

Florida State University 2013 University Work Plan

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Outline

- Update on 2012-13 Key Initiatives
- Key Initiatives of 2013-14
- Strategic Hiring
- Top 25 Proposal
- Metrics Review
- Expenditure Expectation from Preeminence
- Investment to Advance Metrics
- Student Career Readiness
- Enhancing Efficiency



2012-13 Progress Update

PROPOSED 3 KEY INITIATIVES

Key Initiatives

Entrepreneurial University program

- Received \$4.25M lead gift in support of the program
- Hired 4 entrepreneurs-in-residence

STEM Excellence

- Faculty hiring initiative in the *Area of Materials for Energy Production, Conversion, Storage and Utilization* – 4 hires this year
- Created an Institute for Successful Longevity - search for the inaugural director is underway
- 3 hires in high performance computing

2012-13 KEY INITIATIVES

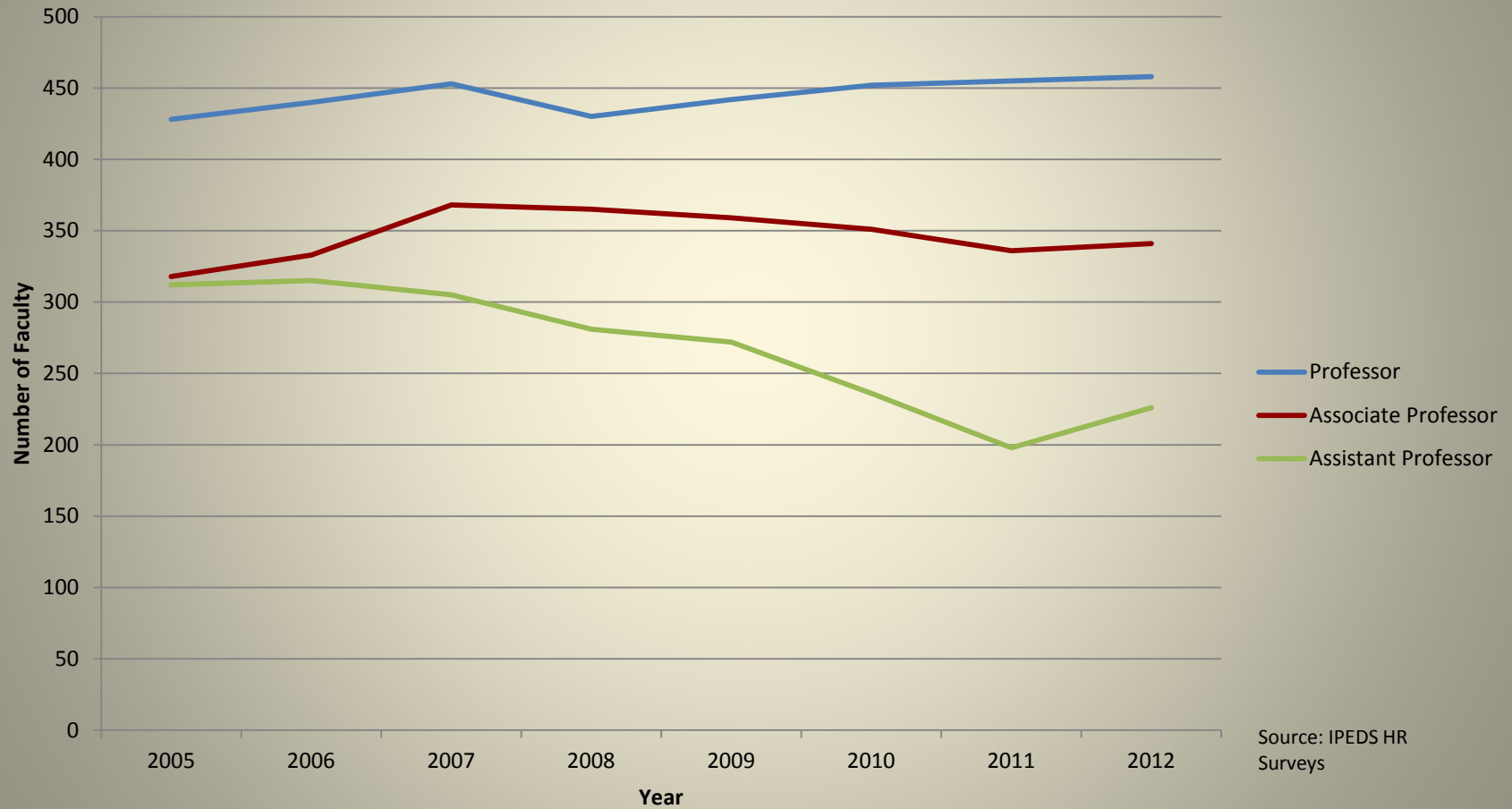
Progress Update



Critical Needs for Student Success

- Deliberate effort to target faculty hiring to student needs
- Increased size of faculty by 81
- Started the Undergraduate Research Opportunities Program to increase 1st & 2nd year students' involvement in faculty research
- Expanded tutoring for gateway STEM courses
- Improved FTIC graduation rate (up to 76%)
- Reduced time to degree for FTIC (down to 4.2 yrs.)

Tenured and Tenure-Earning Faculty by Rank





2013-14 KEY INITIATIVES

Entrepreneurial University Program

- Become a national leader in student career readiness
- Open a 4-course sequence in entrepreneurship to all majors
- Hire another 4-5 entrepreneurs-in-residence to promote jobs and create partnerships with industry

Improving Student-Faculty Ratios

- Increase the number of tenure track faculty members by 75+ from Preeminence funds
- Increase faculty in programs with high student demand



2013-14 KEY INITIATIVES

Top 25 Public University

Our national ranking is highly dependent on investment in STEM fields

- Continue hiring initiative in Energy and Material Sciences
