



# BOARD *of* GOVERNORS

## State University System of Florida

# Florida International University

## 2019 Accountability Plan Presentation

June 11-13, 2019



# Florida International University

## 2019 Accountability Plan: Key Initiatives

### Key Initiatives & Investments *(within 3 years)*

**1. Amplify Learner Success & Institutional Affinity** Foster 21st century, employment-ready, proud FIU graduates, who are technologically, creatively, and culturally agile. FIU is committed to creating an environment that stimulates lifelong learning and builds synergistic networks, which dynamically and organically connect our students, teachers, researchers, alumni, community partners, and entrepreneurs.

**2. Accelerate Preeminence & Research and Innovation Impact** Advance our current academic standing by leveraging FIU preeminent and emerging preeminent programs that focus on generating new knowledge and innovative solutions for the betterment of our environment, health, and society. This will drive our visibility to solidify FIU as a leading urban public research university.

**3. Assure Responsible Stewardship** Implement sound strategies to build a strong and sustainable future for our institution and the South Florida community. FIU will refine our institutional practices to more efficiently and effectively administer resources to optimize cost savings and revenues while maintaining the highest quality of service.



# Florida International University

## 2019 Accountability Plan: Performance Funding

### 1. Percent of Bachelor's Graduates Enrolled or Employed (\$25,000+)

	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
ACTUAL	70.9	68.6	69.0	67.9	68.2	.	.	.	.
APPROVED GOALS	.	.	69.5	69.5	69.5	70	70	70	.
PROPOSED GOALS	.	.	.	.	.	70	70	70	70

### 2. Median Wages of Bachelor's Graduates Employed Full-time

	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
ACTUAL	36,200	37,400	38,800	39,300	38,800	.	.	.	.
APPROVED GOALS	.	.	37,000	39,450	39,500	40,000	40,500	41,000	.
PROPOSED GOALS	.	.	.	.	.	40,000	40,500	41,000	41,000

### 3. Average Cost to the Student [Net Tuition & Fees per 120 Credit Hours for Resident Undergraduates]

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
ACTUAL	17,550	17,760	17,300	15,670*	11,930	.	.	.	.
APPROVED GOALS	.	.	.	16,780	16,000	15,900	15,500	15,100	.
PROPOSED GOALS	.	.	.	.	.	11,300	10,700	10,100	9,500

Note\*: Beginning with 2016-17, data now includes third-party payments to improve accuracy.

### 4. FTIC Four-Year Graduation Rate

	2010-14	2011-15	2012-16	2013-17	2014-18	2015-19	2016-20	2017-21	2018-22
ACTUAL	24.8	27.2	28.6	33.8	38.9	.	.	.	.
APPROVED GOALS	.	.	28	31	34	35	37	40	.
PROPOSED GOALS	.	.	.	.	.	41	43	46	50



# Florida International University 2019 Accountability Plan: Performance Funding (cont.)

## 5. Academic Progress Rate [Second Year Retention Rate with At Least a 2.0 GPA]

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
ACTUAL	76.9	80.4	80.9	86.7*	88.0	.	.	.	.
APPROVED GOALS	.	.	83	82	86.5	88	90	90	.
PROPOSED GOALS	.	.	.	.	.	89	90	91	92

Note\*: Previous year data updated to reflect the change in methodology made by Board ODA staff to improve accuracy.

## 6. Percentage of Bachelor's Degrees Awarded within Programs of Strategic Emphasis

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
ACTUAL	46.1	46.9	47.7	48.9	46.3	.	.	.	.
APPROVED GOALS	.	.	48	48	48	49	50	50	.
PROPOSED GOALS	.	.	.	.	.	49	50	50	50

## 7. University Access Rate [Percent of Undergraduates with a Pell grant]

	FALL 2013	FALL 2014	FALL 2015	FALL 2016	FALL 2017	FALL 2018	FALL 2019	FALL 2019	FALL 2020
ACTUAL	51.0	51.1	51.4	50.4	52.0	.	.	.	.
APPROVED GOALS	.	.	52	50	50	50	50	50	.
PROPOSED GOALS	.	.	.	.	.	50	50	50	50

## 8. Percentage of Graduate Degrees Awarded within Programs of Strategic Emphasis

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
ACTUAL	52.4	54.1	58.7	59.6	56.2	.	.	.	.
APPROVED GOALS	.	.	56	58	57	58	59	60	.
PROPOSED GOALS	.	.	.	.	.	58	59	60	60



