



FAU STRATEGIC PLAN – GOAL 3

BUILDING WORLD-CLASS ACADEMIC PROGRAMS AND RESEARCH CAPACITY

Strategic Goal 3

“Florida Atlantic University will develop academic and research programs of the highest caliber to support Florida’s strategic engagement in building an economy based on high technology and to foster a culture enriched by scholarly inquiry.”

Source: FAU Strategic Plan 2006-2013

Strategic Goal 3 - Objective 1

- **Objective 1**

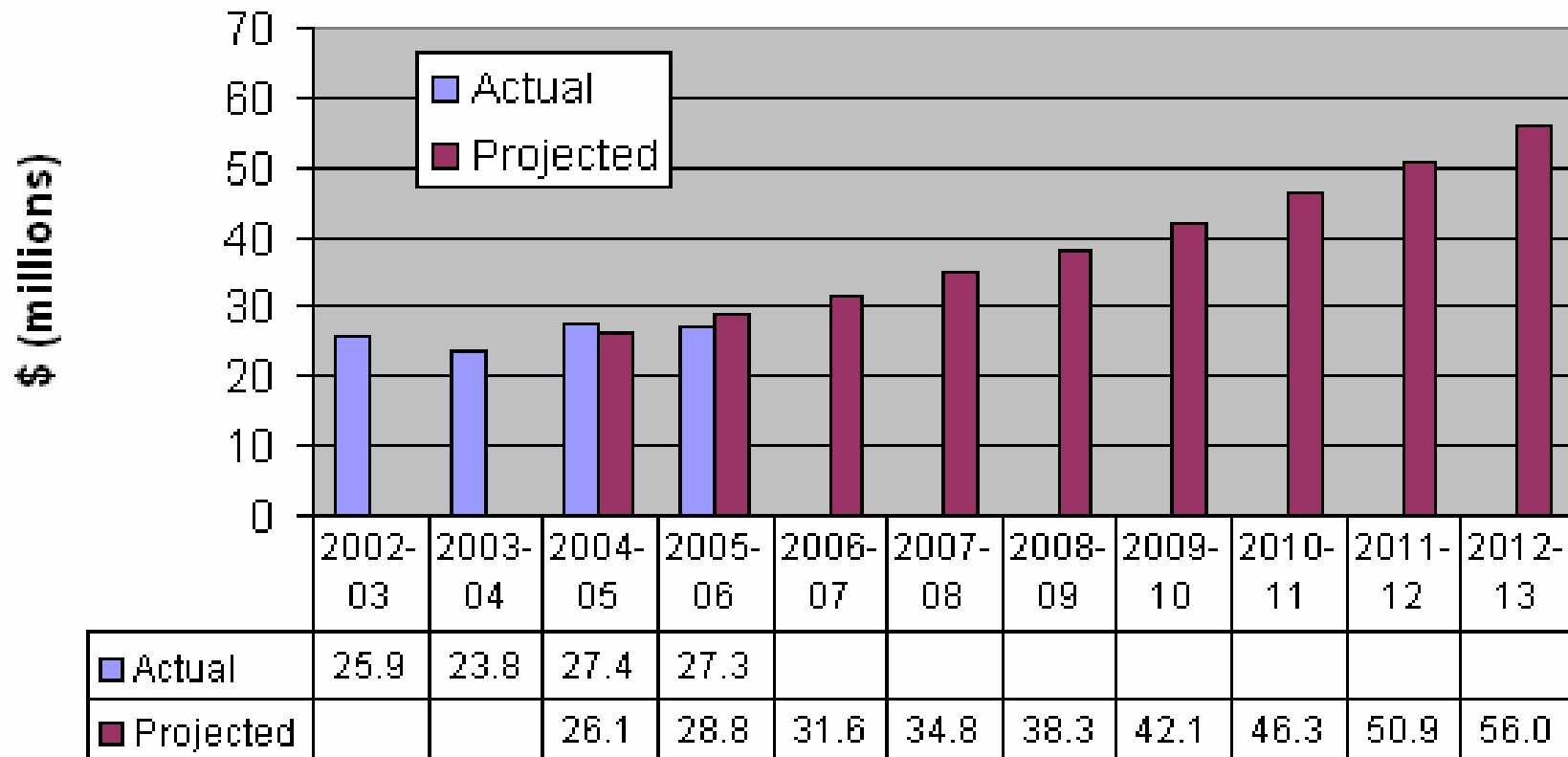
Increase significantly the University's total research expenditures to expand and enhance national and international recognition of FAU's academic and research programs

- **Outcome**

FAU will increase its total academic research and development expenditures by 10% annually.

Strategic Goal 3 – Objective 1 Report Card

Total Research Expenditures



Source: NSF Survey of R&D Expenditures

Updated: 3-19-2007

Strategic Goal 3 – Objective 1 Summary/Outlook

- These research expenditures are funds from contracts and grants spent on the actual business of conducting research and development -- "indirect costs" and other non-research funds are not included.
- The graph shows research expenditures in categories reported to the National Science Foundation. This is the most conservative measure of research activity, one that can be used for comparison purposes. These numbers were updated in March and include the latest annual figures available, for FY05-06.
- Year-to-year expenditures can be expected to vary about desired outcome -- in 04-05 we were about \$1.3M ahead of the target and in 05-06 we were about \$1.5M behind it. As a result, spending was about flat for these two years. We will see next that lower expenditures of State of Florida funds are responsible for the flat spending.
- Congressional policy (especially trimming earmarks) will result in a decline for 06-07

