2021
ACCOUNTABILITY PLAN
FLORIDA STATE UNIVERSITY

UBOT Approved 6/17/2021
BOG Approved 6/23/2021

INTRODUCTION

The Accountability Plan is an annual report that is closely aligned with the Board of Governors' 2025 System Strategic Plan. This report enhances the System's commitment to accountability and strategic planning by fostering greater coordination between institutional administrators, University Boards of Trustees and the Board of Governors regarding each institution's direction and priorities as well as performance expectations and outcomes on institutional and System-wide goals.

Once an Accountability Plan is approved by each institution's respective Boards of Trustees, the Board of Governors will review and consider the plan for approval, excluding those sections of the Plan that require additional regulatory or procedural approval pursuant to law or Board regulations.

STRATEGY

Mission Statement

Florida State University preserves, expands, and disseminates knowledge in the sciences, technology, arts humanities, and professions, while embracing a philosophy of learning strongly rooted in the traditions of the liberal arts. The university is dedicated to excellence in teaching, research, creative endeavors, and service. The university strives to instill the strength, skill, and character essential for lifelong learning, personal responsibility, and sustained achievement within a community that fosters free inquiry and embraces diversity.

Statement of Strategy

Florida State University will be among the nation's most entrepreneurial and innovative universities, transfo the lives of our students and shaping the future of our state and society through exceptional teaching, research, creative activity, and service. We will amplify these efforts through our distinctive climate that places a premium on interdisciplinary inquiry and draws from the rich intellectual and personal diversity of students, faculty, staff, and alumni. These three forces—entrepreneurship, interdisciplinarity, and diversity—deepen FSU's impact and result in a powerful return to our students and the people of Florida for their continued support and trust.

Florida State University competes in national and international markets for faculty who are defining the frontiers of research and creativity, while also enabling our highly regarded, student-centered, learning environment. As a top-tier research university, it is crucial to offer the full breadth of disciplinary excellence, and we seek continual improvement in our position in retaining and educating the most promising students in the State of Florida. Recruitment and retention of faculty is essential to maintain market competitiveness, and our strategy is to leverage our long-standing and well-developed strengths in the sciences and fine arts with emerging opportunities for innovation and problem solving across the disciplines.

FSU's strategy is guided by our 2017-2022 Strategic Plan with these primary goals:

I.   Entrepreneurship and Innovation
II.   Academic and Research Excellence
III.   Diversity and Inclusion
IV & V. Student Success & Career Preparation
V.   Excellence and Reputation

STRATEGY (cont.)

STRATEGY (cont.)
Graduation Rate Improvement Plan Update

For more than 20 years, FSU has had a data-driven, strategic initiative to elevate graduation rates and advance student success. We have developed a program based on six pillars that has allowed us to build a dynamic learning environment where every student can be challenged, engaged, and supported to grow to their full potential. FSU's graduation rates continue to be among the top in nation among public universities. Throughout the past year, FSU has continued to innovate and adapt across the six pillars listed below to address the evolving needs of students, faculty, and staff brought on by the pandemic.

A Success Team Behind Every Student: We are expanding our success teams that guide and support students along their FSU journey. FSU's student success teams include combinations of professional Academic Advisors, Career Advisors, College Life Coaches, Peer Mentors, Faculty Mentors, Alumni, and others. We also have continued our graduation completion campaign, in which our student success teams help students who left FSU without completing their degree to re-enroll and graduate. Since May 2017, nearly 1,500 students have been supported to degree completion through this completion campaign.

Learning Communities: We continue to launch and scale targeted programs to support and engage students during their first year at FSU. These programs provide students with a peer

STRATEGY (cont.)

Key Achievements for Last Year (Student, Faculty, Program, Institutional)

STUDENT ACHIEVEMENTS

1. Nine FSU students were selected for the U.S. Fulbright Program and another three were granted Boren SceCCColaYeMC j 0is7 (ul)-3.72n)ee -313 0 Te

STRATEGY (cont.)
Performance-Based Funding Goal Adjustments

PBF6. Percentage of Bachelor's Degrees Awarded within Programs of Strategic Emphasis

The undergraduate admissions process admits students based on their qualifications and their desired program of study. Students are free to choose their major and despite efforts to direct students into Programs of Strategic Emphasis (PSE) and the development of new PSE programs, the numbers have remained constant over time. We are asking to align our future year projections to match this pattern as follows from 1st to 5th years: 44%, 44%, 44%, 45%, 45%.

