



**State University System
Education and General
Performance Funds for FY 2021-2022
Preeminence University
Year 2 Spending Plan
Florida State University**

Budget	
Recurring Funds:	\$ 15,000,000
Carryforward Funds:	\$ 818,915
Total 2021-22 Budget:	\$ 15,818,915

- 1. Using the table below, provide a detailed spending plan for the 2021-22 FY. Please list the initiative(s), the total amount budgeted for each initiative, and Year 2 goal for each initiative. Please indicate if the initiative is using carryforward funds and is part of the previously approved 2020-21 FY spending plan.*

Table 1

University Initiative	Status as of July 1, 2021	Year 2 Goals
Undergraduate Student Success	\$3,300,000	Improvements to advising, teaching, engagement programming.
Graduate Student Success	\$1,650,000	Growing graduate education through recruitment and retention
Faculty Success	\$9,812,471	Faculty hiring and retention efforts through specific initiatives.

<p>Maintain Student & Faculty Success Initiatives previously funded through Performance-Based Funds</p>	<p>\$1,056,444</p>	<p>Reductions PBF Allocation are offset by National Ranking Enhancement funds, preserving improvements to 6-year grad rate, academic progress rate, faculty awards, graduate degrees awarded in areas of strategic emphasis.</p>
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II. Please provide a detailed narrative of each university initiative listed in Table 1 – including the anticipated return on investment and method of evaluating progress on improving metrics.

FSU plans to invest the National Rankings Enhancement funding in three core pillars that will help elevate the university's performance and national rankings: (1) Undergraduate Student Success, (2) Graduate Student Success, and (3) Faculty Success. Considering FSU's initial \$50M request in National Rankings Enhancement/Preeminence has been reduced to \$15M, we needed to make major adjustments to our goals. We have prioritized the most strategic investments based on projections of potential impact in collaboration with our deans. Without the full LBR request, the university will be challenged to retain or advance its U.S. News ranking and will be delayed in making needed investments in faculty and graduate research that also affect institutional recognition. Furthermore, given the expenses and losses associated with the coronavirus pandemic, the university is not in a position to supplement the National Rankings funding in any significant way. Budget reductions from the Legislature would alter the ability of the university to enact the plan outlined below.

- 1. Undergraduate Student Success:** National Rankings Enhancement funding will be invested to further advance student graduation rates and post-graduation success through increased student support and engagement. The university plans to hire and retain additional academic advisors and student services staff to help bring student support levels to the national average and provide needed guidance for our student population. FSU also plans to expand its Graduation Specialists initiative. The university plans to expand support for enhanced teaching of undergraduates to allow for more engaged, active learning that advances student success, particularly in STEM courses. The university also plans to invest in expanding student engagement programming, such as FSU's new Engage 100 effort, which aims to scale engaged-learning experiences, peer mentorship, and community-building activities that bolster student success, starting in their first year. The

university plans to invest in financial aid to expand student access and recruitment, particularly to advance equity, diversity, and inclusion.

- a. **Anticipated Return on Investment:** We anticipate that the investments into Undergraduate Student Success will improve the 6-year graduations rate, freshman retention rate, pell graduation rate, student-faculty ratio, class size indicator, percent of students in Top 10% of high school class, and ACT/SAT score composite percentile.
 - b. **Method of Evaluating Progress/Metrics:** This initiative will be evaluated using the 6-year graduations rate, freshman retention rate, pell graduation rate, student-faculty ratio, class size indicator, percent of students in Top 10% of high school class, and ACT/SAT score composite percentile.
2. **Graduate Student Success:** Exceptional students in doctoral and graduate programs support FSU's movement in the national rankings and its instruction and research portfolio. These students and scholars are key components of a competitive Research I University, and they are a core part of our Top 15 plan. FSU plans to invest in expanding our graduate student stipend support to help us move closer to market levels. A final cost for these investments will be negotiated as part of the collective bargaining process. Furthermore, to help accommodate the needs in undergraduate teaching, mentoring, and research, FSU plans to invest remaining funds in this category to expand the number of graduate student assistantships.
- a. **Anticipated Return on Investment:** We anticipate investments in graduate student success will improve the recruitment and retention of graduate assistants which we expect will improve our class size indicator, and undergraduate graduation and retention rates.
 - b. **Method of Evaluating Progress/Metrics:** This initiative may be evaluated through the recruitment and retention of graduate assistants along with the class size indicator, and undergraduate graduation and retention rates.
3. **Faculty Success:** Florida State will further enhance the quality of its instruction and student learning through the hiring of additional faculty to allow us to continue to improve undergraduate teaching and mentoring while addressing course availability challenges. As outlined in the original LBR, the top priority will be to support departments and courses in which student success challenges remain most critical. Additional faculty will be charged with advancing the quality of the learning environment for students and to elevate course completion rates, particularly for students from underrepresented backgrounds and in lower-division STEM pathway courses. These faculty will not only reduce the size of classes, but they will also redesign classes to leverage the latest evidence-based teaching and learning approaches, including active learning strategies, to improve course

