The FSU Office of Research is engaged in a multifaceted process that will yield a faculty-informed strategic plan for research at Florida State.
ASPIRE COMMITTEE MEMBERS

Ali Bangura  
MagLab

Brian Barton  
Graduate School*

Neelam Bharti  
Libraries*

Bridget Birmingham  
Faculty Senate President

Patricia Born  
Business

Jennifer Copp  
Criminology & Criminal J.

Sarah Eyerly  
Music

Debi Fadool  
A&S-Bio & Postdoc Dir.

Heather Flynn  
Medicine

Jonathan Fozard  
ITS*

Carolina Gonzalez  

Matt Hauer  

Roxanne Hughes  
MagLab

Katie Kehoe  
Fine Arts

Richard Liang  
Engineering

Nathan Line  
Hospitality

Jake Linford  
Law

Marcia Mardis  
Communication & Inform.

Meredith McQuerry  
Entrepreneurship

Josh Newman  
Education/HHS

Yaacov Petscher  
Social Work

Harrison Prosper  
A&S-Physics

Gary Tyson  
Arts & Sci-Comp. Sci.

Frankie Wong  
Nursing

*members representing overarching areas
ASPIRE SUPPORT & FACILITATION

**Hal Beardall**, Director, FCRC Consensus Center

**Joe Frascella**, Chief Clinical Officer, FSU

**Rachel Goff-Albritton**, Assistant Director, Research Development

**Kathleen Haughney**, Assistant Director, Research Communication

**William Hill**, Director and Attending Veterinarian, Laboratory Animal Resources

**Beth Hodges**, Director, Research Development

**Eric Holmes**, Assistant Vice President for Research

**Rafael Montalvo**, Associate Director, FCRC Consensus Center

**Kerry Peluso**, Associate Vice President for Research

**Nicole Viverito**, Coordinator, Health Science, Research Development
A Preeminent Florida University
Carnegie R1 Institution
Founded 1851
STUDENTS

44,597 STUDENTS
74% undergraduate
24% graduate/professional
2% non-degree seeking

130 COUNTRIES REPRESENTED

71,788 APPLICANTS in 2022
156% Growth since 2016

96% FRESHMAN RETENTION
The Best 4-Year Graduation rate in Florida
ACADEMICS

17 COLLEGES
58+ CENTERS & INSTITUTES

103 Baccalaureate Degree Programs
   196 fields

107 Masters Degree Programs
   227 fields

63 Doctoral Degree Programs
   138 fields

4 Professional Degree Programs
   8 fields

FACULTY NATIONAL AWARDS

143 Association of American University Awards
200 Top American Research University Awards
454+ Additional Honors

20 FSU graduate programs are nationally ranked in the top 25
Florida’s Future Workforce

OUR GRADUATES

SEEKING EMPLOYMENT
83% one or more job offers

PURSUING FURTHER EDUCATION
81% one or more admission offers
INNOVATION

JIM MORAN INSTITUTE FOR GLOBAL ENTREPRENEURSHIP

Training business leaders across FL
- Jacksonville
- Orlando
- Tampa Bay
- Tallahassee
- South Florida

OUR TIME IS NOW

1st STAND ALONE COLLEGE OF ENTREPRENEURSHIP

928 STUDENT AND GRADUATE STARTUPS

$6M NEW NSF AWARD TO ACCELERATE RESEARCH TRANSLATION

JIM MORAN INSTITUTE FOR GLOBAL ENTREPRENEURSHIP
RESEARCH

NATIONAL SCIENCE FOUNDATION
Highest funding in Florida
$75.4M in 2023

NATIONAL INSTITUTES OF HEALTH
Area of focus for targeted growth
$45.5M in 2023

$400+M Total Research Expenditures
Identify strategic areas of focus and investment to ensure FSU’s burgeoning research enterprise has sustainable impact for our future.
STRATEGIES
Growing and supporting diverse faculty and staff is the key enabler for achieving our ambitious goals. Competition for top talent is fierce, and we must intensify our efforts to recruit and retain outstanding people and support their career development.

1.1. Retain and recruit high-quality faculty and staff.
1.2. Increase research support.
1.3. Support broad perspectives and inputs.
1.4. Establish incentives that encourage creativity and innovation.
1.5. Invest in research assistants and post-docs.
STRATEGY #1 Our People

1. Retain and recruit high-quality faculty and staff.

2. Increase research support.

3. Support broad perspectives and inputs.

4. Establish incentives that encourage creativity and innovation.

5. Invest in research assistants and post-docs.

• Ensure start-up packages and compensation are competitive with peer institutions
• Plan for teaching loads to be competitive with peer institutions
• Boost ongoing professional development opportunities and protections for faculty and staff
STRATEGY #1 Our People

1. Retain and recruit high-quality faculty and staff.

2. **Increase research support.**

3. Support broad perspectives and inputs.

4. Establish incentives that encourage creativity and innovation.

5. Invest in research assistants and post-docs.

- Grow the number of high-quality departmental grants management staff
- Develop grants support plans for underserved colleges/units
- Enhance assistance with grants development and management
STRATEGY #1 Our People

1. Retain and recruit high-quality faculty and staff.
2. Increase research support.
3. **Support broad perspectives and inputs.**
4. Establish incentives that encourage creativity and innovation.
5. Invest in research assistants and post-docs.

