



Student Affairs Update

William Hudson, Jr., PhD
Vice President for Student Affairs

Board of Trustees Meeting, March 4, 2020

Southern Scholarship Foundation House (SSF)

- History
- Leased Land
- Purchased Land
- Student Perspective
- Questions

Office of Transfer Student Services

- (4) Transfer Specialist were hired, January 20'
- (1,965) Current IGNITE participants
- (8) IGNITE students received the "Florida Community College Scholarship" for SP'20 totaling \$9,000
- (36) Students awarded overall for a total of \$54,190
- (40) Transfer Recruitment Events scheduled for SP'20
- Articulation Agreements solidified with (17) partnering FCS institutions; (2) additional pending
- <http://www.famu.edu/index.cfm?transferservices&FCSCurriculumMaps>

Northern Region

Florida Gateway College
Florida State College of Jacksonville
Santa Fe College
Tallahassee Community College
Eastern Florida State College

Central Region

College of Central Florida
Hillsborough Community College
Pasco Hernando State College
Polk State College
St. Pete College
Valencia College

Southern Region

Broward College
Indian River State College
Miami Dade College
Palm Beach State College
South Florida State College
State College of Florida

Update on Staffing

Position	2019-20 Allocation	Funding Source	Baseline Staffing	New Positions	Positions Filled (as of Nov. 20)	Change Since Dec.	Active Searches (as of Feb. 14)	Timeline for Completion
Academic Advisors	\$2.99M	LBR, PBF, T3	20	28	8	+5	12	APRIL
Academic Coaches	\$535K	PBF, TD, T3	1	10	4	+4	2	April
Career Counselors	\$243K	PBF	0	5	0	+4	0	March
Mental Health Professionals	\$436K	LBR, T3	6	3	0	+1	1	July
SLS Instructors	\$146K	PBF, TD	0	3	2	0	1	April

TOTAL	4.35M
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LBR - Legislative Budget Request
PBF - Performance Based Funding
TD - Tuition Differential
T3 - Title III

Academic Advisors:

13 positions announced in spring 2019 - all have been filled
 15 positions announced in fall 2019 - the pool will close on December 18, 2019

Director for Academic Advising:

New hire to begin January 2020

Career and Professional Development:

5 newly established Career Counselor positions
 Application pool closed on November 19, 2019
 First round interviews have begun

Update on:

Hazing Prevention Initiatives

Bryan F. Smith

Interim Associate Vice President for Student Affairs

Alivetek Enrollment Numbers

(Beginning April 2015)

University	Completed
FAMU	5995
FAU	4380
FGCU	10,790
FIU	2556
FPU	2312
FSU	18,661
NCF	816
UCF	50,909
UF	14,374
UNF	417
USF	3527
UWF	1640

Efforts to Increase Hazing Prevention Education

- Club and Organization certification requirements
- Hazing Prevention Summit
- Inclusion in the New Student Orientation onboarding process
- Collaborations with ROTC, Athletics and Performing Arts Entities
- Campus Safety Presentations



Academic Affairs Update

Maurice Edington, PhD

Provost and Vice President for Academic Affairs

Board of Trustees Meeting, March 4, 2020

Update on Faculty Workload Study

Beverly Barrington
**Vice President for Strategic Planning, Analysis
and Institutional Effectiveness**