Strategic Goal 3 – Objective 2

- **Objective 2**

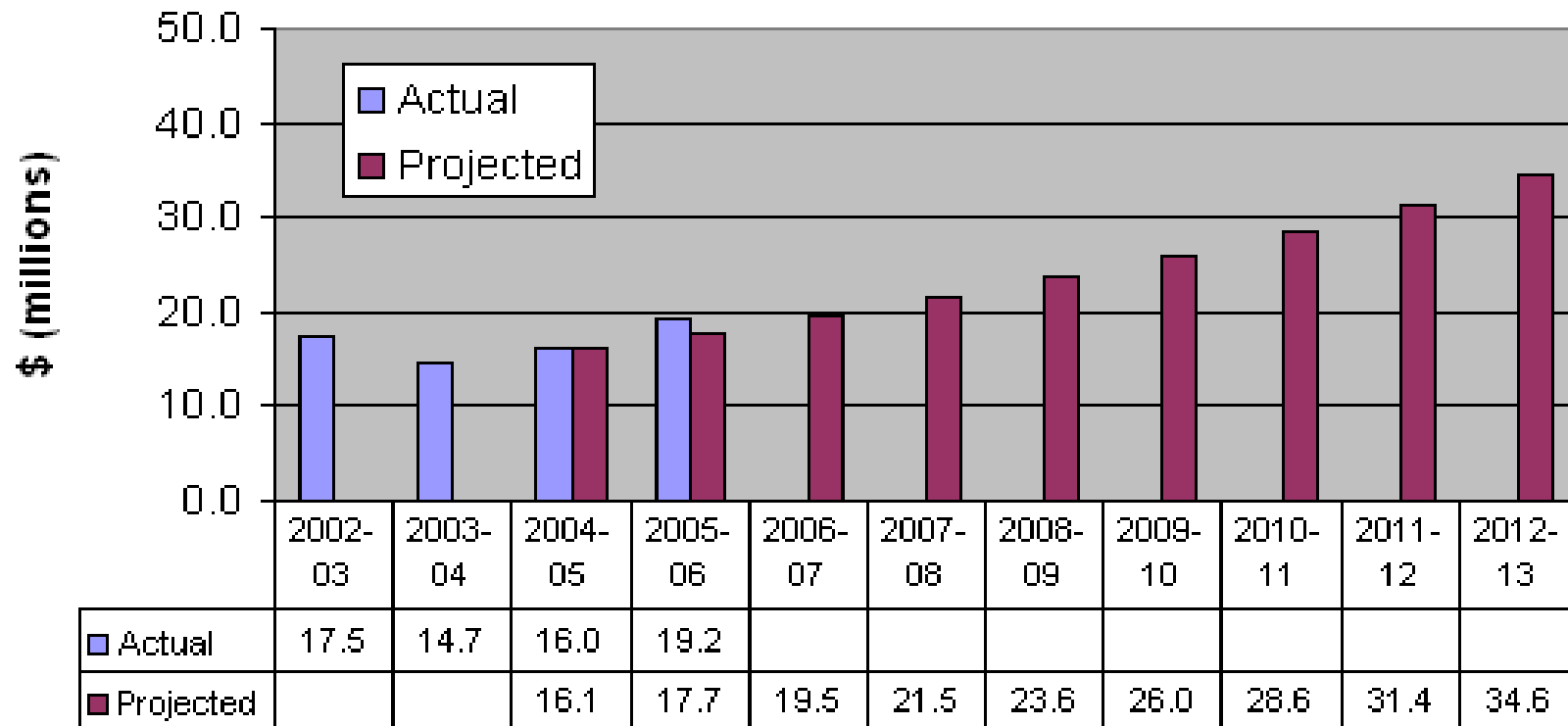
Significantly increase the University's federal research expenditures to expand and enhance national and international recognition

- **Outcomes**

FAU will increase its federal research expenditures by 10% annually

Strategic Goal 3 – Objective 2 Report Card

Federal Research Expenditures



Source: NSF Survey of R&D Expenditures

Updated: 3-19-2007

Strategic Goal 3 – Objective 2 Summary/Outlook

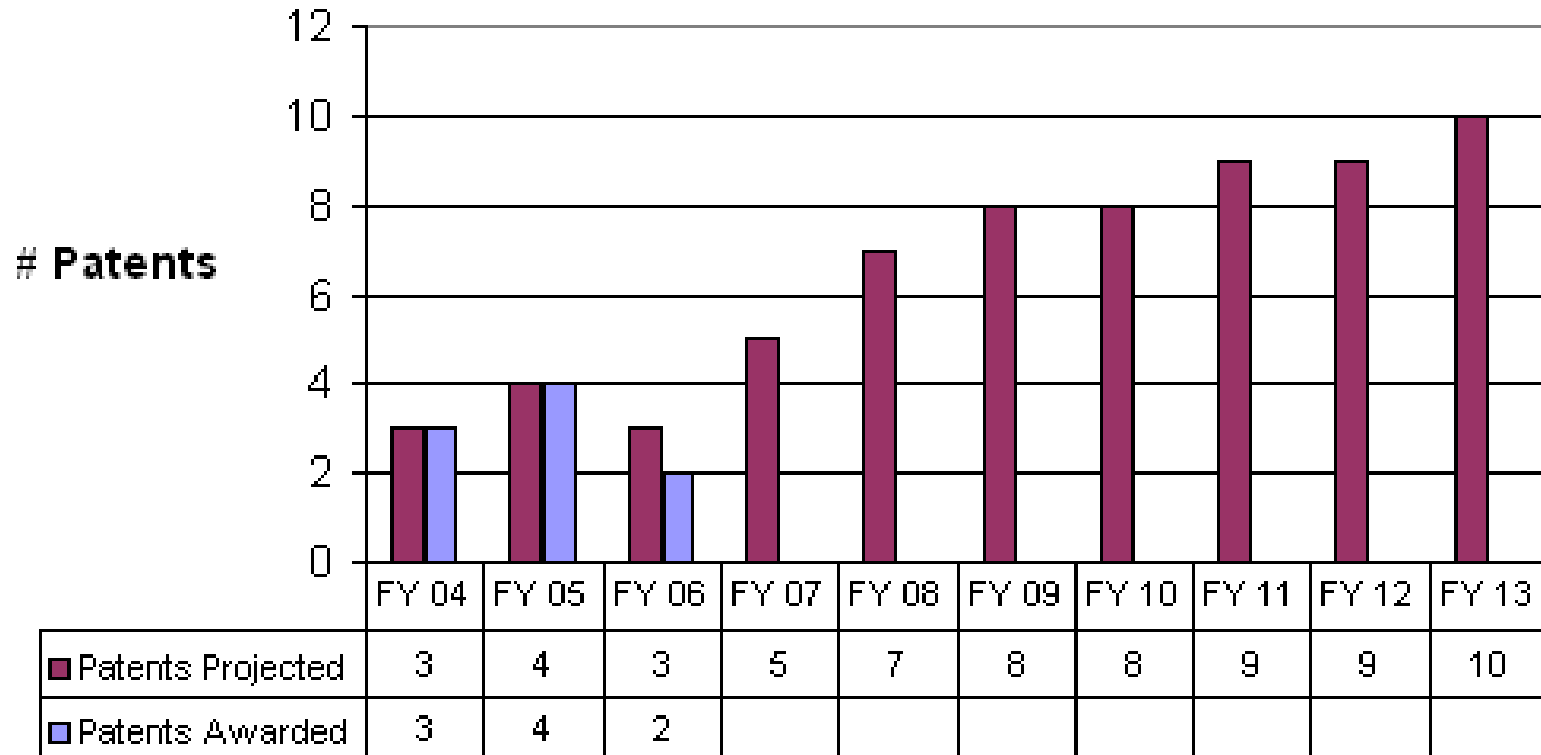
- The graph shows the portion of the previous graph associated with research expenditures from Federal awards.
- Because progress in Federal spending increased and exceeded the projection for 05-06, the overall flat spending from 04-05 to 05-06 was associated with a decline in 05-06 in spending on State of Florida and other awards.
- Due to Congressional policy, Federal earmarks in 06-07 have been eliminated, and we can expect this to be reflected in the 06-07 numbers on this graph (and the previous one), when they become available.