completion rates. Key gateway courses that have been redesigned to use active learning and learning assistants (undergraduate students who help facilitate learning) have produced significant reductions in the number of course withdrawals and D and F grades at FSU. FSU will also continue to invest in faculty retention efforts designed to address the challenge of retaining highly regarded faculty through competitive salaries. For purposes of retention and recruitment, as well as the standards and metrics that will move FSU into the Top 15 among public universities, Florida State's faculty salaries must be in line with national norms to dissuade faculty from seeking positions at other institutions. This is critical for fending off attempts by other universities, particularly private institutions with large endowments, from luring our top faculty away. Funding will allow FSU to move closer to market-level salaries for faculty and facilitate counteroffers to productive faculty who have received offers from other institutions. Carry Forward funds from FY 2020-21 have been allocated for nonrecurring IT infrastructure needs that improve services for faculty research and instruction.

- a. **Anticipated Return on Investment:** We anticipate that the new faculty recruiting and the retention investments will improve several university metrics, specifically the US New metrics 6-year graduation rate, freshman retention rate, pell graduation rate, student-faculty ratio, and class size indicator.
 - b. **Method of Evaluating Progress/Metrics:** This initiative will be evaluated through the recruitment and retention of faculty along with 6-year graduations rate, freshman retention rate, pell graduate rate, student-faculty ratio, and class size indicator.
4. **Maintain Student & Faculty Success funded through Performance Funds:** FSU received a decreased allocation of Performance Funds for FY 2020-21 of \$791,831 and another decrease in FY 2021-22 of \$264,613. Prior allocations of performance funds were invested in key areas of student and faculty success that are now subject to reductions. Funding to improve the university's national ranking will be utilized in the continuation of funding for student to faculty ratio strategies, graduate student stipends, IT upgrades, and library resources. FSU has made substantial progress in improving student to faculty ratio and growing course offerings with smaller class size efforts that have propelled FSU forward in national rankings and in other key metrics (ex: 4-year graduation rate and academic progress rate). In certain disciplines, graduate student stipends fall behind many of our peer institutions; preventing losses in stipend compensation enables programs to compete for top graduate students and grow graduate enrollment. FSU has gained national recognition for aggressive negotiations with providers of library resources (academic journals and databases), yet additional investments are required for inflationary increases associated with resources necessary for scholarly activity.
- a. **Anticipated Return on Investment:** We anticipate that the continuation of funding for these initiatives will position the university to maintain progress made in to 6-year grad rate, academic progress rate,

faculty awards, graduate degrees awarded in areas of strategic emphasis.

- b. **Method of Evaluating Progress/Metrics:** This initiative will be evaluated using to 6-year grad rate, academic progress rate, faculty awards, graduate degrees awarded in areas of strategic emphasis.