Study Areas of Focus

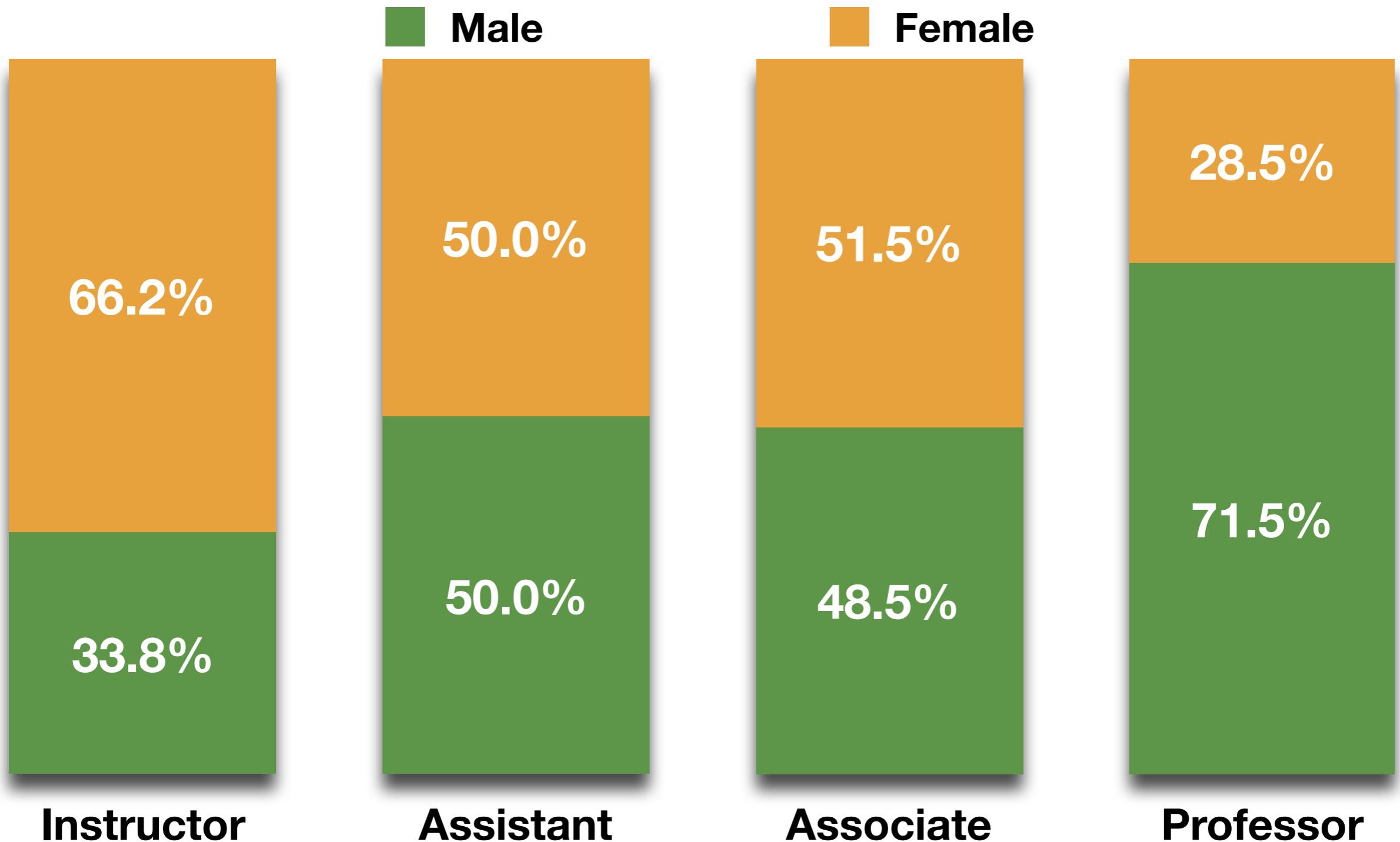
- Description of workloads of full-time and part-time faculty (amount of time spent on teaching, research, service and administration)
- Description of the various types of faculty positions at the University
- Comparison of FAMU workloads with other SUS institutions and peers

Faculty Demographics

547 full-time faculty members

- 71% of full-time faculty are Black; 19% White
- 47% of faculty are female; 53% male
- Average age is 54.3 years
- 28.5% of professors; 51.5% of associate; 50% of assistant; and 66.2% of instructors are female
- 39.5% of female faculty have tenure status
- Sixth in the SUS in % of tenured faculty who are female

Faculty Demographics (cont.)



Source: Fall 2015 and Spring 2016 Instruction and Research Files, Florida A&M University

Study Highlights

- ☑ At **15:1**, FAMU has the second lowest Student-to-Faculty Ratio in the SUS.
- ☑ **58%** of faculty respondents indicated they are satisfied with time devoted to teaching/instruction
- ☑ Faculty spend **~31** hours a week on instruction and related activities
- ☑ The average faculty member produces **one** peer-reviewed publication a year
- ☑ **79%** of faculty want more time for creative/scholarly activities