Strategic Goal 3 – Objective 3

- **Objective 3**
Increase scholarly contributions, service and efforts to promote technology transfer, licensing agreements, and entrepreneurship by the faculty
- **Outcomes**
The number of new patents awarded annually to the University will total 8 by 2008-09 and will total 10 in 2012-13.

Strategic Goal 3 – Objective 3 Report Card

Patents Projected & Awarded



Source: Div of Research Updated: 9-21-2006

Strategic Goal 3 – Objective 3 Summary/Outlook

- The graph shows patents awarded, and projected to be awarded, to FAU in a given year. Awards come at the end of a process that takes years, so the 2 patents awarded in FY06 probably began the process in 2003 or earlier.
- Small numbers in this indicator mean year-to-year variations and big jumps are inevitable -- we missed the goal in FY06 by 1 patent, for example.
- Increased patent costs mean that FAU will need to be increasingly careful about which patents to pursue, and this may affect future numbers.
- Nonetheless, to date in this FY07, we have 5 new patents, the goal for the year.

Strategic Goal 3 – Objective 4

- **Objective 4**

Attract and retain highly qualified graduate teaching and research assistants by creating new graduate assistant positions and by providing graduate assistants with tuition waivers and competitive salaries by discipline

- **Outcomes**

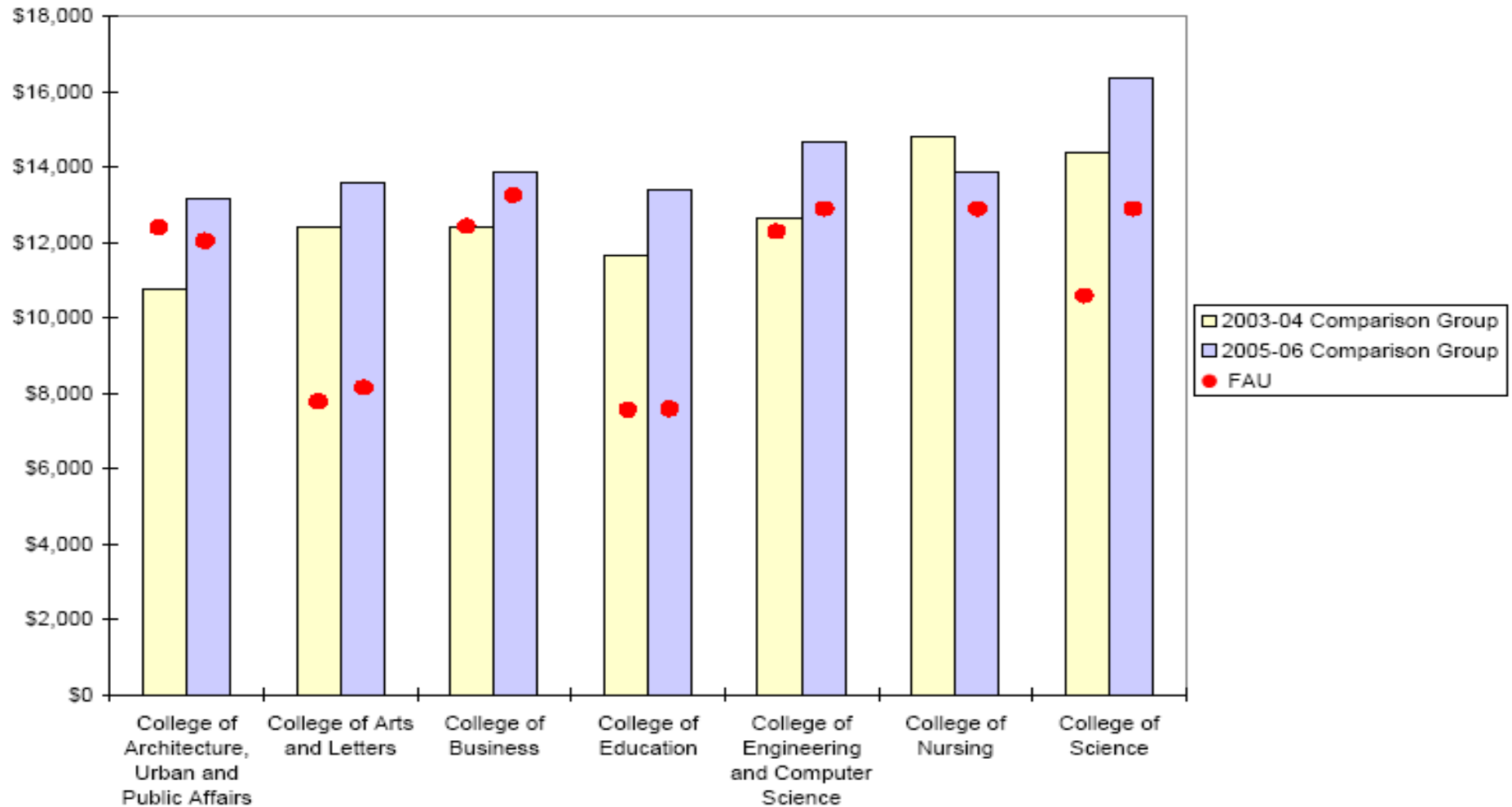
1) Graduate assistant salaries by discipline will be equivalent to 100% of the average reported by Oklahoma State University annual survey and report.

