



FLORIDA ATLANTIC UNIVERSITY

Board of Trustees

Item: CG: A-1

Tuesday, June 16, 2026

**SUBJECT: APPROVAL OF A LEGISLATIVE BUDGET REQUEST (LBR)  
FLORIDA ATLANTIC UNIVERSITY OPPORTUNITY ENGINE:  
RECRUIT, RETAIN, RISE**

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**PROPOSED ACTION**

The approval of the FY2027-28 Legislative Budget Request to seek funding for Florida Atlantic University's Opportunity Engine: Recruit. Retain. Rise.

**BACKGROUND INFORMATION**

Each year, in anticipation of the upcoming state legislative session, State University System (SUS) institutions are required to submit their operational legislative budget requests (LBR) to the Board of Governors (BOG) for review. *Florida Atlantic's Opportunity Engine: Recruit. Retain. Rise.* is classified as a university-unique budget request. As stated in the attached LBR documents, the university is requesting \$51.3 million in recurring and nonrecurring funds to power the Opportunity Engine through three strategic goals – Recruit, Retain, and Rise.

Few institutions across the nation – if any – have had the type of transformational success that Florida Atlantic University has experienced. With bold support from the State of Florida and its visionary leaders, Florida Atlantic is an engine of opportunity. The university has rapidly increased graduation rates, research expenditures, and reached record highs in student retention, philanthropic giving, and enrollment. These outcomes were realized while expanding access to first-generation students and earning national recognition for institutional transformation.

Under new University leadership and as the institution embarks on its next strategic plan, this proposal also aligns with the Board of Governors' SUS 30 plan and the 2026 FAU Accountability

Plan.

The proposal also ensures that Florida Atlantic will have the necessary resources to continue on its remarkable trajectory of ensuring student success, growing enrollments and leading in quantum technologies as it expands its research enterprise.

To sustain this trajectory, Florida Atlantic requests **\$51.3 million** in new state investment. This funding will power the Opportunity Engine through three strategic goals:

1. **Recruit:** Invest in Nationally Competitive Faculty for Enrollment Growth.
2. **Retain:** Address Compression for Existing Faculty & Staff to Support Students.
3. **Rise:** Quantum Infrastructure for Advanced Technologies, Talent and Research.

Since 2019, the Board of Governors has required that an institution's Board of Trustees must approve the university-unique LBRs and subsequently submit them to the BOG by a specified date. This year, the BOG has provided guidance that asks university boards to ensure that LBRs are board approved and submitted prior to July 15, 2026.

#### Implementation Plan/Date

Upon approval by the Board, the Provost's office will submit the attached LBR documentation and inform BOG staff that the Florida Atlantic Board of Trustees has reviewed and supports the request.

#### Fiscal Implications

See attached LBR for proposed budget estimates.

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**Supporting Documentation:** State University System E&G 2027-28 Legislative Budget Request Form I & II (attached)

**Presented by:** Mr. Ryan Britton, Vice President for Government Relations and Economic Development

**Phone:** 561-297-2583



**State University System  
Education and General  
2027-2028 Legislative Budget Request  
Form I**

<b>University(s):</b>	<b>Florida Atlantic University (FAU)</b>
<b>Request Title:</b>	Florida Atlantic's Opportunity Engine: Recruit. Retain. Rise.
<b>Date Request Approved by University Board of Trustees:</b>	June 16, 2026
<b>Recurring Funds Requested:</b>	\$39,839,099
<b>Non-Recurring Funds Requested:</b>	\$11,500,000
<b>Total Funds Requested:</b>	\$51,339,099
<b>Please check the request type below:</b>	
<b>Shared Services/System-Wide Request</b>	<input type="checkbox"/>
<b>Unique Request</b>	<input checked="" type="checkbox"/>

**I. Purpose:**

*1. Describe the overall purpose of the plan, specific goal(s) and metrics, specific activities that will help achieve the goal(s), and how these goals and initiatives align with strategic priorities and accountability plan established by each university (include whether this is a new or expanded service/program). If expanded, what has been accomplished with the current service/program?*

*2. Describe any projected impact on academic programs, student enrollments, and student services.*

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enrollment. These outcomes were realized while expanding access to first-generation students and earning national recognition for institutional transformation.

Under new University leadership and a new strategic plan, this proposal aligns with the Board of Governors' SUS 30 plan and the 2025 FAU Accountability Plan. These documents emphasized the university's unique strengths—its coastal geography, its location in one of the nation's fastest-growing metropolitan regions, and its commitment to serving as a living laboratory for the future of higher education.