PERFORMANCE-BASED FUNDING METRIC

1. Percent of Bachelor's Graduates Enrolled or Employed ($2   +)

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2021-22	2022-23	2023-24
ACTUAL	63.7	66.6	66	68	70.2	.	.		

PREEMINENT RESEARCH UNIVERSITY FUNDING METRICS

A. (1). Average GPA

| FALL | FALL |
| 2016 | |

PREEMINENT RESEARCH UNIVERSITY FUNDING METRICS (cont.)

I. Utility Patents Awarded [over three calendar years]

	2014-16	2015-17	2016-18	2017-19	2018-20	2019-21	2020-22	2021-23	2022-24	2023-25
ACTUAL	101	105	115	127	128	.	.	.	.	.
APPROVED GOALS	100	100	100	100	100	100	100	100	100	.
PROPOSED GOALS	.	.	.	.	.	100	100	100	100	100

J. Doctoral Degrees Awarded Annually

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
ACTUAL	526	533	557	560	554	.	.	.	.	.
APPROVED GOALS	510	534	540	570	540	565	570	575	580	.
PROPOSED GOALS	.	.	.	.	.	565	570	575	580	585

K. Number of Post-Doctoral Appointees

FALL 2015	FALL 2016	FALL 2017	FALL

KEY PERFORMANCE INDICATORS
Teaching & Learning (from the 2025 System Strategic Plan not included in PBF section)

1. Public University National Ranking   [Number of Top50 Rankings based on BOG's official list of publications]

	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
ACTUAL	8	8	7	8	8	.	.	.	.	.
APPROVED GOALS	7	8	8	8	9	9	9	9	9	.
PROPOSED GOALS	.	.	.	.	.	9	9	9	9	9

2. Freshmen in Top 10% of High School Class

	FALL 2016	FALL 2017	FALL 2018	FALL 2019	FALL 2020	FALL 2021	FALL 2022	FALL 2023	FALL 2024	FALL 2025
ACTUAL	41	41	39	47	46	.	.	.	.	.
APPROVED GOALS	41	42	42	41	48	48	49	49	50	.
PROPOSED GOALS	.	.	.	.	.	48	49	49	50	50

3. Time to Degree for FTICs in 120hr programs

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
ACTUAL	4.0	4.0	4.0	3.9	3.9	.	.	.	.	.
APPROVED GOALS	4.0	3.9	3.9	4.0	3.9	3.9	3.8	3.8	3.8	.
PROPOSED GOALS	.	.	.	.	.	3.9	3.8	3.8	3.8	3.8

4. Percent of Baccalaureate Degrees Awarded Without Excess Hours

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
ACTUAL	79	82	82	86	87	.	.	.	.	.
APPROVED GOALS	.	.	82	82	86	86	87	87	88	.
PROPOSED GOALS	.	.	.	.	.	86	87	87	88	88

5. Six-Year FTIC Graduation Rates   [Full-& Part-time students]

	2010-16	2011-17	2012-18	2013-19	2014-20	2015-21	2016-22	2017-23	2018-24	2019-25
ACTUAL	80	80	83	83	84	.	.	.	.	.
APPROVED GOALS	80	80	81	83	84	84				

KEY PERFORMANCE INDICATORS (cont.)

Teaching & Learning (from the 2025 System Strategic Plan not included in PBF section)

15. Professional Licensure & Certification Exam First -time Pass Rates

CALENDAR YEAR   2016   2017   2018 PERFORM ot

KEY PERFORMANCE INDICATORS (cont.)
Scholarship, Research & Innovation Metrics

16. National Academy Memberships

	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
ACTUAL	7	7	8	8	7	.	.	.	.	.
APPROVED GOALS	7	7	7	8						

KEY PERFORMANCE INDICATORS (cont.)
Scholarship, Research & Innovation Metrics

20. Utility Patents Awarded

	2016	2017	2018	2019	2020	2021	2022	2023	34 2024	2025
ACTUAL	47	34	2	0	1	6				

ENROLLMENT PLANNING

Fall Headcount Enrollment by Student Level   [all degree-seeking students, all campuses]