Recommendations

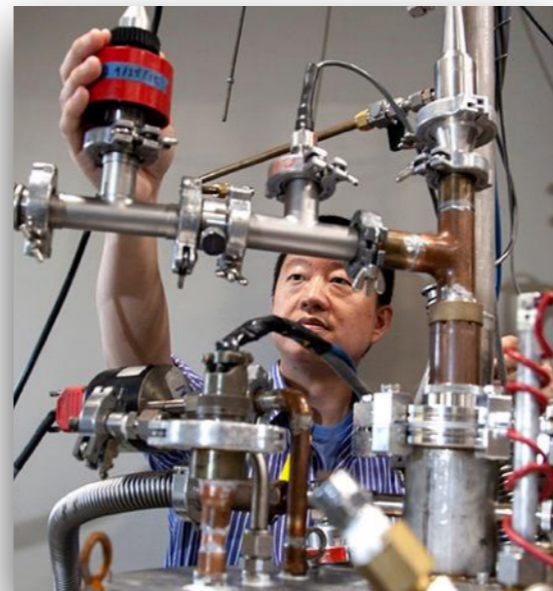
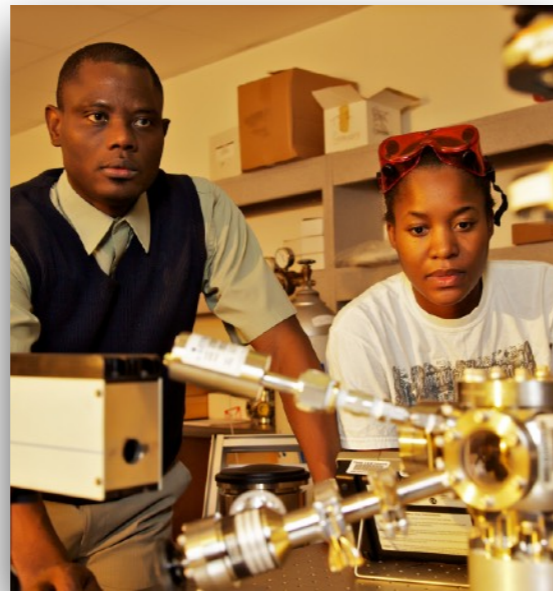
1. Identify strategies to ensure that faculty teaching loads across the University are appropriate.
2. Identify strategies to increase the time allocated for research and other scholarly/creative activities.
3. Implement appropriate strategies to ensure that the distribution of research FTE with respect to gender is equitable.
4. Investigate strategies to provide additional teaching assistance to faculty.
5. Investigate to determine if specific strategies need to be implemented to reduce their teaching loads (assistant professor level).
6. Identify strategies to address the potential for large-scale turnover in faculty (# of faculty approaching retirement age).

Update on Strategic Initiatives: Research & Development

**Charles Weatherford, PhD
Vice President for Research**

Update on Research Productivity

	2017-18	2018-19	2019-20 (2/10/20)
Awards Received	\$46.2 M	\$46.7 M	\$41.8 M
Submitted	\$99.1 M	\$182.1 M	\$73.8 M
F&A Received	\$2.97 M	\$3.19 M	\$2.10 M
R&D Spending	\$38.0 M	\$42.8 M	



Division of Research: Vision

Goal:

Elevate FAMU's Carnegie Classification by 2030

Current Classification:

R2: Doctoral Universities: High Research Activity

Target Classification:

R1: Doctoral Universities: Very High Research Activity

Division of Research: Goals

Carnegie Metrics	Current (R2)	2025 (R2)	2030 (R1)
R&D Expenditures in STEM	~\$38M	\$60M	\$100M
Non-STEM Expenditures	~\$4.5M	\$10M	\$20M
PhDs Conferred	20	40	50
PhD Research Staff	20	40	75

Strategies

- Increase the number of PhD granting programs
- Reduce teaching load of research active faculty
- Expand faculty development efforts
- Aggressive recruitment of world class faculty
- Implement cluster hires
- Upgrade and expand research infrastructure
- Incentivize and reward research active faculty

Strategic Investments in Research

Research Investments 2018-20

\$1.0+ Million in Start-Up Funds for Faculty

\$2.0+ Million in Research Equipment for Faculty

\$350,000 for Renovation of (3) Laboratories for new faculty

Several New Research Related Faculty Hires

75 Research Experiences for Undergraduates Funded



Laboratory Renovation



New Research Equipment

**Update on
New Programs:
M.S. in Construction
Management and Engineering
Technology**

**Maurice Edington
Provost and Vice President for Academic Affairs**

Summary

Summary:

Advanced degree to prepare graduates and existing professionals for leadership positions in Construction Management and Engineering Technology

Consistent with SUS Goals and FAMU Mission

- Increased # Graduate Degrees in STEM (SUS Goal)
- Increased # Graduate Degrees Awarded within Programs of Strategic Emphasis (PBF Metric 8)

Job Outlook:

- Approximately 10% growth nationally by 2028 (Bureau of Labor Statistics)
- Approximately 10% growth in Florida by 2027 (FL Department of Economic Opportunity)
- National Median Wages \$93,370 (BLS). Florida Median Wages \$82,202 (DEO)

Costs:

M.S.: Year One = \$33,500

Year Five = \$201,600

Update on Licensure Exam Pass Rates

Academic Deans

Doctor of Physical Therapy (DPT) Program

Cynthia Hughes Harris, Dean
School of Allied Health Sciences

Baccalaureate Nursing (BSN) Program

Mary Ella Graham, Interim Dean
School of Nursing

Doctor of Pharmacy (PharmD) Program

Johnnie L. Early, Dean
College of Pharmacy and Pharmaceutical Sciences

Juris Doctorate (JD) Program

Nicky A. Boothe, Interim Dean
College of Law

Physical Therapy Pass Rates

National Physical Therapy Licensure Examination (NPTE)

Key Strategies for Improvement

Academic Support/Test Preparation

- Practice Exam and Assessment Tool (PEAT®)
- PHT 6960 devoted entirely to exam prep
- Comprehensive Exam –multiple administrations
- Therapy Education (O’Sullivan NPTE Prep Exam) course

Faculty Professional Development

- Continuing education requirement per content taught
- Teaching and learning pedagogy workshops
- NPTE Exam Preparation workshops

Curriculum Development

- Curriculum mapped to 2016 revised CAPTE standards
- Added 5 weeks part-time (40 hours) to the already 32 weeks of full-time clinical internships

Admissions Criteria

- ↑ GPA ≥ 3.0: cum; last 60; prerequisite courses and math/science
- ↑ GRE ≥ 297-300 minimum

	2017	2018	2019	2019 Goal
Examinees	24	22	22	
FAMU (First-time takers)	50.0%	72.7%	86.4%	90%
FAMU Ultimate	95.8%	90.9%	100%	
National Benchmark (First time takers)	92.5%	90.9%	90.8%	
Accreditation Standard	85% ultimate two-year average			

Pharmacy Pass Rates

North American Pharmacy Licensure Examination (NAPLEX)

Key Strategies for Improvement

Academic Support/Test Preparation

- Evaluating Pharmacy Curriculum Outcomes Assessment (PCOA) as a high stakes requirement before entering P4
- RxPrep: course book and online access to modules and test bank
- Pre-NAPLEX diagnostic test voucher
- Pass NAPLEX Now: 4-day Live Review (May 2020)

Faculty Professional Development

- Teaching Scholars Summer Institute: 2019 & 2020
- American Association of Colleges of Pharmacy workshop on teaching
- Managing the classroom workshop

Curriculum Development

- August 2019: new P3 curriculum started
- The new curriculum has been fully implemented as of August 2019
- Revision of each new curriculum course based on outcomes

Admissions Criteria

- P1 admission GPA threshold increased to 2.75
 - Actual average GPA for fall 2019: cumulative GPA 3.23 and science GPA 3.18
 - Evaluating further increases in both cumulative and science GPAs for P1 admission

	2016	2017	2018	2019	2019 Goal
Examinees	144	159	148	122	
FAMU (First-time takers)	59%	74%	75%	82.79%	85%
National Benchmark	86%	88%	92%	TBD	
Accreditation Standard	Within 2 standard deviations of the national average for first-time test takers.				