As the *Race to Excellence* strategic plan sunsets at the end of this year, this proposal serves as a bridge to FAU's next strategic era—ensuring the university continues to grow enrollment, expand student success, and deliver opportunity without losing momentum. To sustain this trajectory, Florida Atlantic requests **\$51.3 million** in new state investment.

This funding will power the Opportunity Engine through three strategic goals:

1. **Recruit:** Invest in instructional and research faculty to support smart enrollment growth.
2. **Retain:** Establish an innovative total compensation program to address compression and retain top talent.
3. **Rise:** Expand the medical school as the foundation for professional health programs and develop infrastructure to support FAU's new R1 research status.

Opportunity Engine Priority	Investment Focus	Amount
1. Recruit	Invest in Nationally Competitive Faculty for Enrollment Growth	\$17,436,250 Recurring
2. Retain	Address Compression for Existing Faculty & Staff to Support Students	\$11,200,207 Recurring
3. Rise	Quantum Infrastructure for Advanced Technologies, Talent and Research	\$11,202,642 Recurring \$11,500,000 Nonrec
<b>Total Request</b>		<b>\$51,339,099</b>

## 1. RECRUIT

- A. *Invest in Nationally Competitive Faculty for Smart Enrollment Growth*  
\$17,436,250 recurring



Florida Atlantic University and the State of Florida now have a shared opportunity to build on a decade of success by investing in the instructors and researchers of the future—further transforming the university into a testbed for creative and effective teaching methods. This plan proposes the addition of 145 new full-time faculty lines (both world-class researchers and instructors) at competitive salaries (average \$92,500 base plus fringe). These faculty will primarily support STEM disciplines, including Engineering, Health, and Data Analytics, which represent a significant portion of FAU’s undergraduate and graduate enrollment. Approximately 40% of the request will also support general education areas, including Mathematics and Natural Sciences, to ensure a comprehensive academic experience.

Florida Atlantic’s next phase of faculty growth should also be anchored in the distinctive research and innovation assets that no other public university in the state can assemble in quite the same way. The University has now positioned itself as Florida’s first university to publicly host a dedicated onsite quantum computer through its partnership with D-Wave Quantum Inc., creating new opportunities for instruction, applied research, and industry collaboration in optimization, logistics, transportation, artificial intelligence, and materials discovery. At the same time, FAU’s Jupiter campus offers a unique life sciences and neuroscience platform through its longstanding partnerships with the Max Planck Florida Institute for Neuroscience and the UF Scripps Institute for Biomedical Innovation and Technology, giving the University an unusual ability to recruit faculty and students into globally relevant, high-impact areas of discovery.

Additional faculty investment will also expand FAU’s role as a university defined not only by research excellence, but by social mobility, community engagement, and regional service. FAU’s commitment to first-generation student success is already embedded in dedicated advising, mentoring, and support programs designed to connect students and families to the resources needed for persistence and timely completion. In the health sciences, the Charles E. Schmidt College of Medicine has developed a community-based model with extensive regional partnerships, including more than 300 community organizations across South Florida, alongside outreach and service-learning efforts that connect medical education to the real needs of families, schools, and underserved communities. These investments would therefore strengthen the University’s ability to pair academic growth with public purpose, especially for first-generation students, transfer students, and learners seeking upward mobility through high-value degrees and professions.

Faculty growth should also support emerging workforce-aligned fields where student demand and employer needs are accelerating. One important example is construction management, where FAU has already established certificate-based offerings and where market analysis has identified especially strong opportunity for future program growth, which led to a new degree program in construction and geomatics engineering technology that is directly to the state’s expanded infrastructure and development.



Expanding the full-time faculty base is essential to protect quality, sustain FAU's R1 research trajectory, and preserve competitiveness on the performance indicators that increasingly shape institutional reputation. Total student enrollment increased from 29,829 in Fall 2018 to 32,248 in Fall 2025, while full-time faculty remained flat at 1,159 during that same period. That change increased the number of students per full-time faculty member by more than 8 percent. Enrollment growth has outpaced growth in the full-time instructional and research core. A significant reinvestment in full-time faculty will help FAU strengthen research productivity, improve the student academic experience, and better support successful student outcomes.

These investments will enable smart, strategic enrollment growth as outlined in the 2025 FAU Accountability Plan. Importantly, this means FAU can focus on sustainable revenue streams such as sophomore/junior retention, state college transfers, and re-engagement of stop-outs as outlined in its BOG-approved enrollment strategy. As a result, the University will accelerate projected undergraduate headcount growth by over 5,000 students in five years.

