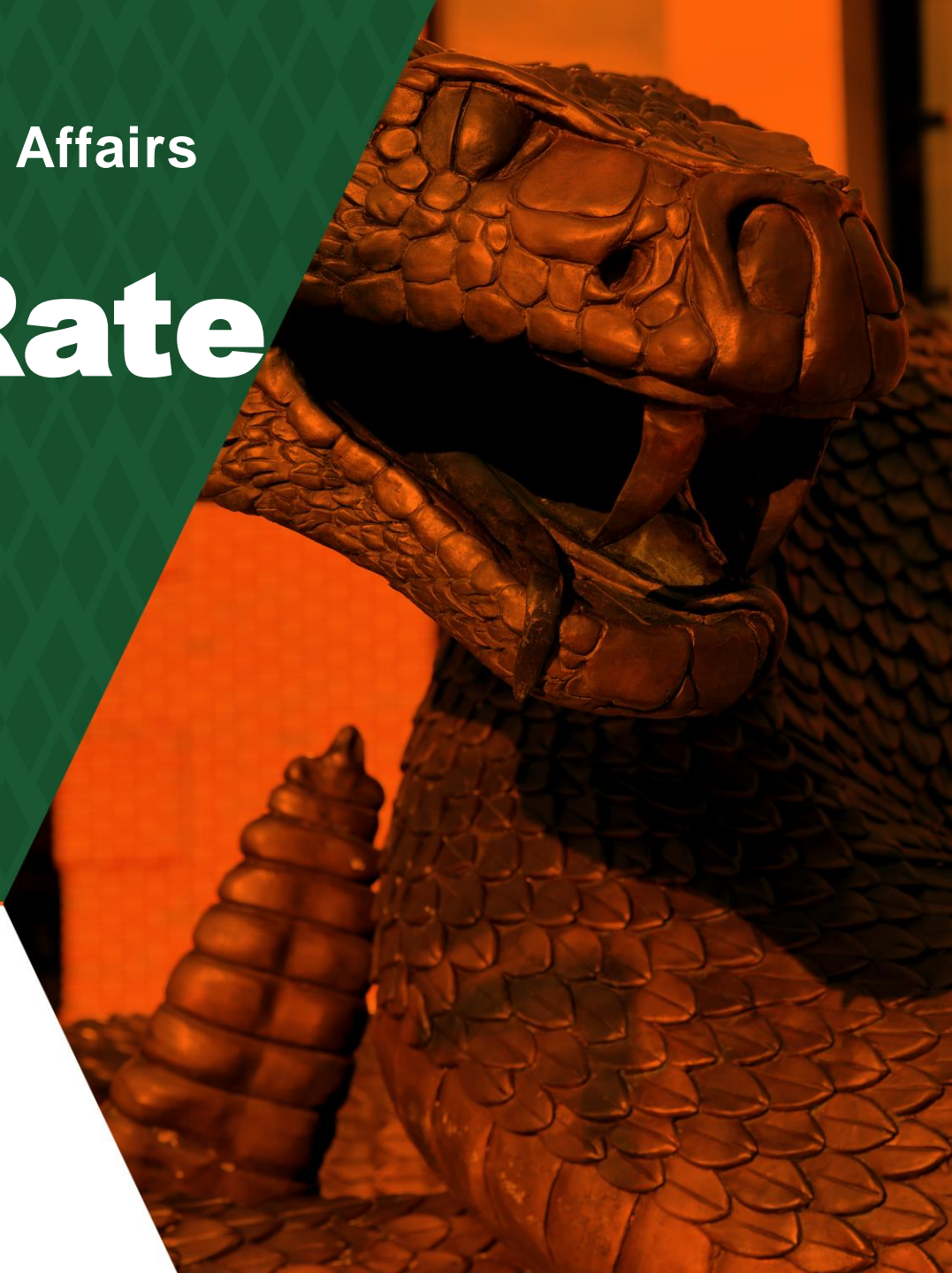


March 21, 2024 | 9 AM

Academic and Student Affairs

Licensure Pass Rate

Board of Trustees | Licensure Pass Rate Meeting
Trustee Nicole Washington, ASA Chair



Licensure Pass Rate Improvement Plans

1. Bachelor of Science in Nursing (BSN)
2. Doctor of Pharmacy (PharmD) Program
3. Doctor of Physical Therapy (DPT) Program
4. Spotlight Presentation: Juris Doctor (JD) Program

Licensure Pass Rate Improvement Plans

College of Law

Focus

Provide an analysis on **Key Performance Indicators** contributing to intended program improvement outcomes.

