

**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 will increase by 3% each year.

**Metric 2:** The total New First Time in College enrollment 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 median 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%.

**Metric 5:** The annual growth of scholarship funds available will increase 3% each year.

**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 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 3:** The Student-to-Faculty ratio will remain at, or below, 23:1; FTE students/FTE Faculty.

**Metric 4:** 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.

**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:** Faculty mentorship of PhD students will increase 8% annually, resulting in a 4:1 PhD student to Faculty ratio within 5 years.

**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 engineering colleges within R1 universities.

**Metric 5:** The College will host a minimum of 2 faculty meetings per year and distribute informative e-newsletters.

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

**Metric 1:** Total masters enrollment will increase annually by 3%.

**Metric 2:** Total doctorate enrollment will increase annually by 3%.

**Metric 3:** Masters degrees awarded will increase annually by 2%.

**Metric 4:** Doctoral degrees awarded 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 will increase annually by 10%.

**Metric 2:** Total FSU administered grant awards for the College will increase annually by 10%.

<b>Metric 3:</b> Annual FAMU research expenditures administered for the College will increase annually by 10%.
<b>Metric 4:</b> Annual FSU research expenditures administered for the College will increase annually by 10%.
<b>Metric 5:</b> 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.
<b>Goal 2.4: We will promote a culture of inclusive excellence that develops intellectual curiosity in a supportive environment.</b>
<b>Metric 1:</b> The number of peer-reviewed publications or comparable scholarship activity will increase annually by 5%.
<b>Metric 2:</b> The percentage of full-time faculty with at least one creative project or activity will increase to 75%.
<b>Metric 3:</b> The College will host at least 5 National Academy of Engineering Fellows annually during the Dean’s Distinguished Seminar series.
<b>Metric 4:</b> 65% of students will indicate that they felt supported in their graduate and research endeavors on their exit survey.
<b>Goal 3.1: We will increase our visibility and reputation at the local, state, and national levels.</b>
<b>Metric 1:</b> All College of Engineering programs will remain in good standing with the EAC of ABET.
<b>Metric 2:</b> The National Graduate ranking of the FAMU-FSU College of Engineering by U.S. News & World report will rise to #50 or higher.
<b>Metric 3:</b> The National Undergraduate ranking of the FAMU-FSU College of Engineering by U.S. News & World report will rise to #75 or higher.
<b>Metric 4:</b> The College’s peer assessment ranking will increase to 3.5.
<b>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.</b>
<b>Metric 1:</b> The College will participate in at least 5 promotional regional or national opportunities or events annually.
<b>Metric 2:</b> The College will publish and distribute at least 3 impact or annual reports annually.
<b>Metric 3:</b> The College will distribute at least 10 promotional communications through parent and partner organizations annually.
<b>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.</b>
<b>Metric 1:</b> The percentage of fulltime faculty participating in at least 1 outreach/community service project will increase to 35%.
<b>Metric 2:</b> The College, including the Challenger Learning Center of Tallahassee, will participate in at least 50 outreach activities annually.
<b>Metric 3:</b> 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 be at least 50,000 per year.
<b>Metric 4:</b> 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.
<b>Goal 4.1: We will diversify and expand our fiscal resources by increasing fundraising, donations, sponsorships and/or auxiliary revenue procurement.</b>
<b>Metric 1:</b> The College, between both universities, will fundraise \$2,000,000 in the first year, with 5% annual increase thereafter.
<b>Metric 2:</b> Giving participation by College alumni will increase annually by 5%.
<b>Goal 4.2: We will increase our access to high-quality research and educational space for the benefit of all faculty, staff, and students.</b>
<b>Metric 1:</b> In the next five years, the college’s square footage of educational space will grow by 5%.
<b>Metric 2:</b> In the next five years, the college’s square footage of research space will grow by 5%.
<b>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.</b>
<b>Metric 1:</b> Annual payroll analysis will demonstrate a 1:1 equity among similar positions funded by the college, accounting for education and experience.
<b>Metric 2:</b> 60% of staff will indicate that they are “very satisfied” with their work environment in annual surveys.
<b>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.</b>
<b>Metric 1:</b> The College will distribute organizational charts to faculty and staff annually and make available on the College’s file share service.
<b>Metric 2:</b> An analysis of college policy documents demonstrates a consistency among position descriptions for positions with similar roles and responsibilities.
<b>Metric 3:</b> An annual assessment of personnel documents demonstrates that all COE faculty and staff have a joint appointment at both universities, except in the rare instance that the individual’s job duties are exclusive to one university.

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

**Metric 1:** An annual assessment demonstrates that all valid users can login to multi-user workstations at the college with credentials from their institution.

**Metric 2:** An annual assessment demonstrates that all valid users are able to access a sufficient virtual software delivery platform using login credentials from their home institution, or they received necessary credentials to support this use in a timely manner.

**Metric 3:** An annual assessment will demonstrate that all engineering users can access research computing centers, as necessary.

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

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

**Metric 1:** Annual assessments demonstrate a 90% compliance rate with the with the branding standards of the “One College” identity for internal and external communications.

**Metric 2:** The College will host at least one annual event for students, faculty, alumni and other stakeholders that celebrates the College’s uniqueness.

**Metric 3:** Within the first year, a user-friendly and accurate data portal was created. Annual assessments thereafter demonstrate the continued accessibility and functionality of the data.

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

**Metric 1:** Annual surveys are conducted to gauge usage rates and student satisfaction with transportation services to/from the College campus, and 80% of the users state that they are “satisfied” with College transportation services.

**Metric 2:** Annual surveys are conducted to assess faculty satisfaction utilizing and accessing the research support services at both universities, including proposal submission support and the accessibility of internal and external award programs. 80% of the faculty surveyed indicate they are “satisfied” with their usage and access to research support services at both universities.

**Metric 3:** Conducted annual surveys collecting data on the number of faculty and students that utilize libraries, research facilities, and training offices at their non-associated parent university. 80% of faculty and students surveyed will indicate they were not denied access and are “satisfied” with their services.

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

**Metric 1:** At least one tenure-line faculty member from each university will be serving in each of the roles of Associate Dean and Department Chair as assessed annually.

**Metric 2:** At least one staff member, or non-tenure line faculty member, from each university will be serving in each of the roles of Assistant Dean and Unit Director as assessed annually.

**Metric 3:** The nomination for and recognition of faculty and staff members at the College for awards will be proportional to the population of faculty, staff, and students from each university. The proportional designation of faculty, staff, and students from the two universities will be calculated every year.

**Metric 4:** The nomination for and appointment of faculty, staff and students at the College to boards, committees, and professional organizations will be proportional to the population of faculty, staff, and students from each university. The proportional designation of faculty, staff, and students from the two universities will be calculated every year.