U.S. universities and two school districts
  - improves single target skill after four 10-minute sessions
- impacted over 10,000 teachers, and indirectly more than a half-million students

INFO-3

4





## TeachLive Avatars: A New Form of Teacher Preparation and Professional Development




Personality Types

Personalities:	Dependent	Independent
Aggressive	Attention-getter	Leader
Passive	Follower	Withdrawn

Long, 2011

INFO-3 5 UCF

### Kids Growing UP



tech live

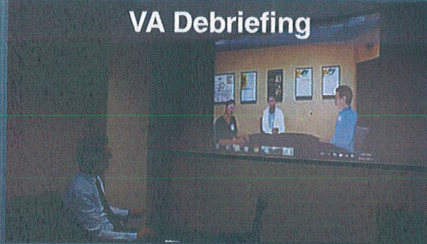
INFO-3 6 UCF



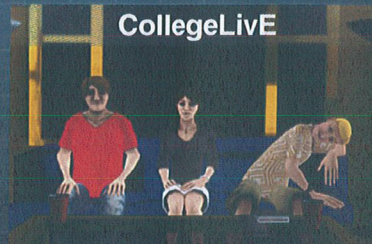
## TeachLive Avatars: A New Form of Teacher Preparation and Professional Development

### Sampling of Other Uses

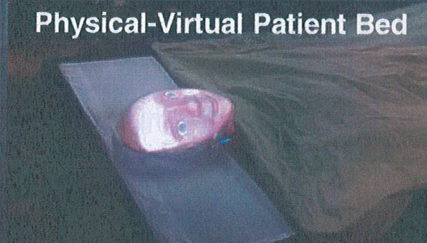
VA Debriefing



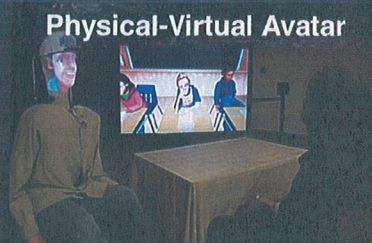
CollegeLivE



Physical-Virtual Patient Bed



Physical-Virtual Avatar



INFO-3

7



UNIVERSITY OF CENTRAL FLORIDA

teach live

<http://www.ucf.edu/teachlive>

INFO-3

8