- Preserve the academic freedom of faculty research and scholarship
- Foster a culture of respect and inclusion that lead to a sense of belonging for all members of the campus community
- Train and mentor our research community to encourage varying perspectives that lead to better outcomes
STRATEGY #1 Our People

1. Retain and recruit high-quality faculty and staff.

2. Increase research support.

3. Support broad perspectives and inputs.

4. **Establish incentives that encourage creativity and innovation.**
   - Develop a reward and recognition system that promotes the participation in creative and innovative endeavors
   - Outline paths for promotion and opportunities for professional growth

5. Invest in research assistants and post-docs.
STRATEGY #1 Our People

1. Retain and recruit high-quality faculty and staff.
2. Increase research support.
3. Support broad perspectives and inputs.
4. Establish incentives that encourage creativity and innovation.

5. **Invest in research assistants and post-docs.**
   - Streamline and increase hiring flexibility
   - Encourage and recognize mentoring efforts
The development and nurturing of partnerships is required to fully realize our potential. Partnerships often bridge the gaps in knowledge and expertise and allow us to leverage strengths and resources that result in better solutions and more efficient translation to real-world application and impact.

2.1. Establish and communicate FSU’s bold vision.
2.2. Develop simple commercialization and partnership engagement processes.
2.3. Increase opportunities to work together to develop impactful solutions.
2.4. Encourage cross-disciplinary engagement for students and faculty.
STRATEGY #2
Partnerships & Innovation

1. Establish and communicate FSU’s bold vision.
2. Develop simple commercialization and partnership engagement processes.
3. Increase opportunities to work together to develop impactful solutions.
4. Encourage cross-disciplinary engagement for students and faculty.

- Define the value of partnerships, collaboration and innovation to FSU
- Educate the FSU community about the value of all types of research and its translation
- Communicate existing resources and services aimed at facilitating partnerships and collaboration
1. Establish and communicate FSU’s bold vision.

2. Develop simple commercialization and partnership engagement processes.

3. Increase opportunities to work together to develop impactful solutions.

4. Encourage cross-disciplinary engagement for students and faculty.

- Reimagine FSU’s technology transfer and corporate partnership processes
- Centralize support for strategic partnerships
- Include faculty in the process and communicate it broadly
STRATEGY #2
Partnerships & Innovation

1. Establish and communicate FSU’s bold vision.
2. Develop simple commercialization and partnership engagement processes.
3. Increase opportunities to work together to develop impactful solutions.
4. Encourage cross-disciplinary engagement for students and faculty.

• Evaluate opportunities to provide additional protected time for collaborative initiatives
• Offer additional occasions for faculty to innovate ideas and develop fruitful partnerships
• Focus efforts on FSU strengths that bring broad groups to the table
STRATEGY #2
Partnerships & Innovation

1. Establish and communicate FSU’s bold vision.

2. Develop simple commercialization and partnership engagement processes.

3. Increase opportunities to work together to develop impactful solutions.

4. Encourage cross-disciplinary engagement for students and faculty.
   • Remove the barriers for students and faculty to engage in partnerships
   • Promote dual degree programs
   • Encourage joint appointments across disciplines
Fostering a robust research, innovation, and creative research enterprise focused on the development of new ideas and platforms is key to our success. Reaching this goal requires reducing the barriers to conducting investigator-initiated research and team-based projects all across the university.

3.1. Improve and expand facilities.
3.2. Streamline and enhance administrative support systems.
3.3. Enhance training programs.
3.4. Increase and maintain shared resources.
STRATEGY #3
Supporting Infrastructure

1. Improve and expand facilities.
2. Streamline and enhance administrative support systems.
3. Enhance training programs.
4. Increase and maintain shared resources.

- Identify and prioritize buildings that need maintenance and improvements
- Develop multi-purpose, shared, and collaborative spaces
- Ensure access to parking at all times
STRATEGY #3
Supporting Infrastructure

1. Improve and expand facilities.
2. **Streamline and enhance administrative support systems.**
3. Enhance training programs.
4. Increase and maintain shared resources.

- Identify opportunities for streamlining processes in systems (e.g. RAMP, HR, procurement, guest access, CONCUR)
- Look for ways to reduce the administrative burden
- Invest in facilitators to support the administrative processes
STRATEGY #3
Supporting Infrastructure

1. Improve and expand facilities.
2. Streamline and enhance administrative support systems.
3. Enhance training programs.
4. Increase and maintain shared resources.