2) At least 70 new graduate assistant positions will be available.

3) Full tuition waivers will be available for all qualified graduate assistants each year.

Strategic Goal 3 – Objective 4, Outcome 1 Report Card

Comparison of Teaching Assistant Stipends



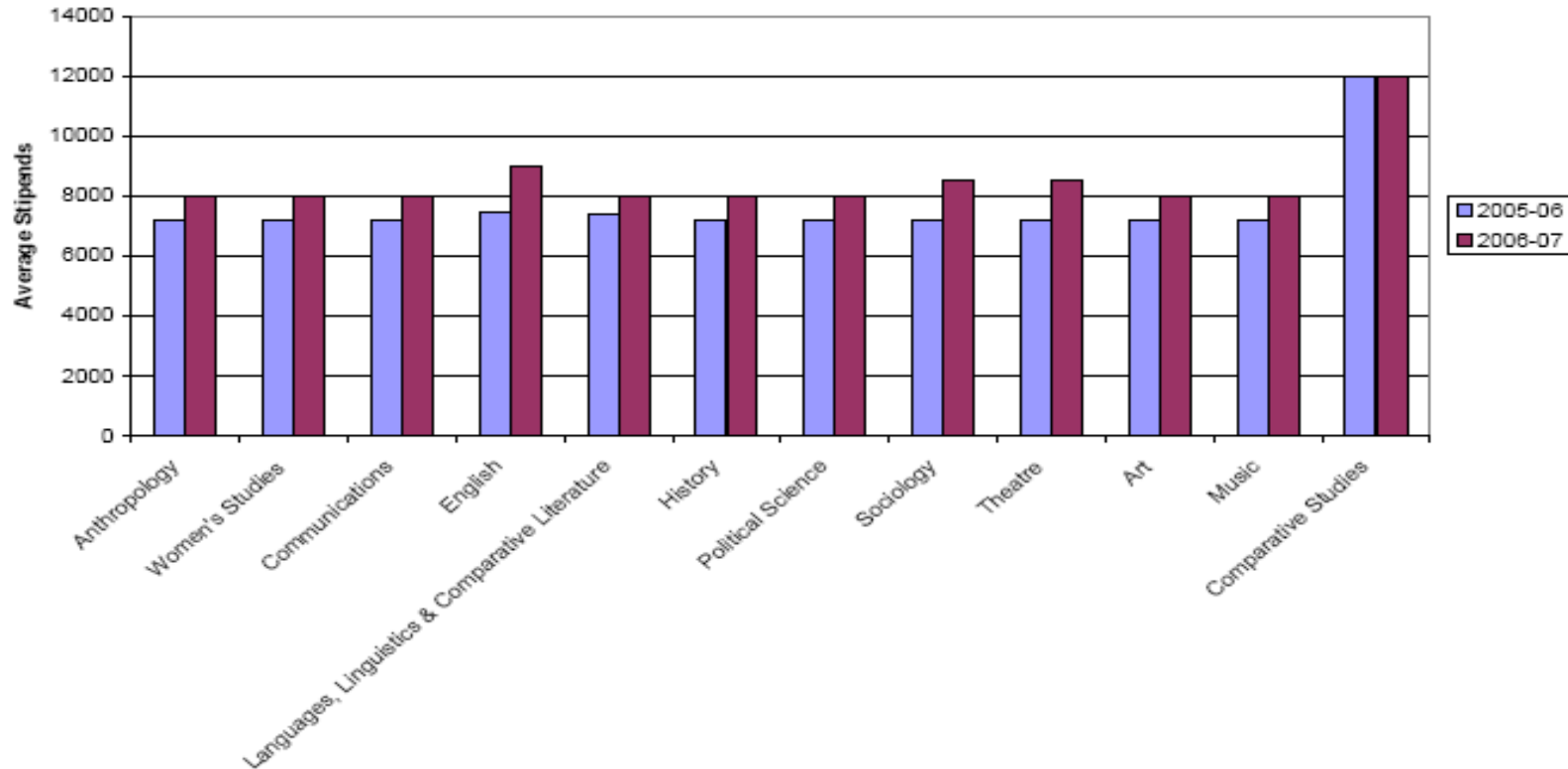
Strategic Goal 3 – Objective 4, Outcome 1 Summary/Outlook

- 647 GTAs and 96 GRAs*
- From 2003-04 to 2005-06 (2-year period), GTA stipends nationally have improved on average about 13 percent.
- For the same period, with the exception of the CES College of Science and to a lesser extent, the BK College of Business, FAU stipends have remained unchanged.
- National data for 2006-07 not yet available
- But for FAU 2006-07, \$250,000 re-allocated internally to Arts & Letters. Resulted in an 11 percent increase for most departments.

