

Goal 1.1: We will make our college a top choice for high performing students who share our mission, vision, and values.

Metric 1: The total undergraduate enrollment (2,449), currently 433 FAMU students and 2,016 FSU students, will increase by 3% each year.

Metric 2: The total New First Time in College (FTIC) enrollment (677), currently 144 FAMU students and 533 FSU students, will increase by 2% each year.

Metric 3: 50% of the College's engineering students will have graduated in the Top 10% of their high school class and rank.

Metric 4: The average ACT/SAT test scores of incoming students will be in the 90th percentile nationally.

Goal 1.2: We will develop and provide funding opportunities to support students' financial needs.

Metric 1: The percentage of PhD students supported by external funding sources will increase from 38% to 70% within five years.

Metric 2: Per student spending will increase by 2% annually, with respect to baseline expenditures.

Metric 3: The College's 4 Year Pell Grant Student graduation rate will remain above 35%.

Metric 4: The College's 6 Year Pell Grant Student graduation rate will remain above 55%.

Goal 1.3: We will foster an environment that is conducive to learning and a high-quality student experience.

Metric 1: 65% of students will indicate that they were "very satisfied" with the College's "customer service" on annual exit surveys.

Metric 2: The second-year retention rate of engineering undergraduate students will reach 90-95%.

Metric 3: The average student rating for all courses taught by full-time and adjunct faculty will be greater than 4.0 for course content and 4.2 for instructor efficacy.

Metric 4: The Student-to-Faculty ratio will be 23:1; FTE students/FTE Faculty. (UG+Grad students = 2919/126 faculty)

Metric 5: 50% of engineering course sections will have under 20 students.

Metric 6: 25% of undergraduate students will participate in College programs, events, student organizations and/or outreach activities.

Goal 1.4: We will provide our students with opportunities to engage in educational and industry experiences so they can thrive in a diverse engineering workforce.

Metric 1: The number of students participating in commercialization and entrepreneurial programs or completing an entrepreneurship course will increase by 5% each year.

Metric 2: The number of students that interact with industry partners through membership, internship placement, or research activities will increase by 5% each year.

Metric 3: The number of faculty participating in extra and co-curricular engagement activities (senior design projects, mentoring, student organizations, etc.) will increase by 5% each year.

Goal 1.5: We will increase progression through degree programs and the timely graduation of our students.

Metric 1: The College's four-year graduation rate will increase 2% annually with respect to current rates for students from each university.

Metric 2: The College's six-year graduation rate will increase 2% annually with respect to current rates for students from each university.

Metric 3: Total undergraduate degree production will increase to 50 (currently 41) at FAMU and 375 (currently 360) at FSU.

Metric 4: Freshmen retention rate will reach or exceed 90% annually.

Goal 2.1: We will recruit, retain, and engage high-quality faculty in areas that impact the future of engineering.

Metric 1: The total number of tenure-line faculty will increase to 150 within five years.

Metric 2: The average PhD enrollment per faculty will increase 8% annually from 2.7 to 4.

Metric 3: The number of full-time faculty with at least one active external grant (PI or Co-PI) will grow by a minimum of 5% annually.

Metric 4: The average faculty compensation (pay and benefits) will remain competitive and in alignment with state and national norms for R1 engineering colleges.

Metric 5: To engage faculty, the College will host a minimum of 2 faculty meetings per year, distribute weekly informative e-newsletters, and provide funding for professional development opportunities.

Goal 2.2: We will recruit, train, and graduate the next generation of outstanding engineers with advanced degrees.

Metric 1: Total masters enrollment, currently 19 FAMU students and 184 FSU students, will increase annually by 3%.

Metric 2: Total doctorate enrollment, currently 48 FAMU students and 219 FSU students, will increase annually by 3%.

Metric 3: Masters degrees awarded, currently 13 FAMU graduates and 219 FSU graduates, will increase annually by 2%.

Metric 4: Doctoral degrees awarded, currently 8 FAMU graduates and 33 FSU graduates, will increase annually by 2%.

Goal 2.3: We will pursue impactful, groundbreaking research through multi-disciplinary partnerships and through the growth and development of centers and institutes.

Metric 1: Total FAMU administered grant awards for the College, currently \$14,270,000, will increase annually by 10%.

Metric 2: Total FSU administered grant awards for the College, currently \$30,100,000, will increase annually by 10%.

Metric 3: Annual FAMU research expenditures administered for the College, currently \$5,300,000, will increase annually by 10%.

Metric 4: Annual FSU research expenditures administered for the College, currently \$29,400,000, will increase annually by 10%.

Metric 5: Greater than 1% of College research expenditures will be invested annually in seed funding and start-up assistance through research centers for cross-discipline research endeavors.

Goal 2.4: We will promote a culture of inclusive excellence that develops intellectual curiosity in a supportive environment.

Metric 1: The number of peer-reviewed publications or comparable scholarship activity, currently 459 instances, will increase annually by 5%.