Specific examples of areas for hiring additional faculty:

- Launch strategic faculty cluster in quantum computing, applied AI, and clinical health sciences to expand research and graduate enrollment
- Hire tenure-line faculty in environmental and ocean sciences to grow STEM degrees
- Add interdisciplinary faculty in neuroscience and biomedicine to support R1 research and undergraduate research excellence

## 2. RETAIN

*Address Compression for Existing Faculty & Staff to Support Students*  
\$11,200,207 recurring

To remain competitive in a high-cost region, FAU proposes an innovative compensation program to address salary compression and support employee retention.

Key components include:

- A salary adjustment pool to ensure pay is based on external benchmarking
- A merit-based model for sustained performance rewards
- A total rewards framework to enhance wellness, tuition benefits, and workplace satisfaction

This investment initiates resolution for a much bigger issue of a \$60+ M funding gap compared to SUS peers and supports the university's ability to retain the faculty and staff who directly impact student success.

These funds could address longstanding salary compression and inequities to retain junior faculty and staff in a high-cost region.



### 3. RISE

*Quantum Infrastructure for Advanced Computing Workforce and Research Growth*  
\$11,202,642 recurring and \$11,500,000 nonrecurring

Florida Atlantic University is becoming the first university in Florida to host a dedicated onsite quantum computer, establishing a transformational platform for research, talent development and statewide innovation. Through its partnership with industry-leader D-Wave, FAU is installing an Advantage2 annealing quantum computer in Boca Raton to support hands-on student training, applied research and real-world applications in logistics, transportation and materials discovery. This initiative attracts industry and investment, expands quantum education and workforce development, and strengthens Florida's position as a national leader in advanced technology, research and economic growth.

**II. Return on Investment:** *Describe the outcome(s) anticipated, dashboard indicator(s) to be improved, or return on investment. Be specific. For example, if this issue focuses on improving retention rates, indicate the current retention rate and the expected increase in the retention rate. Similarly, if the issue focuses on expanding access to academic programs or student services, indicate the current and expected outcomes.*

Impact Benchmarks (2029–30):

- Reduce student-faculty ratio from 23:1 to 19:1.
- Increase full-time faculty percentage from 85% to 90%.
- Grow research expenditures from target of \$112M to \$125M.
- Improve academic progress rate (retention) from target of 86.5% to 90%.
- Increase 4-year graduation rate from target of 55.6% to 60%.
- Raise 6-year Pell graduation rate from target of 66% to 70%.
- Raise post-graduation employed/enrolled metric from target of 75% to 80%.

**III. Personnel:** *Describe personnel hiring and retention plans, making sure to connect both plans to initiative(s) and goal(s) described in section I. State the amount of faculty FTE and staff FTE and estimated funding amounts used for retention and new hires in each category. In describing faculty hires, provide overall hiring goals, including academic area(s) of expertise and anticipated hiring level (e.g., assistant professor, associate professor, full professor). Please describe how funds used for faculty or staff retention will help the institution achieve its stated goals.*

University-wide: 145 new faculty FTEs will be hired, with 70% at the Assistant Professor rank, 20% Associate, and 10% Full Professor. Approximately 60% of these hires will support high-demand STEM and health science disciplines, while 40% will strengthen



general education instruction in areas such as mathematics, composition, and civics—ensuring all students benefit from foundational, high-quality teaching.

#### IV. Facilities

*(If this issue requires an expansion or construction of a facility, please complete the following table):*

Facility Project Title	Fiscal Year	Amount Requested	Priority Number
Health Sciences Training and Research Facility	27-28	\$80,921,250	1



**2027-2028 Legislative Budget Request**  
**Education and General**  
**Position and Fiscal Summary**  
**Operating Budget Form II**  
(to be completed for each issue)

**University:** Florida Atlantic University (FAU)

**Issue Title:** Florida Atlantic’s Opportunity Engine: Recruit. Retain. Rise.

	Recurring	Non-Recurring	Total
<b>Positions</b>			
<b>Faculty</b>	197.29	0.00	197.29
<b>Other (A&amp;P/USPS)</b>	0.00	0.00	0.00
<b>Total</b>	<b>197.29</b>	<b>0.00</b>	<b>197.29</b>
<b>Salaries and Benefits</b>	\$39,839,099.00	\$0.00	\$39,839,099.00
<b>Other Personal Services</b>	\$0.00	\$0.00	\$0.00
<b>Expenses</b>	\$0.00	\$0.00	\$0.00
<b>Operating Capital Outlay</b>	\$0.00	\$11,500,000.00	\$11,500,000.00
<b>Electronic Data Processing</b>	\$0.00	\$0.00	\$0.00
<b>Financial Aid</b>	\$0.00	\$0.00	\$0.00
<b>Special Category (Specific)</b>	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00
<b>Grand Total</b>	<b>\$39,839,099.00</b>	<b>\$11,500,000.00</b>	<b>\$51,339,099.00</b>