* As of Fall 2006

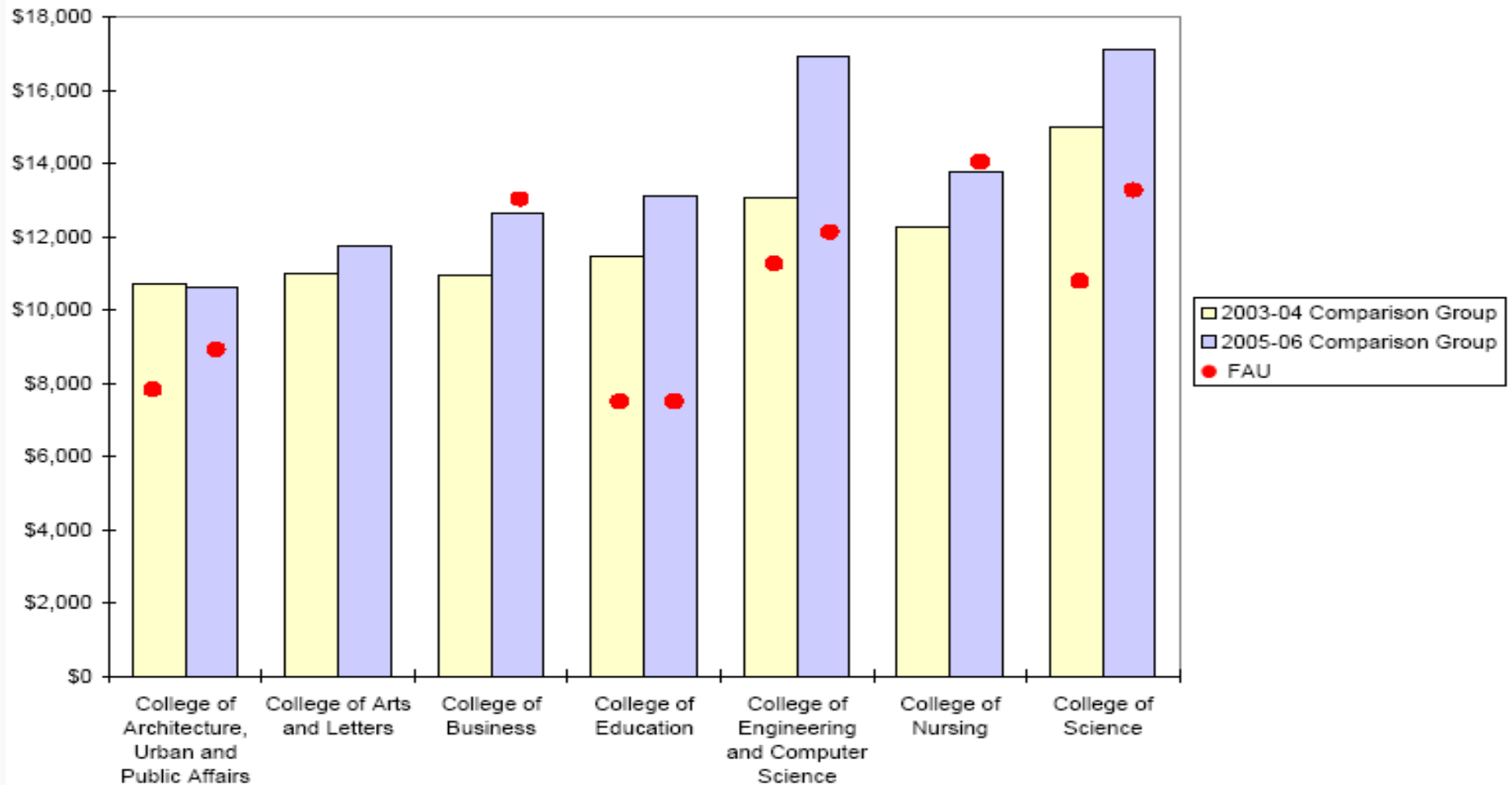
Strategic Goal 3 – Objective 4, Outcome 1- A&L Stipends

College of Arts & Letters Average Stipends
2005-06 to 2006-07



Strategic Goal 3 – Objective 4, Outcome 1 Report Card

Comparison of Research Assistant Stipends



Strategic Goal 3 – Objective 4, Outcome 2 Summary/Outlook

- **No Progress**

Strategic Goal 3 – Objective 4, Outcome 3 Summary/Outlook

Tuition Waivers:

- **For 2004-05, program budget under-funded by \$3.2 million**
- **2005-06 added \$1.4 million in E&G funds**
- **2006-07 added additional \$1.3 million in E&G funds**
- **For 05-06, 06-07 and 07-08, added \$500K in one-time from Foundation**
- **Waiver budget fully funded for current level of tuition**

Strategic Goal 3 – Objective 5

- **Objective 5**
Provide competitive faculty salaries that will assure recruitment and retention of a diverse and highly productive faculty who will contribute to building superior academic programs and research capacity
- **Outcomes**
Faculty salaries will meet or exceed peer institution averages by rank by discipline, subject to good faith collective bargaining and applicable labor and employment laws.