# Florida International University 2019 Accountability Plan: Performance Funding (cont.)

## 9. BOG Choice: Percent of Baccalaureate Degrees Awarded Without Excess Hours

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
ACTUAL	67.6	68.9	69.1	72.2	74.7	.	.	.	.
APPROVED GOALS	.	.	71	70.1	73.4	75.1	76.9	78.7	.
PROPOSED GOALS	.	.	.	.	.	75.1	76.9	78.7	79

## 10.1 Current BOT Choice: Percent of Bachelor's Degrees Awarded to African-American & Hispanic Students

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
ACTUAL	84	85.3	84.2	83.6	84.5	.	.	.	.
APPROVED GOALS	.	.	86	86	83	83	83	83	.
PROPOSED GOALS	.	.	.	.	.	83	84.5	84.5	84.5

## 10.2 Future BOT Choice: Number of Post-Doctoral Appointees

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
ACTUAL	49	64	75	211	222	.	.	.	.
APPROVED GOALS	.	.	74	200	220	235	246	258	.
PROPOSED GOALS	.	.	.	.	.	235	246	258	270



# Florida International University 2019 Accountability Plan: Preeminent Funding

## 1a. Average GPA

	FALL 2014	FALL 2015	FALL 2016	FALL 2017	FALL 2018	FALL 2019	FALL 2020	FALL 2021	FALL 2022
ACTUAL	3.9	3.9	3.9	4.1	4.1	.	.	.	.
APPROVED GOALS	.	.	3.96	3.99	4.1	4.1	4.1	4.1	.
PROPOSED GOALS	.	.	.	.	.	4.1	4.1	4.1	4.1

## 1b. Average SAT Score

	FALL 2014	FALL 2015	FALL 2016	FALL 2017	FALL 2018	FALL 2019	FALL 2020	FALL 2021	FALL 2022
ACTUAL	1121*	1120*	1129*	1196	1257	.	.	.	.
APPROVED GOALS	.	.	1140*	1160*	1200	1200	1200	1200	.
PROPOSED GOALS	.	.	.	.	.	1260	1260	1260	1260

Note\*: Historical scores and approved goals were based upon a different SAT scale standard.

## 2. Public University National Ranking [Top 50 rankings]

	2015	2016	2017	2018	2019	2020	2021	2022	2023
ACTUAL	1	1	1	2	0	.	.	.	.
APPROVED GOALS	.	.	1	1	2	2	2	2	.
PROPOSED GOALS	.	.	.	.	.	2	2	3	3

## 3. Freshman Retention Rate [Full-time students]

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
ACTUAL	84	88	88	89	90.2	.	.	.	.
APPROVED GOALS	.	.	.	.	91	92	92.5	93	.
PROPOSED GOALS	.	.	.	.	.	92	92.5	93	94



# Florida International University

## 2019 Accountability Plan: Preeminent Funding (cont.)

### 4. Four-year Graduation Rate [Full-time students]

	2010-14	2011-15	2012-16*	2013-17	2014-18	2015-19	2016-20	2017-21	2018-22
ACTUAL	25	27	29	34	39	.	.	.	.
APPROVED GOALS	.	.	28	31	34	35	37	40	.
PROPOSED GOALS	.	.	.	.	.	41	43	46	50

Note\*: Current Florida statute (1001.7065) requires using older graduation rates as reported by IPEDS.

### 5. National Academy Memberships

	2015	2016	2017	2018	2019	2020	2021	2022	2023
ACTUAL	1	1	4	3	6	.	.	.	.
APPROVED GOALS	.	.	1	4	6	7	7	8	.
PROPOSED GOALS	.	.	.	.	.	7	7	8	8

### 6. Science & Engineering Research Expenditures (\$M)

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
ACTUAL	107	125	134	146	166	.	.	.	.
APPROVED GOALS	.	.	130	138	186	195	207	219	.
PROPOSED GOALS	.	.	.	.	.	195	207	219	219

### 7. Non-Medical Science & Engineering Research Expenditures (\$M)

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
ACTUAL	100	114	122	131	153	.	.	.	.
APPROVED GOALS	.	.	122	129	134	141	149	158	.
PROPOSED GOALS	.	.	.	.	.	160	172	184	197