Bar Pass Rates

Key Strategies for Improvement

Academic Support/Test Prep

- Revision of IAS and AAS curriculum
- Enhancement of BEST program
- Aggressive counseling for bar takers
- Implementation of “Homestretch Tutoring” for bar takers
- Increased use of student utilization of AdaptiBar MBE Course

Faculty Professional Development

- Implementation of updated Faculty Activities Reports (FAR) [evaluate teaching effectiveness and provide feedback for improvement]
- Implementation of all adjunct faculty (previously only new faculty) teaching Bar-tested courses
- Establishment of Faculty Development Committee

Curriculum Development

- Curricular review regarding required courses
- Curricular review to adjust 1L curriculum to allow for additional Bar tested courses to be offered
- Increase number of students participating in SCALE program

Admissions

- Increase incoming LSAT score and GPA
- Employ two new admissions recruiters
- Targeted recruiting and increased visibility
- Allocate additional resources for scholarships

	2016	2017	2018	2019	2019 Goal
Examinees	90	117	50	94	
FAMU (First-time takers)	54%	50%	47%	57%	80%
State Benchmark	66%	68%	65%	70%	
Accreditation Standard	At least 75 percent of a law school's graduates in a calendar year who sat for a bar examination must have passed a bar examination administered within two years of their date of graduation.				

Nursing Pass Rates

National Council Licensure Examination (NCLEX)

Key Strategies for Improvement

Academic Support

- Engage faculty to provide intensive tutoring in preparation for NCLEX exam
- Implementation of a boot camp for intensive NCLEX preparation/remediation

Faculty Professional Development

- Training on how to write NCLEX type questions for in-class exams
- Hold yearly faculty training sessions aimed at enhancing skills and knowledge regarding student success on NCLEX exam

Curriculum Development

- Implemented Assessment Technologies Institute (ATI) program
- Hired external consultant to conduct curriculum review

Admissions Criteria

- The GPA for admission into the BSN Generic Professional nursing major has been increased from 2.9 to 3.1, effective Fall 2019
- Evaluating raising admission GPA and standardized test scores for freshman students

	2016	2017	2018	2019	2019 Goal
Examinees	82	74	89	93	
FAMU (First-time takers) (Baccalaureate)	76%	64%	82%	63%	85%
National Benchmark (Baccalaureate)	88%	90%	92%	91%	
Accreditation Standard	- Accreditation Commission for Education in Nursing (ACEN): 80% for first-time takers during the same 12-month period. - Florida Board of Nursing (FBON): Within 10% of national average.				

Update on Strategic Initiatives: Efforts to Improve Retention Rate and 4-year Graduation Rate

**Lewis Johnson, PhD
Associate Provost for Student Success and
Strategic Initiatives**

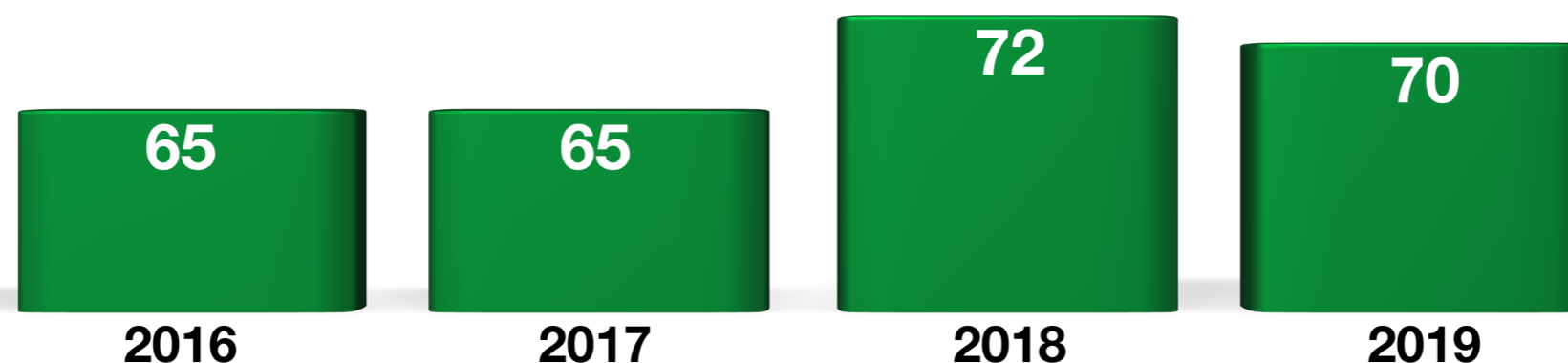
Performance Based Funding Metrics

**Goal Established by BOT at August 2019 Retreat:
Accelerate Progress on PBF Outcomes to
Achieve Minimum Score of 80 Points in 2021**