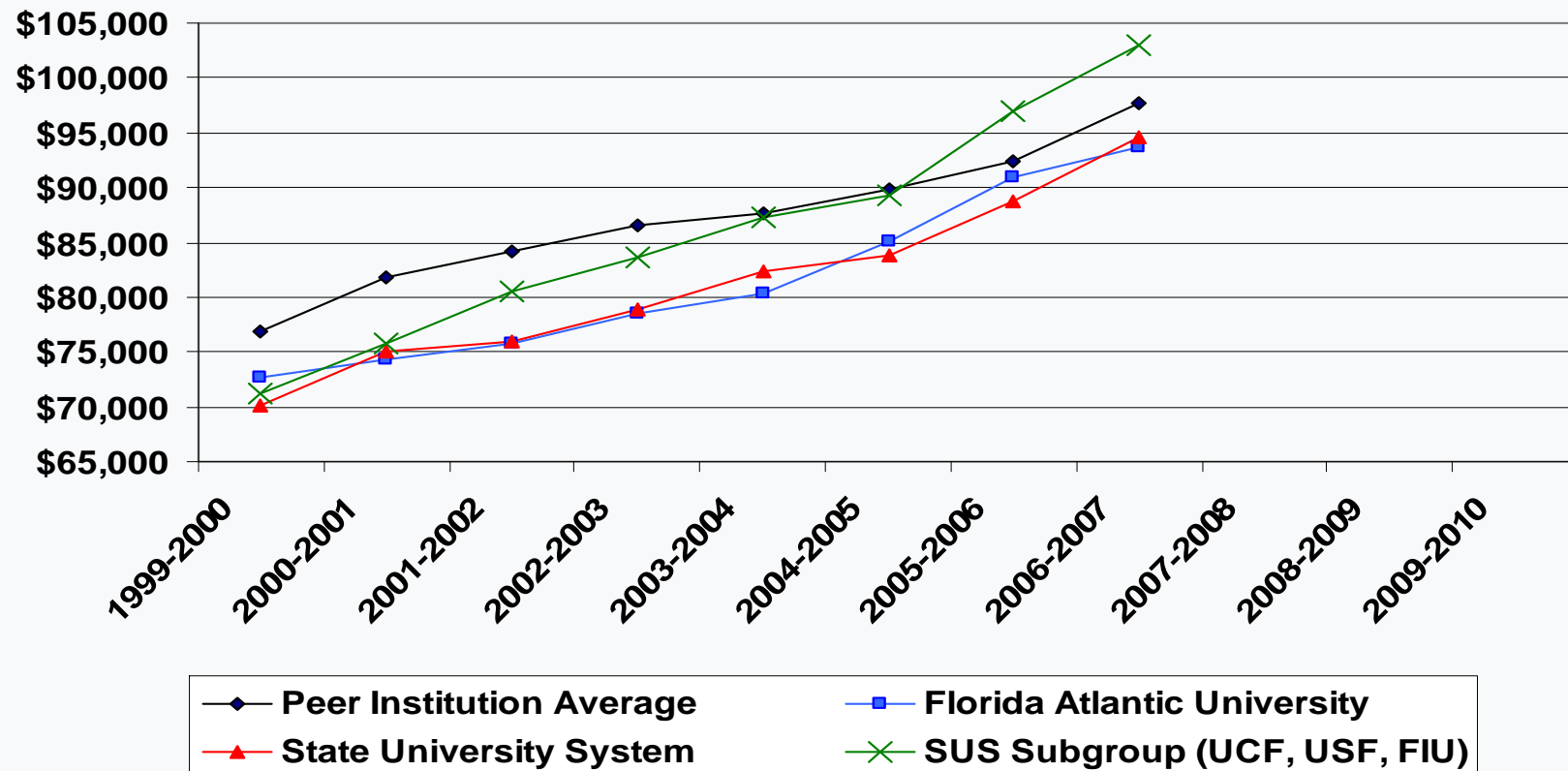
Strategic Goal 3 – Objective 5 Summary/Outlook

- For 2005-06 budget year, faculty salaries increased on average 5.1 percent (3.6 percent state appropriation, 1.5 percent BOT).
- For 2006-07 budget year, faculty salaries increased on average 4.25 percent (3.0 percent state appropriation, 1.25 percent BOT).
- Current legislative proposal for 2007-08 is 2.44 percent.

*FAU Faculty Salaries on the following slides do not reflect the 1.5 percent merit increase approved by the BOT for 2007-08 salaries.

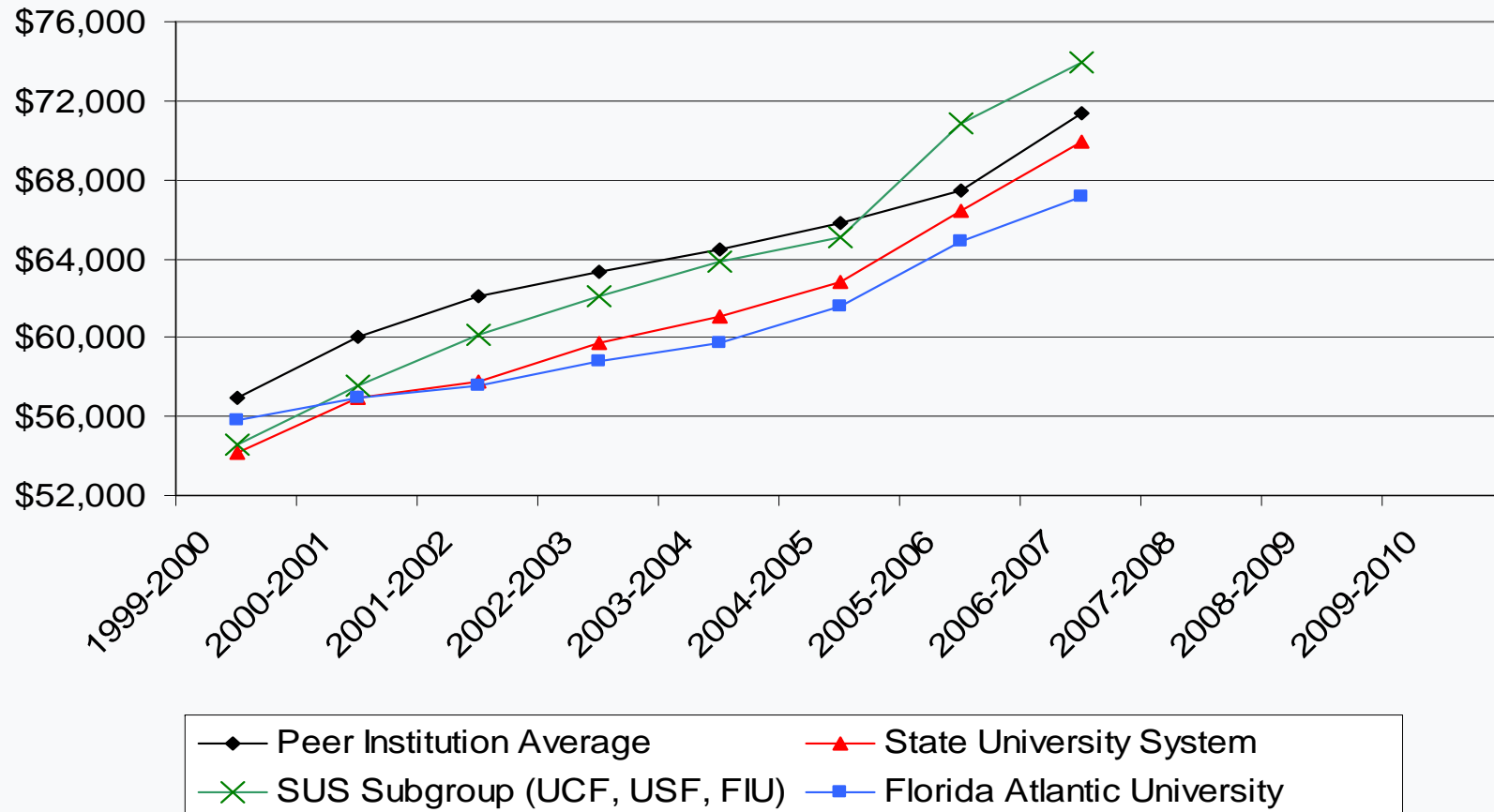
Strategic Goal 3 – Objective 5 Report Card