Today's Meeting | Juris Doctor (JD) Program

Key Highlights:

1. COL overall objectives

Key Takeaways:

- Bar Preparation and Course Competencies
- Faculty Pedagogy and Best Practices in COL



Strike, Strike, and Strike Again!








Update – Nursing

- Fall 2023 1st Semester GPA: 3.54
- Fall 2023 Predictor Exam: 100%
- Fall 2023 Virtual ATI (VATI) Predictor Exam: 80%
- Increase Academic Advisors and Academic Success Coaches.
- 2023 Annual NCLEX pass rate: 82.46%; within 10% of National Average.



Strike, Strike, and Strike Again!

School of Nursing

Metrics	Rationale for Use	Current Data	Goal	Trend	Key Update
ADMISSIONS					
Admissions Exam	The ATI Test of Essential Academic Skills (TEAS) is a diagnostic test for nursing applicants. It provides an assessment of student readiness for the rigors of the nursing program.	<u>Proficiency (S23/F23/S24)</u> 100% / 100% / 100%	<u>Proficiency (S23/F23/S24)</u> 95% / 95% / 95%		Maintaining the above admission exam requirements. Nursing utilizes the TEAS test and GPA in science and math to assist in the admission process to assess student readiness for the nursing program.
UG GPA (Science and Math)	The cohort science and mathematics average GPA provides an assessment of the overall quality and level of preparedness of the entering cohort.	<u>GPA (S23/F23/S24)</u> 3.53 / 3.55 / 3.34	<u>GPA (S23/F23/S24)</u> 3.50 / 3.50 / 3.50		
RETENTION					
GPA of First-Year Cohort	First-semester and first-year GPAs provide an assessment of student mastery of content.	<u>First-Semester GPA (F21/F22/F23)</u> 2.80 / 3.15 / 3.54	<u>First-Semester GPA (F21/F22/F23)</u> >3.30 / >3.30 / >3.30		The rigor of the program changed from 16 weeks to 8 weeks sessions and the change from 70% to 75% weighted exam average to pass courses was implemented. Resources such as 1:1 success coaching, and remediation are in place to assist students in adjusting and to increase program completion. Data after Fall 2023 will reflect four semesters.
		<u>End of FY GPA (F20/F21/F22)</u> 3.20 / 2.76 / 3.17	<u>End of FY GPA (F20/F21/F22)</u> > 3.50 / > 3.50 / >3.50		
Program Completion Rates	Program completion is measured from the time students enter the program until they graduate upon completing the remaining 60 credits of professional level nursing courses.	<u>Graduating Cohort (S22/F22/S23)</u> 70% / 76% / 56%	<u>Graduating Cohort (S22/F22/S23)</u> 85% / 85% / 85%		
READINESS OUTCOMES					
NCLEX Predictor Exam	The program administers the ATI Comprehensive Predictor Exam to students during their final semester. This exam is an accurate predictor of success on the NCLEX exam.	<u>Graduating Cohort (F22/S23/F23)</u> 92% / 95% / 100%	<u>Graduating Cohort (F22/S23/F23)</u> > 85% / >85% / >85%		ATI Predictor exam predicts NCLEX exam readiness and success.
NCLEX Scores	The National Council Licensure Examination (NCLEX) Exam is administered four times per year.	<u>FAMU (National) by Quarter (21/22/23)</u> 62.30% / 68.18% / 82.46% (86.06%) / (82.32%) / (90.17%)	<u>Graduating Cohort (21/22/23)</u> >85% / > 85% / >85%		The annual 2023 NCLEX pass rate is 82.46%, within 10% of the National Average.
ACCREDITATION & REGULATION					
ACEN FL Board of Nursing	- The BSN program is accredited by the Accreditation Commission for Education in Nursing (ACEN) - The FL BON regulates all pre-licensure nursing education. Requires annual pass rate of 10% of the national average..	- Accredited through 2026 - The Florida Board of Nursing: Approved BSN Program	- Continued accreditation w/o conditions. - Continued FL BON Approved status.		The Board of Nursing removed the BSN Program Probationary status on Feb. 13, 2024.