- Create enhanced training for faculty, staff and students new to research and the funding processes
- Ensure training is available as needed
- Develop continuous training opportunities for faculty and staff
STRATEGY #3
Supporting Infrastructure

1. Improve and expand facilities.
2. Streamline and enhance administrative support systems.
3. Enhance training programs.
4. Increase and maintain shared resources.

- Increase availability of IT support and computing capacity
- Develop and disseminate inventories of available equipment, materials, software, and data
- Monitor the lifecycle of existing assets and establish policies for timely replacement of outdated resources/equipment
Committing to excellence is a vital ingredient to our success. FSU enjoys strong faculty and staff leadership in broad areas that have significance and relevance to our world and its people. We must celebrate our achievements and tell our stories.

4.1. Communicate excellence.

4.2. Celebrate success.

4.3. Recognize the contributions of all disciplines at all levels.

4.4. Align efforts to ASPIRE.
STRATEGY #4 Focus on Scholarship & Excellence

1. Communicate excellence.
2. Celebrate success.
3. Recognize the contributions of all disciplines at all levels.
4. Align efforts to ASPIRE.

- Increase the visibility of faculty research, grants, and awards
- Boost our investment in research, innovation and creative excellence programs and recognition
- Amplify faculty work beyond the FSU website (e.g. national press, conferences)
STRATEGY #4 Focus on Scholarship & Excellence

1. Communicate excellence.

2. Celebrate success.

3. Recognize the contributions of all disciplines at all levels.

4. Align efforts to ASPIRE.

- Develop new ways to recognize faculty scholarship and excellence
- Leverage existing leadership and service in national organizations (e.g. AAAS, NASEM)
- Create awards or celebrations of faculty and staff for their support of research (e.g. service, mentorship, community engagement, partnership development)
STRATEGY #4 Focus on Scholarship & Excellence

1. Communicate excellence.
2. Celebrate success.
3. **Recognize the contributions of all disciplines at all levels.**
4. Align efforts to ASPIRE.

- Invest in early career faculty and the communication of their work
- Highlight how all disciplines contribute to the FSU research enterprise
- Develop ways for more people to engage in creative and innovative endeavors
STRATEGY #4 Focus on Scholarship & Excellence

1. Communicate excellence.
2. Celebrate success.
3. Recognize the contributions of all disciplines at all levels.
4. **Align efforts to ASPIRE.**
   - Communicate the ASPIRE plan broadly
   - Incentivize work within colleges that tie directly to the plan
IMPACT AREAS
FSU Impact Areas and Crosscuts

FSU will invest strategically in areas that build on existing strengths to accelerate our impact. We identified three overarching collaborative research areas and two crosscutting themes to which the ASPIRE committee developed relevant subcategories for each. These areas will be priorities for strategic investment. FSU will continue to evaluate these and new areas over the coming years as we grow and develop.

To advance our impact, we will consider these areas when identifying priorities for FSU colloquia, pilot/seed projects, joint research efforts, shared services, and faculty recruitment.
FSU Impact Area #1
Healthy Florida

- Successful aging
- Mental and behavioral health
- Health technologies
- Human performance and well-being
FSU Impact Area #2
Advancing Materials

• Superconductivity
• Quantum science and engineering
• Polymer composites and manufacturing
• Drug discovery and delivery
FSU Impact Area #3
A Resilient Future

• Climate science and extreme weather
• Disaster preparedness and recovery
• Responding to trauma and violence
• Sustainable solutions
CROSSCUT 1. The future of data

Data is being generated at an unprecedented rate. Harnessing these data and developing our data science capacity in emerging fields such as artificial intelligence and machine learning is essential to advancing basic, translational, and clinical research efforts across the University.
As a Research 1 University, FSU has a responsibility to expand and communicate knowledge and positively influence society. To have real impact, we must always consider the people we serve. The FSU College of Medicine, the College of Social Work, the Florida Center for Reading Research among others have a long tradition of community engaged research. Our rich history in the arts and humanities also permeates the university's research enterprise. It’s the expertise of the faculty in these areas that help enrich our lives, open new avenues of inquiry, and enhance our research impact.

As we develop our strategic Impact Areas, we will emphasize human impact. For example, researchers examining health should consider the limitations of underserved populations; faculty studying hurricanes or other climate-related disasters may want to examine how to mitigate long-term effects on mental health, food security and housing; and teams developing new technologies, particularly ones involving AI or machine learning, have a responsibility to consider how they affect privacy, independent thought and creativity.

FSU faculty are creative thinkers with passion and drive to heighten the human experience through their work. That is a quality that makes FSU special and a key component of ASPIRE.
WE WANT YOUR FEEDBACK!

Email: aspire@fsu.edu