



**State University System  
Education and General  
Performance Funds from FY 2020-2021  
Preeminence Reporting Template  
Quarter 1  
(July 1-September 30, 2020)**

<b>University:</b>	<b>Florida State University</b>
<b>Amount Allocated:</b>	<b>\$15,000,000</b>

In describing the use of the 2020-2021 performance funds allocated to your university, this form consists of the following two parts:

- I. *Using the table below, please list the initiative(s), the current amount spent, and progress on the initiative.*

**Table 1**

<b>University Initiative</b>	<b>Spending as of September 30, 2020</b>	<b>Progress on Initiative as of September 30, 2020</b>
<b>Holdback</b>	<b>\$900,000</b>	<b>6% holdback of operating funds</b>
<b>Maintain Student &amp; Faculty Success Initiatives previously funded through Performance-Based Funds</b>	<b>\$791,831</b>	<b>Reductions to the 2020-21 PBF Allocation are offset by National Ranking Enhancement funds, preserving improvements to 6-year grad rates, academic progress rate, faculty awards, graduate degrees awarded in areas of strategic emphasis.</b>
<b>Faculty Success</b>	<b>769,230</b>	<b>Faculty retention efforts through three specific initiatives.</b>

II. *Please provide a detailed description of each university initiative listed in Table 1 – including the anticipated return on investment, improvement on university rankings metrics, and plans for the second quarter.*

1. **Holdback:** In response to the hold back of state agency operating funds, \$900,000 is being reserved for the 6% hold back.
2. **Maintain Student & Faculty Success funded through Performance Funds:** FSU received a decreased allocation of Performance Funds for FY 2020-21 of \$791,831. 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, 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 ranking 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.

3. **Faculty Retention:** FSU continues 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. 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.
  - a. **Progress on Initiative:** FSU has instituted Sustained Performance Increases for which 63 faculty have been identified and award increases. The university has awarded 123 salary increases associate with faculty promotions recognizing and rewarding professional development in their respective fields. Additionally, 1,746 faculty received performance increases in recognition of meritorious work in propelling FSU into the Top 20 of public universities.
  - b. **Return on Investment:** We anticipate this will move faculty salaries closer to market-level, especially for productive faculty who are sought and recruited by other institutions. These measures enhance our faculty retention in key areas such as faculty diversity, high quality instructors, and faculty who expand the research and innovation efforts where the university has made substantial investments.

- c. **Impact on University Rankings Metrics:** Increasing faculty retention is expected to improve recruitment and retention of a high achieving students and enhance student diversity. This will be reflected in improvements to retention and graduation rates. Competitive salary increases directly impact US News Ranking for faculty salaries for which FSU is ranked #37 (recently slipping from #36). Our retention efforts are also reflected in US News Ranking for faculty with terminal degrees which improved from #31 to #18.
- d. **Plan for Second Quarter:** Financial commitments toward faculty salaries will continue into the second quarter with additional expenses of approximately \$1.7 million. It is projected that by year end the increases associated with sustained performance, promotion, and merit initiatives will account for approximately \$5 million.