AAUP Salary Comparison, Professors, 1999-2000 to 2006-07



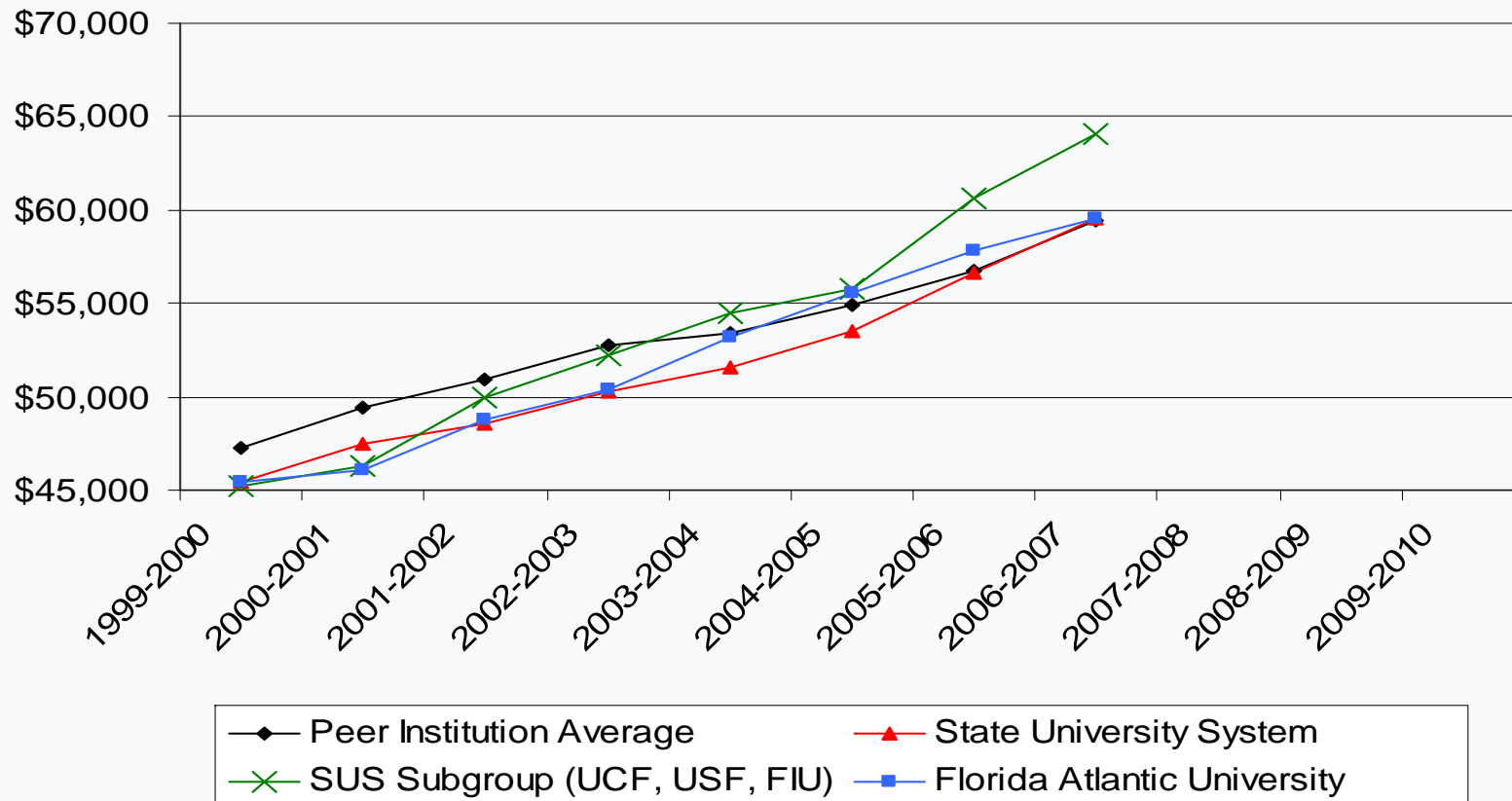
Strategic Goal 3 – Objective 5 Report Card

AAUP Salary Comparison Associate Professors, 1999-2000 to 2006-07



Strategic Goal 3 – Objective 5 Report Card

AAUP Salary Comparison, Assistant Professors, 1999-2000 to 2006-07



Strategic Goal 3 – Objective 6

- **Objective 6**

Adopt strategies that will institutionalize diversity among the University's faculty and staff

- **Outcomes**

A preliminary report from the committee will identify challenges to diversity and suggest best policies and practices to meet those challenges.