# Florida International University 2019 Accountability Plan: Preeminent Funding (cont.)

## 8. Number of Broad Disciplines Ranked in Top 100 for Research Expenditures

	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
ACTUAL	2	4	5	5	5	.	.	.	.
APPROVED GOALS	.	.	5	5	5	5	6	6	.
PROPOSED GOALS	.	.	.	.	.	5	6	6	7

## 9. Utility Patents Awarded [over three calendar years]

	2012-14	2013-15	2014-16	2015-17	2016-18	2017-19	2018-20	2019-21	2020-22
ACTUAL	6	11	26	66	126	.	.	.	.
APPROVED GOALS	.	.	23	34	115	155	171	177	.
PROPOSED GOALS	.	.	.	.	.	166	182	177	175

## 10. Doctoral Degrees Awarded Annually

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
ACTUAL	257	327	327	373	404	.	.	.	.
APPROVED GOALS	.	.	326	337	403	438	473	540	.
PROPOSED GOALS	.	.	.	.	.	438	473	540	540

## 11. Number of Post-Doctoral Appointees

	Fall 2013	Fall 2014	Fall 2015*	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
ACTUAL	49	64	75	211	222	.	.	.	.
APPROVED GOALS	49	64	74	200	220	235	.	.	.
PROPOSED GOALS	.	.	.	.	.	235	246	258	270

Note\*: Florida statute (1001.7065) requires using older counts of Post-Doctoral Appointees as reported by the Center for Measuring University Performance in their annual Top American Research Universities (TARU) report.

## 12. Endowment Size (\$M)

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
ACTUAL	177	179	174	196	209	.	.	.	.
APPROVED GOALS	.	.	225	250	275	275	300	300	.
PROPOSED GOALS	.	.	.	.	.	275	300	300	315





# Florida International University

## 2019 Accountability Plan: Key Performance Indicators

### Teaching & Learning Metrics

#### Bachelor's Degrees Awarded [First Majors Only]

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
ACTUAL	8,067	8,494	9,076	9,518	10,403	.	.	.	.
APPROVED GOALS	.	.	8,600	8,800	9,900	10,200	10,600	10,900	.
PROPOSED GOALS	.	.	.	.	.	10,700	11,000	11,300	11,600

#### Professional Licensure & Certification Exam First-time Pass Rates

CALENDAR YEAR	2014	2015	2016	2017	2018	2019 GOAL	2020 GOAL	2021 GOAL	2022 GOAL
Nursing	82	88	87	87	89	89	90	92	93
US Average	85	87	88	90	92	.	.	.	.
Law	79	84	87	87	88	87	87	87	87
Florida Average	74	69	66	69	66	.	.	.	.
Medicine (2Yr)	100	99	99	99	99	96	96	96	96
US Average	96	96	96	96	96	.	.	.	.

### Scholarship, Research and Innovation Metrics

#### Total Research Expenditures (\$M)

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
ACTUAL	133	163	171	177	196	.	.	.	.
APPROVED GOALS	.	.	166	175	186	191	200	209	.
PROPOSED GOALS	.	.	.	.	.	205	220	236	252

#### Utility Patents Awarded [from the USPTO]

	2014	2015	2016	2017	2018	2019	2020	2021	2022
ACTUAL	3	6	17	43	66	.	.	.	.
APPROVED GOALS	.	.	.	17	55	57	59	61	.
PROPOSED GOALS	.	.	.	.	.	57	59	61	55



# Florida International University 2019 Accountability Plan: Enrollment

## Headcount Enrollment by Level *(for Fall terms)*

### UNDERGRADUATES

	2014	2015	2016	2017	2018	2019	2020	2021	2022
ACTUAL	39,081	40,231	41,111	41,852	41,796	.	.	.	.
APPROVED GOALS	.	.	.	41,276	41,957	42,157	42,676	43,151	.
PROPOSED GOALS	.	.	.	.	.	41,554	41,629	41,466	41,107

### GRADUATES

	2014	2015	2016	2017	2018	2019	2020	2021	2022
ACTUAL	8,367	8,460	8,770	8,700	8,778	.	.	.	.
APPROVED GOALS	.	.	.	9,087	8,944	9,087	9,188	9,345	.
PROPOSED GOALS	.	.	.	.	.	9,111	9,077	9,218	9,364