UNDERGRADUAT	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
ACTUAL	32,628	32,718	32,316	32,909	32,463	.	.	.	.	.
APPROVED GOALS	.	32,680	32,730	32,500	32,580	32,590	32,500	32,000	31,800	.
PROPOSED GOALS	.	.	.	.	.	32,590	32,500	32,000	31,800	31,600

GRADUATE	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
ACTUAL	7,926	7,849	8,032	8,705	10,590	.	.	.	.	.
APPROVED GOALS	.	8,070	8,000	8,290	9,100	9,275	9,450	9,625	9,800	.
PROPOSED GOALS	.	.	.	.	.	10,600	10,800	10,990	11,180	11,370

Fall Headcount Enrollment by Student Type   [all degree-seeking st

ACADEMIC PROGRAM COORDINATION

New Programs for Consideration by Institution in AY 2021-22

The SUS Council of Academic Vice Presidents Academic Program Coordination Work Group will review these programs as part of their ongoing coordination efforts. The programs listed below are based on the 2020 Accountability Plan list for programs under consideration for 2021-22.

PROGRAM TITLES	CIP CODE	AREA OF STRATEGIC EMPHASIS	OTHER INST W/ SAME PROGRAM	OFFERED VIA DISTANCE LEARNING IN SYSTEM	PROJECTED ENROLLMENT IN 5TH YEAR	PROPOSED DATE OF SUBMISSION TO UBOT
UNDERGRADUATE						

DEFINITIONS (cont.)

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DEFINITIONS (cont.)

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DEFINITIONS (cont.)

KPI-3: Time to Degree for FTICs in 120hr programs. This metric is the number of years between the start date (using the student entry date) and the end date (using the last month in the term degree was granted) for a graduating class of first-time, single-major baccalaureates in 120 credit hour programs within a (Summer, Fall, Spring) year. Source: State University Database System (SUDS)

KPI-4: Percent of Bachelor's Degrees Without Excess Hours

This metric is based on the percentage of baccalaureate degrees awarded within 110% of the credit hours required for a degree based on the Board of Governors Academic Program Inventory. This metric excludes the following types of student credits: accelerated mechanisms, remedial coursework, non-native credit hours that are not used toward the degree, non-native credit hours from failed, incomplete, withdrawn, or repeated courses, credit hours from internship programs, credit hours up to 10 foreign language credit hours, and credit hours earned in military science courses that are part of the Reserve Officers' Training Corps (ROTC) program. Starting in 2018-19, the calculation for this metric included a new type of statutory exclusion of up to 12 credit hours for students who graduated in four years or less. This metric does not report the number of students who paid the "Excess Hour Surcharge" (Section 1009.286, Florida Statutes). Source: State University Database System (SUDS).

KPI-5: Six-Year FTIC Graduation Rates [full- & part-time students]: The first-time-in-college (FTIC)

KPI 10: Bachelor's Degrees Awarded to African American & Hispanic Students Race/Ethnicity data is self-reported

Alien or students with a missing race code. Degree data is based on first major counts only; second majors are

DEFINITIONS (cont.)

KPI-17: Faculty Awards: Awards include: American Council of Learned Societies (ACLS) Fellows, Beckman Young Investigators, Burroughs Wellcome Fund Career Awards, Cottrell Scholars, Fulbright American Scholars, Getty Scholars in Residence, Guggenheim Fellows, Howard Hughes Medical Institute Investigators, Lasker Medical Research Awards, MacArthur Foundation Fellows, Andrew W. Mellon Foundation Distinguished Achievement Awards, National Endowment for the Humanities (NEH) Fellows, National Humanities Center Fellows, National Institutes of Health (NIH)

DEFINITIONS (cont.)

ENRL3 Full-Time Equivalent Enrollment by Course Level: This table reports Full-time Equivalent (FTE) enrollment, which is a measure of all0.6 (s)3r.6 (0.6 (u ())50 115.5 (e)15.8 (e).8 (oT)1..5 (e)1.8 ()-8.4 (a)0.6 f)-8.4 ((e)15.8 (e).8 (