- Recruit National Academy Members who are leaders in STEM fields
- Increase graduate and undergraduate degrees in STEM
- Target investments to take STEM fields to even higher levels of national prominence

Strategic Hiring of Faculty

- Energy and Materials
- Successful Longevity
- Coastal and Marine Ecosystem Quality and Resilience

Path to the Top 25

- Starts with a review of the USNWR metrics and their contributions to the overall ranking:
 - Student selectivity (15%)
 - Retention and Graduation Rates (20%)
 - Faculty Resources (20%)
 - Financial Resources (10%)
 - Alumni Giving (5%)
- Next few slides show how FSU compares with the public university ranked #25 on each metric – notice color coding:
 - Green = already in the Top 25
 - Blue = in striking distance
 - Red = will require significant time & investment

Top 25 Proposal

Comparison with the 45 highest ranked
Publics – FSU is 42

Student Selectivity – Value 15%

<i>Metric</i>	<i>FSU Rank (%)</i>	<i>Top 25 Univ. (%)</i>
Acceptance Rate	tied 25	
High School Top 10%	33 (40%)	Mich. State (49%)
High School Top 25%	32 (78%)	Pittsburgh (86%)
Verbal SAT	18	
Math SAT	35 (602)	Purdue (619)

Latest Ranking Submission:

Acceptance rate improved from 58% to 54%

Top 10% improved by 1% - now 41%

Top 25 Proposal

Graduation and Retention Rates – Value 20%

<i>Metric</i>	<i>FSU Rank (%)</i>	<i>Top 25 Univ. (%)</i>
Average Grad Rate (6 yr)	tied 29 (74%)	Pitt/Ga.Tech (79%)
Avg. Freshman Retention	tied 25	

Financial Resources – Value 10%

Resources per student	45 (last/\$17,730)	UT or TAMU (\$32,680)
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Alumni Giving – Value 5%

% Giving	12
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Latest Ranking Submission:

Graduation rate increased to 75%

Freshman Retention Rate increased from 91 to 92% (4-year average)*

Educational expenditures rose to \$17,742 (+\$11 - no impact)

Top 25 Proposal

Graduation Rate Performance – Value 7.5%

<i>Metric</i>	<i>FSU Rank (value)</i>	<i>Top 25 Univ. (value)</i>
Predicted vs. actual	6	