Metric 2: The percentage of full-time faculty with at least one creative project or activity, currently at 50%, will increase to 75%.

Metric 3: The College will host 5 National Academy of Engineering Fellows annually during the Dean's Distinguished Seminar series.

Metric 4: 65% of students will indicate that the College provided a supportive environment on their exit survey.

Goal 3.1: We will increase our visibility and reputation at the local, state, and national level.

Metric 1: All College of Engineering programs will remain in good standing with ABET (Accreditation Board of Engineering & Technology).

Metric 2: The National Graduate ranking of the FAMU-FSU College of Engineering by U.S. News & World report will rise from #92 to #50.

Metric 3: The National Undergraduate ranking of the FAMU-FSU College of Engineering by U.S. News & World report will rise from #104 to #75.

Metric 4: The College's peer assessment ranking, currently 2.4, will increase to 3.5.

Goal 3.2: We will develop strategies, tactics and plans to raise the awareness of our exceptional educational experience, accolades, research, and expertise to all stakeholders.

Metric 1: The College will participate in 5 promotional regional or national opportunities or events annually.

Metric 2: The College will publish and distribute 3 impact or annual reports annually.

Metric 3: The College will distribute 10 promotional communications through parent and partner organizations annually.

Goal 3.3: We will create a framework and environment that encourages and facilitates the engagement of faculty, staff, and students in educational outreach with the community and K-12 students locally, state-wide, and nationally.

Metric 1: The percentage of fulltime faculty participating in at least 1 outreach/community service project will increase to 35%.

Metric 2: The number of outreach activities sponsored by the College, including outreach programs at the Challenger Learning Center, will increase to 50 annually.

Metric 3: The number of K-12 students, teachers, parents and community members served in STEM outreach activities and programs, including those served by the Challenger Learning Center, will

Metric 4: The number of students, faculty, and staff participating in STEM outreach activities affecting K-12 students, teachers, parents and community members will increase by 5% annually.

Goal 4.1: We will diversify and expand our fiscal resources by increasing fundraising, donations, sponsorships and/or auxiliary revenue procurement.

Metric 1: The College, between both universities, will fundraise \$2,000,000 in the first year, with 5% annual increase thereafter.

Metric 2: Giving participation by College alumni will increase annually by 5%.

Goal 4.2: We will increase our access to high-quality research and educational space for the benefit of all faculty, staff, and students.

Metric 1: The College's square footage of educational space will grow by 5%.

Metric 2: The College's square footage of funded research space will increase by 5%.

Goal 4.3: We will recruit, retain, and engage highly qualified staff and pay them at a competitive and equitable rate within Florida and the nation.

Metric 1: Annual payroll analysis will demonstrate a 1:1 equity among similar positions funded by the college, accounting for education and experience.

Metric 2: 60% of staff will indicate that they are "very satisfied" with their work environment in annual surveys.

Goal 4.4: We will ensure an equitable and transparent operation of the joint college by clarifying and standardizing the duties and roles for all faculty and staff.

Metric 1: The College will distribute organizational charts to faculty and staff annually and make available on the College's file share service.

Metric 2: The College's MOU with parent universities will incorporate updates for the aforementioned strategies (4.4.1, 4.4.2, 4.4.4).

Goal 4.5: We will adopt a standardized instructional technology and cyber-infrastructure that is uniformly accessible.

Metric 1: All valid users (and only valid users) will be able to login to multi-user workstations at the college with credentials from their institution.

Metric 2: All valid users (and only valid users) will have access to a sufficient virtual software delivery platform using login credentials from their home institution, or will receive necessary credentials to support this use in a timely manner.

Metric 3: Available university research computing centers will receive necessary credentialing information for all engineering users in a timely manner.

Metric 4: 60% of all college users will indicate that they are "very satisfied" with available IT services, features and capabilities on annual surveys.

Metric 5: The College's MOU with parent universities will incorporate updates and expectations for the aforementioned strategies (4.5.1, 4.5.2, 4.5.3, 4.5.5).

Goal 5.1: We will identify and celebrate the uniqueness of our joint college.

Metric 1: Audits of internal and external communications will demonstrate at least 90%-95% compliance with the branding standards of the "One College" identity.

Metric 2: The College will host at least one annual event for students, faculty, alumni and other stakeholders that celebrates the College's uniqueness, such as the annual Green & Gold Tailgate.

Metric 3: The College will create and maintain a user-friendly and accessible portal that combines data from both universities with 100% accuracy and update it monthly.

Goal 5.2: We will ensure equitable and fair access to resources for all faculty, staff, and students.

Metric 1: The College's MOU with parent universities will incorporate updates for the aforementioned strategies (5.2.1, 5.2.2, and 5.2.3.).

Goal 5.3: We will ensure equitable representation within our campus and with external stakeholders.

Metric 1: At least one faculty or staff member from each university is serving in each of the leadership roles defined in Strategy 5.3.1 and 5.3.2.

Metric 2: The College's MOU with parent universities will incorporate updates for the aforementioned strategies (5.3.3 and 5.3.4).