Strategic Goal 3 – Objective 6 Summary/Outlook

The outcome designated in 6-1 was met in June 2006 when the Report on the Status of Diversity was presented to the FAU Board of Trustees. In that Report, objectives and strategies were identified in several areas -- hiring practices, employee programs, and student programs – to be accomplished over the next several years. Some of the committee priorities accomplished this year include:

- **Hiring an Assistant Director of Training and Diversity in the Office of Human Resources (May 14, 2007 start date)**
- **Supporting employee recruiting advertisements with display ads in publications with a diverse readership**
- **Implementing and organizing a faculty lecture series: Affirming Diversity – Perspectives on Multiculturalism**

Strategic Goal 3 – Objective 6 Summary/Outlook (con't)

- Supporting university wide efforts to highlight events during Heritage months
- Establishing a website: *Affirming Diversity*
<http://www.fau.edu/president/diversity/>
- Conducting a workshop for Chairs and Directors on best practices in hiring for diversity
- Diversity being incorporated into the Employee Handbook and will be a reference point during New Hire Orientation
- The FAU Foundation transferred \$545,100 to the Office of Financial Aid, which then received a dollar for dollar match under the newly created State of Florida First Generation Matching Program, generating \$1,090,200 for qualified students
- Outreach efforts at conferences and meetings

Strategic Goal 3 – Objective 7

- **Objective 7**

Provide appropriate base operations and maintenance (O&M) budgets, including expense and OPS, to academic and support units

- **Outcomes**

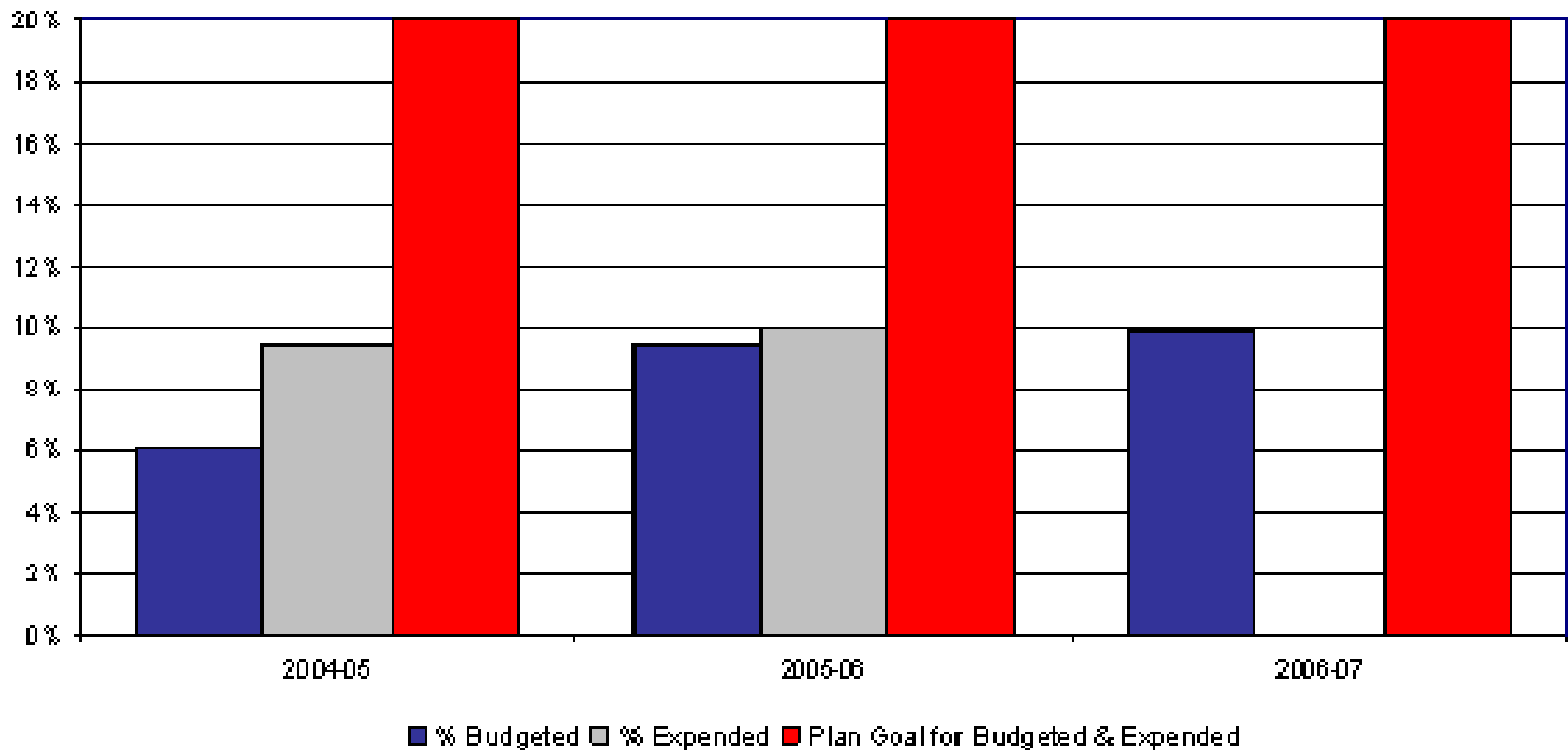
1) All units within the University will have adequate operations and maintenance budgets to carry out required tasks.

2) All units within the University will have adequate operations and maintenance budgets to carry out required tasks.

3) Revised O&M budgets will be used for funding.

Strategic Goal 3 – Objective 7 Report Card

Percent of I&R Amounts Budgeted vs. Expended for Academic and Research Support (non-personnel)



Strategic Goal 3 – Objective 7 Summary/Outlook

- **Academic support costs other than salaries: Telephone, postage, faculty travel, computer purchase, non-expendable classroom materials.**
- **Will be up-dated for 2006-07 at end of fiscal year**
- **2004-05 expenditures exceeded budgeted by 3.8%**
- **2005-06 “budgeted” increased by 3.8% and approximated expenditures**
- **Within overall university budget will continue to seek opportunities to re-allocate funds to base O&M budgets.**