Academic Reputation – Value 22.5%

Peer assessment	tied 39 (3.0)	Iowa/Mich.State (3.5)
High School Counselors	tied 42 (3.6)	Georgia (3.9)

Latest Ranking Submission:

Maintained Graduation Rate Performance as 9 points above prediction

Top 25 Proposal

Faculty Resources – Value 20%

<i>Metric</i>	<i>FSU Rank (value)</i>	<i>Top 25 Univ. (value)</i>
Faculty Compensation (Prof)	40 (\$109K)	Indiana (\$128K)
% faculty terminal deg.	tiered 22	
% faculty full time	31 (90.9%)	Georgia (92.8%)
Student/faculty ratio	45 (last at 26:1)	Clemson (18:1)
Class size less than 20	tiered 34 (34%)	UT or TAMU (39%)
Class size more than 50	tiered 15	

Latest Ranking Submission:

Remained the same except classes above 50 improved from 16% to 14%

Preeminence Funding

	<u>5YR</u>	<u>Year 1</u>
Faculty Hires (STEM)	\$26M	\$6M*
National Academy Members	3M	1M
Scholarships – STEM Ready Students	16M	3M*
Entrepreneurial University Critical Thinking/Career Placement	23M	4M
Retention and Graduation	7M	1M

*Faculty and student recruitment take time (e.g., financial aid packaged in March); nonrecurring funds will be used for start-up costs.

Impact on Metrics

Focused Scholarship Dollars will:

increase % of students in top 10% and top 25%
goal is 8% - about 560 more students

improve acceptance rates

increase SAT or ACT math scores
goal is increase of 17 points on avg. math SAT

Difficult to quantify the impact of the scholarships

Impact on Metrics

Faculty Hires will:

Increase number of full-time faculty as a percent of the total

90.9% fall 2012 – goal 92.8%

Fall 2014 report – project 91.8%

Increase faculty with terminal degrees

Decrease the faculty/student ratio

26:1 fall 2012 – goal is 18:1

Fall 2014 report – projected 23.5:1

Decrease class sizes

Difficult to predict without knowing hires

Adds to student expenditures

will have little impact compared to Top 45 (\$15M = increase of \$408 per student spending – the university ranked 25th on this metric is \$14,000 above us)

Impact on Metrics

Investment in Retention and Graduation:

Retention Rate

92% fall 2012 – +1% is significant

1-yr dropped slightly this year (but 4-year average increased)

Graduation Rate

75% fall 2012 – 3 year goal is 78%

increasing as a function of retention

expect increase next year (76%) – takes several years!

Graduation Performance

already tied for 6th among top 45 publics

improved graduation rates will improve performance

Metrics With Little Impact

Faculty Compensation

Financial Resources per student

Alumni Giving

Academic Reputation

Peer assessment

High School Counselors

Enhancing Student Career Readiness

A high national ranking is highly correlated with career success, yet the typical metrics associated with national rankings do not include career enhancement or job placement.

A high national ranking without substantially increasing job opportunities for the citizens of Florida and commercialization potential to advance Florida's economy is not sufficient.

FSU proposes to become a State and National leader in Student Career Readiness and Job Placement

- **Entrepreneurial University**
- **Career Readiness within the Curriculum, with additions to a coordinated program between Academic Affairs, Student Affairs and the Alumni Association**
- **Critical Thinking**

Enhancing Efficiency

Ranked the most efficient public university by USNWR but there's always room for improvement

Efficiency Committee – source for faculty salary increases

Improving retention and graduation rates saves families and taxpayers money and is important to our goal of becoming a Top 25 public university

Graduation Rates are at an all time high (76%) & time to degree is 4.2 years and dropping

Investments in student support and enrichment programs are paying off

- Advising that's tailored to students' needs
- Tutoring for STEM gateway courses
- Academic “Maps” for all majors

Summary

FSU has a unique and narrow window of opportunity to invest in the strategic hiring of faculty that will allow us to ascend the ranks of the preeminent universities in North America.



Thank You