Areas of Focus for Improvement:

- ✓ **Four-Year Graduation Rate (PBF #4)**
- ✓ **Academic Progress Rate (PBF #5)**
- ✓ Bachelor's and Graduate Degrees Awarded within PSEs (PBF #6/8)
- ✓ **Bachelor's Degrees Awarded w/o Excess Credit Hours (PBF #9)**
- ✓ Post-Graduate Outcomes (PBF #1/2)
- ✓ Bachelor's Degrees Awarded to FCS AA Transfers (PBF #10)

FAMU's Historical PBF Scores



Performance Based Funding Metrics

	2015	2016	2017	2018	2019	2020	2021	2022	2023
1. Percent of Bachelor's Graduates Enrolled or Employed (\$25,000+) (One Year After Graduation)									
FAMU	59.2 (2012-13)	61.8 (2013-14)	64.6 (2014-15)	66.7 (2015-16)	63.9 (2016-17)	70.5 (2017-18)	72.5 (2018-19)	74.0 (2019-20)	75.0 (2020-21)
SUS	64.9 (2012-13)	65.7 (2013-14)	67.4 (2014-15)	68.4 (2015-16)	68.3 (2016-17)	70 (2017-18)	71 (2018-19)	72 (2019-20)	.
2. Median Wages of Bachelor's Graduates Employed Full-time (One Year After Graduation)									
FAMU	\$28,800 (2012-13)	\$32,000 (2013-14)	\$32,700 (2014-15)	\$33,000 (2015-16)	\$31,600 (2016-17)	\$34,700 (2017-18)	\$35,900 (2018-19)	\$37,400 (2019-20)	\$37,800 (2020-21)
SUS	\$34,700 (2012-13)	\$36,400 (2013-14)	\$38,000 (2014-15)	\$38,100 (2015-16)	\$38,300 (2016-17)	\$39,800 (2017-18)	\$40,500 (2018-19)	\$41,200 (2019-20)	.
3. Average Cost to the Student (Net Tuition & Fees per 120 Credit Hours for Resident Undergraduates)									
FAMU	\$14,350 (2013-14)	\$13,830 (2014-15)	\$11,020 (2015-16)	\$9,410* (2016-17)	\$7,640 (2017-18)	\$7,600 (2018-19)	\$7,580 (2019-20)	\$7,560 (2020-21)	\$7,540 (2021-22)
SUS	\$15,100 (2013-14)	\$14,840 (2014-15)	\$14,840 (2015-16)	\$13,760 (2016-17)	\$9,400 (2017-18)	\$10,300 (2018-19)	\$10,150 (2019-20)	\$9,960 (2020-21)	\$9,790 (2021-22)
4. FTIC Four-Year Graduation Rate									
FAMU	12.7% (2013-14)	14.0% (2014-15)	19.2% (2015-16)	21.6%* (2016-17)	22.5% (2017-18)	30% (2018-19)	35% (2019-20)	38% (2020-21)	40% (2021-22)
SUS	43.1% (2013-14)	45.2% (2014-15)	47.2% (2015-16)	49.6% (2016-17)	52.6% (2017-18)	55% (2018-19)	57% (2019-20)	59% (2020-21)	.
5. Academic Progress Rate (Second Year Retention Rate with At Least a 2.0 GPA)									
FAMU	70.1% (2013-14)	75.4% (2014-15)	74.6% (2015-16)	70.0%* (2016-17)	71.3% (2017-18)	85% (2018-19)	86% (2019-20)	88% (2020-21)	88% (2021-22)
SUS	83.3% (2013-14)	84.0% (2014-15)	85.1% (2015-16)	85.9% (2016-17)	86.2% (2017-18)	89% (2018-19)	90% (2019-20)	91% (2020-21)	91% (2021-22)

Performance Based Funding Metrics

	2015	2016	2017	2018	2019	2020	2021	2022	2023
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6. Percentage of Bachelor's Degrees Awarded within Programs of Strategic Emphasis

FAMU	51.1 (2013-14)	49.7 (2014-15)	48.0 (2015-16)	42.6 (2016-17)	43.7 (2017-18)	48 (2018-19)	52 (2019-20)	55 (2020-21)	55 (2021-22)
SUS	48.1 (2013-14)	49.3 (2014-15)	51.2 (2015-16)	52.2 (2016-17)	52.0 (2017-18)	53 (2018-19)	55 (2019-20)	55 (2020-21)	.

