

**State University System  
Brain Drain – Retaining Faculty and Staff  
2009-2010 Budget**

**Total Budget Need: \$65,411,604**

**Overview**

Employees have only received a salary increase in two out of the last five years. A \$1000 bonus was received in two years and no new compensation will be received during 2008-09. The continued lack of adequate compensation to even keep up with the cost of living is beginning to take a toll on faculty and staff. Institutions have realized the difficult situation that Florida is in and have begun recruiting faculty to their institutions.

The continued loss of quality faculty and the inability to replace faculty with top-notch instructors will eventually hurt our most prized possession --- students.

Action must be taken immediately to slow or stop the loss of quality faculty and staff. These funds will be utilized by the universities to address the faculty and staff brain drain.

**Student/Faculty Ratio**

- Florida now ranks last nationally in tenured and tenure track faculty per FTE student. This ratio in the SUS has deteriorated by 45 percent since 1989-90.
- In Fall 2007, there were 9,382 tenured and tenure track faculty, or one for every 27.3 FTE students.
- The SUS will need to add an additional 1,600 faculty members just to achieve the national average in this important indicator of quality. This indicator also results in a smaller research footprint than the fourth largest state should have.

**Retention**

- Keeping qualified faculty in SUS classrooms is paramount to student success.
- In a normal year, about 8 percent of the faculty leaves the SUS, some through retirement, others as a result of competing job offers. This means that the system must hire over 700 faculty annually just to maintain the ranks.

- If faculty are not replaced, a significant loss of productivity occurs via the loss of federal research funding, new patents, teaching expertise, etc.
- The past two years have seen Florida's peer institutions in other states hiring away from the SUS an increasing number of experienced, scholar faculty.

### **National Rankings**

- Florida public universities fall behind in almost every category of comparison except for size in the national rankings of universities.
- The University of Florida is the only public institution ranked in the nation's top 25 public universities and is the state's sole member of the Association of American Universities (AAU), the leading association of U.S. research institutions. The next closest public institution is Florida State University at number 52.
- The entire SUS has fewer than 25 faculty who are members of the National Academies.

### **Quality and Excellence**

- SUS faculty are more productive than most in the U.S. in the research dollars they bring in. Research per tenured/tenure-track faculty member remains above the national average, with \$161,000 in total research per faculty and \$81,000 in federal research. Without an accelerated commitment to expand the number of faculty in the system, this would require an unacceptable use of adjuncts and graduate teaching assistants.
- Hiring and retaining high quality faculty is needed to move the SUS forward toward the goals and objectives of the SUS Strategic Plan.
- The four priority goals of the Board of Governors: (1) Access to and production of degrees; (2) Meeting statewide professional and workforce needs; (3) Building world class academic programs and research capacity; and (4) meeting community needs, are all dependent upon sufficient numbers of high quality faculty at the SUS universities.