Update - College of Pharmacy & Pharmaceutical Sciences, Institute of Public Health

- Course review - mechanism for strengthening the curriculum.
 - New faculty must attend a teaching workshop(s).
- Learner's Executive Council helps to identify teaching and learning concerns.
- NAPLEX scores
 - 5-year positive trend
 - 2-year above state and national averages
 - 70% first time pass rate 2023



College of Pharmacy & Pharmaceutical Sciences, Institute of Public Health

Key Performance Indicators

Metrics	Rationale for Use	Current Data	Goal	Trend	Key Update
ADMISSIONS					
Admissions Metric	The cohort science and mathematics quality and level of prepared average GPA provides an assessment of the overallness of the entering cohort.	(F21 / F22 / F23) 3.34 / 3.22 / <u>3.24</u>	(F21 / F22 / F23) >3.25 / >3.30 / <u>>3.30</u>		Pharmacy program faculty review the incoming UG GPA in science and math courses to assess predictive preparedness.
RETENTION					
Program Completion Rates	ACPE annually monitors the progression trends of the graduating class for accredited programs. Programs must remain below established thresholds.	<u>Academic Dismissals</u> (21' / 22' / 23') 5% / 1% / <u>4%</u>	<u>Overall Attrition</u> (21' / 22' / 23') 49% / 39.3% / <u>34%</u>	<u>Dismissals (22' / 23')</u> < 6% / < 6% <u>Attrition (22' / 23')</u> < 24% / < 24%	 Academic dismissals and overall attrition trending down. Continuing to monitor and act accordingly.
READINESS OUTCOMES					
Diagnostics	The program administers the Pharmacy Curriculum Outcomes Assessment (PCOA) in the P3 year to assess the effectiveness of the didactic curriculum with respect to preparing learners for the NAPLEX.	<u>FAMU (National)</u> (21' / 22' / 23') 306 (343) / 295 (345) / <u>302 (330)</u>			PCOA retired in June 2023
Comprehensive Examination	The program administers the Comprehensive Exam to learners during their final semester (P4). A minimum score of 75% is required to pass; Learners are given five opportunities.	<u>% of Cohort Passing - 3rd Attempt</u> (Sp 21' / 22' / 23') 91% / 95% / <u>96%</u>	Spring 2023: > 90% Spring 2024: > 90%		Examination pass rate is above goal and continually increasing.
NAPLEX Scores	Candidates are allowed a maximum of five attempts on the North American Pharmacist Licensure Examination (NAPLEX).	<u>FAMU (National)</u> (21' / 22' / 23') 90% (84%) / 85% (80%) / <u>70%(77%)</u>	<u>State Averages (23')</u> USF: 80.8%. UF: 87.6% PBA: 84.3%. NSE: 71.8% Larkin: 54.1%		The pharmacy program has an established pass rate goal for 2024 and are implementing curricular and clinical processes to exceed the goal in the 2024.
ACCREDITATION					
ACPE	The PharmD program is accredited by the Accreditation Council for Pharmacy Education (ACPE)	The program is fully accredited through June 2024.	The next onsite evaluation is scheduled for April 10-11, 2024.		








Update – Doctor of Physical Therapy

- PT Hustle NPTE Boot Camp for graduates
- Current first semester GPA: 3.59
- Current progression rate: 98.3%
- Current matriculation rate: 97%