7. University Access Rate (Percent of Undergraduates with a Pell grant)

FAMU	61.6 FALL 2013	64.8 FALL 2014	65.4 FALL 2015	62.8 FALL 2016	65.6 FALL 2017	65 (2018-19)	65 (2019-20)	65 (2020-21)	65 (2021-22)
SUS	39.6 FALL 2013	39.7 FALL 2014	39.0 FALL 2015	38.0 FALL 2016	39.2 FALL 2017	39 (2018-19)	40 (2019-20)	40 (2020-21)	.

8. Percentage of Graduate Degrees Awarded within Programs of Strategic Emphasis

FAMU	43.3 (2013-14)	51.5 (2014-15)	58.2 (2015-16)	58.9 (2016-17)	55.2 (2017-18)	60 (2018-19)	60 (2019-20)	60 (2020-21)	60 (2021-22)
SUS	58.4 (2013-14)	60.1 (2014-15)	63.7 (2015-16)	65.0 (2016-17)	64.4 (2017-18)	65 (2018-19)	65 (2019-20)	66 (2020-21)	66 (2021-22)

9. BOG Choice: Percent of Baccalaureate Degrees Awarded Without Excess Hours

FAMU	34.0% (2013-14)	29.0% (2014-15)	39.0% (2015-16)	41.6%* (2016-17)	51.4% (2017-18)	52% (2018-19)	62% (2019-20)	72% (2020-21)	75% (2021-22)
SUS	68.8% (2013-14)	71.1% (2014-15)	72.4% (2015-16)	76.7% (2016-17)	78.8% (2017-18)	79% (2018-19)	80% (2019-20)	81% (2020-21)	82% (2021-22)

10. BOT Choice: Number of Bachelor's Degrees Awarded to Transfers with AA from FCS

FAMU	188 (2013-14)	161 (2014-15)	208 (2015-16)	244 (2016-17)	277 (2017-18)	290 (2018-19)	310 (2019-20)	330 (2020-21)	350 (2021-22)
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Performance Based Funding Metrics

Approach to Drive Improvement

1. **Pinpoint** the student success metrics/outcomes that need the most attention
2. Evaluate data and historical trends to determine where **strategic intervention** is most needed
3. Identify and implement proven **best practices** for increasing student success
4. **Allocate resources** towards areas/initiatives that have the greatest impact on the outcomes
5. Ensure that we have the appropriate **organizational structure** and staffing to foster student success

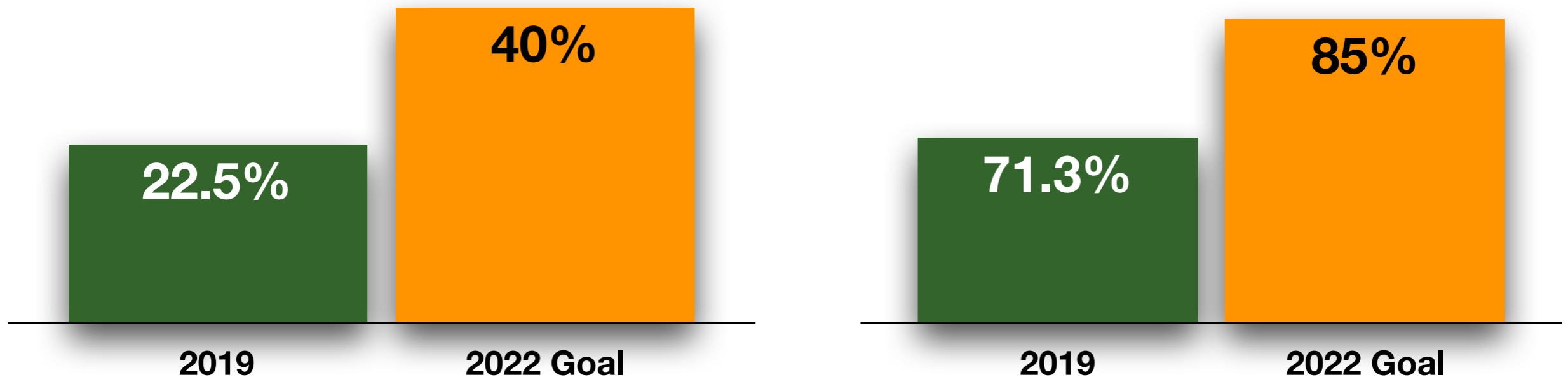
Highlight of Initiatives

Initiative	Freshman Studies
Strategic Priority	Exceptional Student Experience
Goal	Increase Retention and 4-Year Graduation Rates