**2021-2022 Preeminence/National Rankings
 Spending Plan
 Position and Fiscal Summary
 Operating Budget Form II
 (to be completed for each issue)**

University: Florida State University
Issue Title: Undergraduate Student Success

	<u>RECURRING</u>	<u>NON- RECURRING</u>	<u>TOTAL</u>
<u>Positions</u>			
Faculty	0.00	0.00	0.00
Other (A&P/USPS)	16.00	0.00	16.00
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Total	16.00	0.00	16.00
	=====	=====	=====
Salaries and Benefits	\$1,064,000	\$0	\$1,064,000
Other Personal Services	\$1,936,000	\$300,000	\$2,236,000
Expenses	\$0	\$0	\$0
Operating Capital Outlay	\$0	\$0	\$0
Electronic Data Processing	\$0	\$0	\$0
Financial Aid	\$0	\$0	\$0
Special Category (Specific)	\$0	\$0	\$0
	\$0	\$0	\$0
	\$0	\$0	\$0
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Total All Categories	\$3,000,000	\$300,000	\$3,300,000
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2021-2022 Preeminence/National Rankings
Spending Plan
Position and Fiscal Summary
Operating Budget Form II
 (to be completed for each issue)

University: Florida State University
Issue Title: Graduate Student Success

	<u>RECURRING</u>	<u>NON-RECURRING</u>	<u>TOTAL</u>
<u>Positions</u>			
Faculty	0.00	0.00	0.00
Other (A&P/USPS)	0.00	0.00	0.00
	-----	-----	-----
Total	0.00	0.00	0.00
	=====	=====	=====
Salaries and Benefits	\$0	\$0	\$0
Other Personal Services	\$1,650,000	\$0	\$1,650,000
Expenses	\$0	\$0	\$0
Operating Capital Outlay	\$0	\$0	\$0
Electronic Data Processing	\$0	\$0	\$0
Financial Aid	\$0	\$0	\$0
Special Category (Specific)	\$0	\$0	\$0
	\$0	\$0	\$0
	\$0	\$0	\$0
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Total All Categories	\$1,650,000	\$0	\$1,650,000
	=====	=====	=====



**2021-2022 Preeminence/National Rankings
 Spending Plan
 Position and Fiscal Summary
 Operating Budget Form II
 (to be completed for each issue)**

University: Florida State University
Issue Title: Faculty Success

	<u>RECURRING</u>	<u>NON- RECURRING</u>	<u>TOTAL</u>
<u>Positions</u>			
Faculty	29.00	0.00	29.00
Other (A&P/USPS)	0.00	0.00	0.00
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Total	29.00	0.00	29.00
	=====	=====	=====
Salaries and Benefits	\$4,242,700	\$0	\$4,242,700
Other Personal Services	\$0	\$0	\$0
Expenses	\$0	\$518,915	\$518,915
Operating Capital Outlay	\$0	\$0	\$0
Electronic Data Processing	\$0	\$0	\$0
Financial Aid	\$0	\$0	\$0
Special Category (Specific)	\$0	\$0	\$0
Faculty Retention	\$5,050,856	\$0	\$5,050,856
	\$0	\$0	\$0
	\$0	\$0	\$0
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Total All Categories	\$9,293,556	\$518,915	\$9,812,471
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**2021-2022 Preeminence/National Rankings
 Spending Plan
 Position and Fiscal Summary
 Operating Budget Form II
 (to be completed for each issue)**

University: Florida State University
Issue Title: Maintain Faculty/Staff PBF Initiatives

	<u>RECURRING</u>	<u>NON- RECURRING</u>	<u>TOTAL</u>
<u>Positions</u>			
Faculty	0.00	0.00	0.00
Other (A&P/USPS)	0.00	0.00	0.00
	-----	-----	-----
Total	0.00	0.00	0.00
	=====	=====	=====
Salaries and Benefits	\$0	\$0	\$0
Other Personal Services	\$791,831	\$0	\$791,831
Expenses	\$264,613	\$0	\$264,613
Operating Capital Outlay	\$0	\$0	\$0
Electronic Data Processing	\$0	\$0	\$0
Financial Aid	\$0	\$0	\$0
Special Category (Specific)	\$0	\$0	\$0
	\$0	\$0	\$0
	\$0	\$0	\$0
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Total All Categories	\$1,056,444	\$0	\$1,056,444
	=====	=====	=====