Doctor of Physical Therapy

Key Performance Indicators

Metrics	Rationale for Use	Current Data (Fall 21' / 22' /23')		Goal	Trend	Key Update
ADMISSIONS						
Admissions Exam (GRE)	The Graduate Record Exam (GRE) is a standardized exam that assesses analytical writing, verbal reasoning and quantitative reasoning skills. Applicant rates (cumulative score greater than 300 and quantitative score greater than 147 are positive predictors).	<u>GRE-Total</u> 302 / 301.7 / 299	<u>GRE-Quantitative</u> 151 / 151 / 149	GRE-Total: 300 GRE-Quantitative: 150	 	Maintain minimum admission profile requirements. Enhanced interview process.
Undergraduate GPA	Analysis of historical cohort data indicates a positive correlation of licensure pass rates with cumulative GPA and GPA earned over the last 60 hours of the undergraduate record.	<u>Cumulative</u> 3.29 / 3.24 / 3.39	<u>Last 60 Hours</u> 3.52 / 3.50 / 3.44	Cumulative: 3.5 Last 60 Hours: 3.5		
RETENTION						
GPA of First Year Cohort	Analysis of historical cohort data indicates a positive correlation of licensure pass rates with first semester (fall) GPA.	<u>First-Semester</u> 3.59 / 3.51 / 3.59		First –Semester: 3.3		Early identification of foundational deficits addressed with tutoring and remediating.
Cohort Progression Rates	Monitors percentage of students in each entering cohort who remain on track with the program curriculum and graduate on time (program takes three years to complete)	<u>Cohort</u> 91.7% / 100% / 98%		Progression Rate: 95%		
READINESS OUTCOMES						
Diagnostic Exams	The program administers comprehensive exams to each cohort throughout the curriculum to assess student mastery of content and readiness to progress.	<u>Cohort 2021 (2nd year): Comprehensive Skills Check-Off (1st / 2nd / 3rd Attempts)</u> 35% (8/23) / 57% (13/23) / 100% (23/23)		<u>Cohort Average</u> 2nd yr. Cohort: perform patient care with less than 50% assist (CPI) 3rd yr. Cohort: 90%+ first-time pass rate		Enhanced tracking and monitoring of comprehensive exit exam and first-time pass rate with clinical experiences. Immediate Action Items:
National Physical Therapy Examination	The National Physical Therapy Examination is administered by the Federation of State Board of Physical Therapy 3 times per year. Graduates of accredited physical therapy schools are eligible for registration.	<u>Annual First-Time Pass Rates</u> 82% / 79.2% / 77.0% (National) 87.9% / 84.9% / 86.3%	<u>FAMU Ultimate Pass Rate</u> 100% / 91.7% / 86.7% <u>National Ultimate Pass Rate</u> 98.7% / 97.1% / 88.7%	Annual First-Time Pass Rate (3-Year Ave.) 2023: 90% (90%) 2022: 90% (90%) 2021: 90% (88%)		Curricula embedded Final Frontier NPTE Preparatory course. "Return2Campus" Exit Comprehensive Examination (PEAT)
ACCREDITATION						
CAPTE	The DPT Program is accredited by the Commission on Accreditation in Physical Therapy Education (CAPTE).	The program is fully accredited through 2024.	CAPTE Requirement Standard 1C2: Ultimate licensure pass rates are at least 85%, averaged over two years.			

Bar Update and 2024 Action Plan

Florida A&M University
**COLLEGE
OF LAW**



BAR EXAM REGISTRATION

Q1)

How many College of Law graduates have registered for the July bar exam?

Answer:

The College of Law is unable to determine the exact number of May graduates who have applied for the next exam in July.

Reasons:

- The COL will have a better idea after the March 29 graduation application deadline.
- The COL is unable to determine how many of the 89 prospective graduates are eligible to sit for the bar until spring 2024 grades are posted.
- Not all graduates will apply to sit for the bar during the July 2024 exam cycle.
- The Florida Board of Bar Examiners will share applicant data after June 17, 2024.

BAR EXAM PREPARATION

Q2)

How many College of Law graduates are in a bar preparation program?

Answer:

The COL is unable to determine the number until commercial bar companies, (i.e., BarBri, Kaplan, Themis, etc.) respond to a pending request for enrollment data.

Reasons:

- Graduates may purchase commercial bar packages from companies until late April or early May.
- There is an approximate 1/3 split among student preferences for the Bar Preparation
 - 31 Kaplan (19 of 31 have selected Florida Bar)
 - 36 BarBri (21 of 26 have selected the Florida Bar)
 - 32 Themis (19 of 32 who have selected the Florida Bar)

BAR EXAM PREPARATION

Q3)

Is there a way to track the students who are prepping for the bar in a formal program?

Answer:

Yes. The three major commercial bar prep companies have **online administration portals** that track user progress with respective programs.

- Access to online administration portals with Barbi, Kaplan, and Themis will be granted to FAMU ASBP department faculty in late April/early May.
- COL students identified as having challenges and require individualized assistance are referred for tutoring provided by bar prep companies at a \$225 per hour rate that is paid for by the college.

BAR EXAM SUPPORT

Q4)

Does the College of Law host a boot camp or special sessions?

Answer:

Yes. During every bar season, the COL, through its ASBP department facilitates bar support programming.

- The current version of bar support, **Resources for Increasing Success on Exams (R.I.S.E.)** is outlined in the “RISE – Summary of Resources for Feb 2024 Bar Exam” document.
- Similar programming will be provided for the May graduates (July 2024 bar examinees) beginning in mid-May.

BAR EXAM SUPPORT

Q5)

When do 3L's register to participate in the R.I.S.E program?