## Distance Learning as a Percentage of Total FTE Enrollment

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL	PLAN	PLAN	PLAN	PLAN
UNDERGRADUATE	24%	25%	27%	30%	33%	36%	37%	38%	39%
GRADUATE	18%	19%	21%	22%	24%	27%	28%	29%	30%
<b>TOTAL</b>	<b>23%</b>	<b>24%</b>	<b>26%</b>	<b>28%</b>	<b>31%</b>	<b>34%</b>	<b>35%</b>	<b>36%</b>	<b>37%</b>



# Florida International University

## 2019 Accountability Plan: Improve 4yr Grad Rate

### BACCALAUREATE-SEEKING RESIDENT UNDERGRADUATES WHO EARNED 15+ CREDIT HRS

	2014	2015	2016	2017	2018	2019	2020	2021	2022
ACTUAL	13	12	10	11	12	.	.	.	.
APPROVED GOALS	.	.	.	.	.	.	.	.	.
PROPOSED GOALS	.	.	.	.	.	13	14	16	18

### Provide a Brief Update on Plan to Improve 4yr Graduation Rates

- Invest in enterprise-wide software to connect students to their coordinated support teams such as advisors.
- Use predictive analytics to quickly identify students who are not being successful and provide appropriate support.
- Continuous University-wide review of student success initiatives through the ComPASS process.
- Charge colleges and programs with a focus on reviewing their curriculum to assure students have a 4-year pathway to graduation.
- Establishment of an Emergency Aid Response Team to quickly respond to student requests for emergency aid.
- Increase use of completion and retention scholarships by colleges across the University.



# Florida International University 2019 Accountability Plan: New Programs

## New Programs For Consideration in AY 2019-20

PROGRAM TITLES	AREA OF STRATEGIC EMPHASIS	# OF OTHER UNIVERSITIES WITH SAME PROGRAM	OFFERED ONLINE
<b>BACHELOR'S PROGRAMS</b>			
Digital Arts	STEM	2	N
Neuroscience and Behavior	STEM	2	N
Music Education	Education	9	N
Public Health	Health	2	N
<b>MASTER'S PROGRAMS</b>			
Internet of Things (IoT)	STEM	-	Y
Genetic Counseling	Health	-	N
<b>DOCTORAL PROGRAMS</b>			
Doctor of Design	-	-	N
Digital Communication and Media	STEM	-	Y



# BOARD *of* GOVERNORS

## State University System of Florida

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# FIU –Accountability Plan Previously Approved Goals

## 1. Percent of Bachelor’s Graduates Enrolled or Employed (\$25,000+)

	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
ACTUAL	70.9	68.6	69.0	67.9	68.2	.	.	.	.
APPROVED GOALS	.	.	69.5	69.5	69.5	70	70	70	.
PROPOSED GOALS	.	.	.	.	.	70	70	70	70

## 2. Median Wages of Bachelor’s Graduates Employed Full-time

	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
ACTUAL	36,200	37,400	38,800	39,300	38,800	.	.	.	.
APPROVED GOALS	.	.	37,000	39,450	39,500	40,000	40,500	41,000	.
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## 6. Percentage of Bachelor’s Degrees Awarded within Programs of Strategic Emphasis

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
ACTUAL	46.1	46.9	47.7	48.9	46.3	.	.	.	.
APPROVED GOALS	.	.	48	48	48	49	50	50	.
PROPOSED GOALS	.	.	.	.	.	49	50	50	50

## 7. University Access Rate [Percent of Undergraduates with a Pell grant]

	FALL 2013	FALL 2014	FALL 2015	FALL 2016	FALL 2017	FALL 2018	FALL 2019	FALL 2019	FALL 2020
ACTUAL	51.0	51.1	51.4	50.4	52.0	.	.	.	.
APPROVED GOALS	.	.	52	50	50	50	50	50	.
PROPOSED GOALS	.	.	.	.	.	50	50	50	50



# FIU –Accountability Plan Previously Approved Goals

## 8. Percentage of Graduate Degrees Awarded within Programs of Strategic Emphasis

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
ACTUAL	52.4	54.1	58.7	59.6	56.2	.	.	.	.
APPROVED GOALS	.	.	56	58	57	58	59	60	.
PROPOSED GOALS	.	.	.	.	.	58	59	60	60

## 3. Freshman Retention Rate [Full-time students]

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
ACTUAL	84	88	88	89	90.2	.	.	.	.
APPROVED GOALS	.	.	.	.	91	92	92.5	93	.
PROPOSED GOALS	.	.	.	.	.	92	92.5	93	94

## 6. Science & Engineering Research Expenditures (\$M)

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
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