Answer:

All 3L/4L students are expected to register to participate in R.I.S.E. before graduation, but new registrants are accepted throughout the bar prep season.

- A 3L/4L students who intend to sit for the July 2024 Florida Bar Exam must comply with Florida Board of Bar Exam application deadlines.
- All law students are strongly encouraged to begin the bar application process as early as year one of law school.

ADMISSIONS TRACKING

Application Data



APPLICANTS

926 in 2023

847 in 2024 (to date)

Expecting 400 additional applications and to sit a class of 135 students.

PROFILE

	2023	2024
LSAT	153	154
GPA	3.56	3.61

P.A.S.S. TIMELINE

The College of Law is creating a **Plan of Action for Sustained Success** that will strategically guide it toward student success, student satisfaction, and positive bar exam outcomes.

- **March 15-30**: Meet with BOT Members to advise of P.A.S.S. Strategies and receive feedback.
- **March 20**: Assign specific P.A.S.S. topics to COL workgroups for strategy creation.
- **April 1**: COL workgroups to discuss P.A.S.S. strategies, receive feedback, and plan to finalize.
- **April 7**: Finalize P.A.S.S. strategies within COL workgroups.
- **April 15-30**: Meet with BOT members individually to advise of P.A.S.S. strategies and receive feedback.
- **May 13**: Prepare final P.A.S.S. document and presentation.
- Board of Trustees Presentation



PLAN OF ACTION FOR SUSTAINED SUCCESS

1 Bar Exam Preparation

- Implement targeted bar preparation programs and workshops.
- Provide access to resources such as practice exams and study materials.

2 Academic Student Belonging

- Foster a supportive and inclusive environment through diversity initiatives and cultural competency training.
- Address any issues of discrimination or harassment promptly and effectively.

3 Curriculum

- Regularly review and update the curriculum to align with legal industry trends and standards.
- Integrate practical skills and experiential learning opportunities into coursework.

4 Faculty Recruitment, Retention, and Assistance

- Develop competitive compensation packages to attract and retain top faculty members.
- Offer professional development and support opportunities for research and teaching endeavors.

5 Student Admissions, Recruitment, and Retention

- Implement targeted recruitment strategies to attract a diverse student body.
- Provide comprehensive support services to enhance student retention rates.

6 Staff Recruitment

- Streamline hiring processes to attract qualified staff members.
- Offer competitive compensation and benefits packages.

7 Financial Aid and Scholarships

- Expand scholarship opportunities to make legal education more accessible.
- Provide financial literacy resources to help students manage debt.

8 Experiential and Clinical Education

- Enhance experiential learning opportunities through partnerships with legal clinics and externship programs.
- Provide faculty support and resources for developing clinical programs.

9 Fundraising

- Develop fundraising campaigns targeting alumni, donors, and community partners.
- Cultivate relationships with potential donors and sponsors.

10 Alumni Engagement

- Create networking events and mentorship programs to engage alumni.
- Utilize alumni expertise and resources to benefit current students and the institution.



PLAN OF ACTION FOR SUSTAINED SUCCESS

11 Community Engagement

- Establish partnerships with local organizations and businesses to address community needs.
- Offer pro bono legal services and outreach programs.

12 Housing

- Explore options for affordable student housing near campus.
- Provide resources and support for students seeking housing assistance.

13 Campus Amenities

- Improve facilities such as the bookstore, café, and parking to enhance the student experience.
- Gather feedback from students and staff to identify areas for improvement.

14 Professional Development

- Offer workshops and seminars on career development and leadership skills.
- Provide resources for continuing education and certification programs.

15 Faculty Research and Pedagogy

- Support faculty research initiatives through grants and institutional resources.
- Encourage innovative teaching methods and pedagogical research.

16 Career Placement

- Develop relationships with legal employers to facilitate job placements for graduates.
- Offer career counseling services and networking opportunities.

17 Health and Well-being

- Provide resources for mental health support and wellness programs.
- Promote work-life balance among faculty, staff, and students.

18 Technology

- Invest in state-of-the-art technology infrastructure and software for teaching and administrative purposes.
- Provide training and support for faculty, staff, and students to utilize technology effectively.

19 Salary and Stipends

- Conduct regular salary reviews to ensure competitiveness in the market.
- Provide stipends or bonuses for exceptional performance or achievements.

20 Summer Support

- Offer summer programs or internships to provide students with valuable experience and financial support.
- Assist students in securing summer employment/internship opportunities.



Strike, Strike, and **Strike Again!**