PBF Metrics Impacted

#4 FTIC 4-Year Graduation Rate

#5 Academic Progress Rate
(2nd year retention with GPA above 2.0)



Rationale

Key Observations

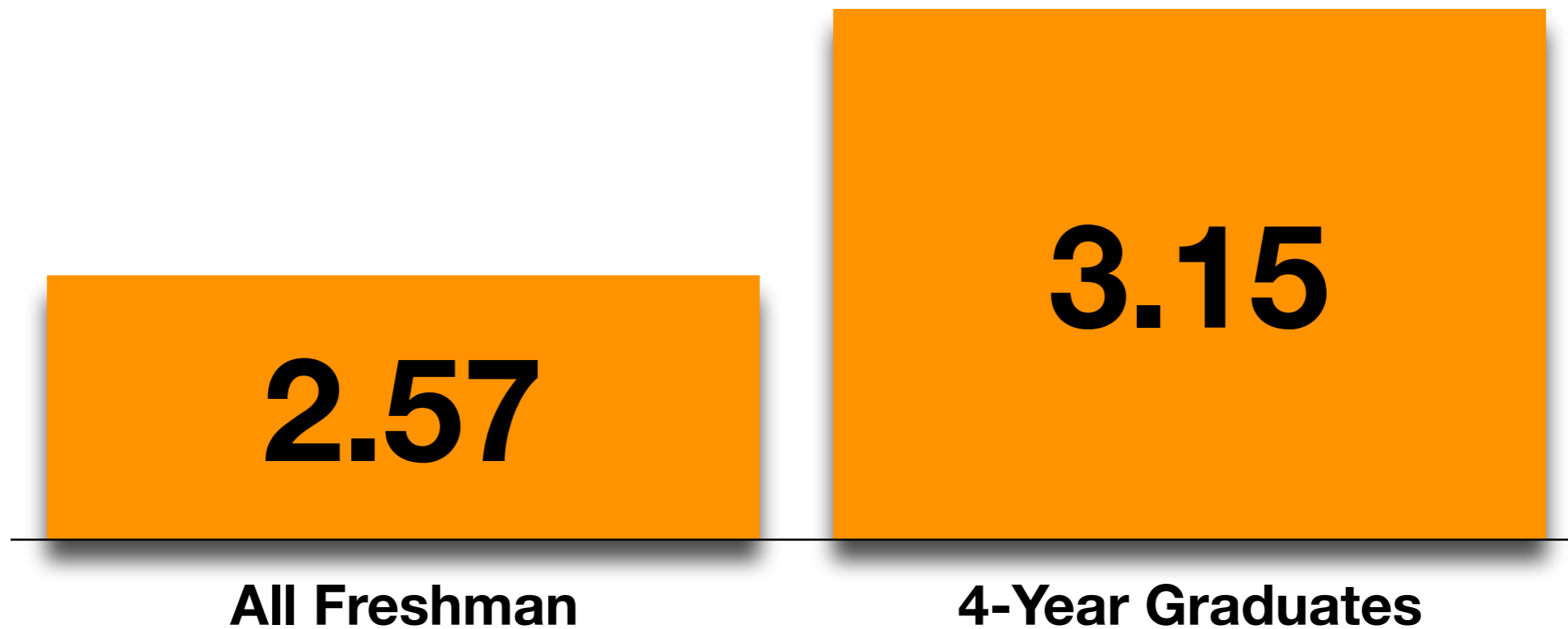
Increases in the Academic Progress Rate (APR) have lagged behind graduation rate increases

Focus on 4-year graduation rate requires accelerated remediation of academic deficiencies and/or more effective alignment with chosen course of study

Strong correlations between 1st year academic performance and second year retention

Correlation of Freshman Year Academic Performance with 4-Year Graduation Rate

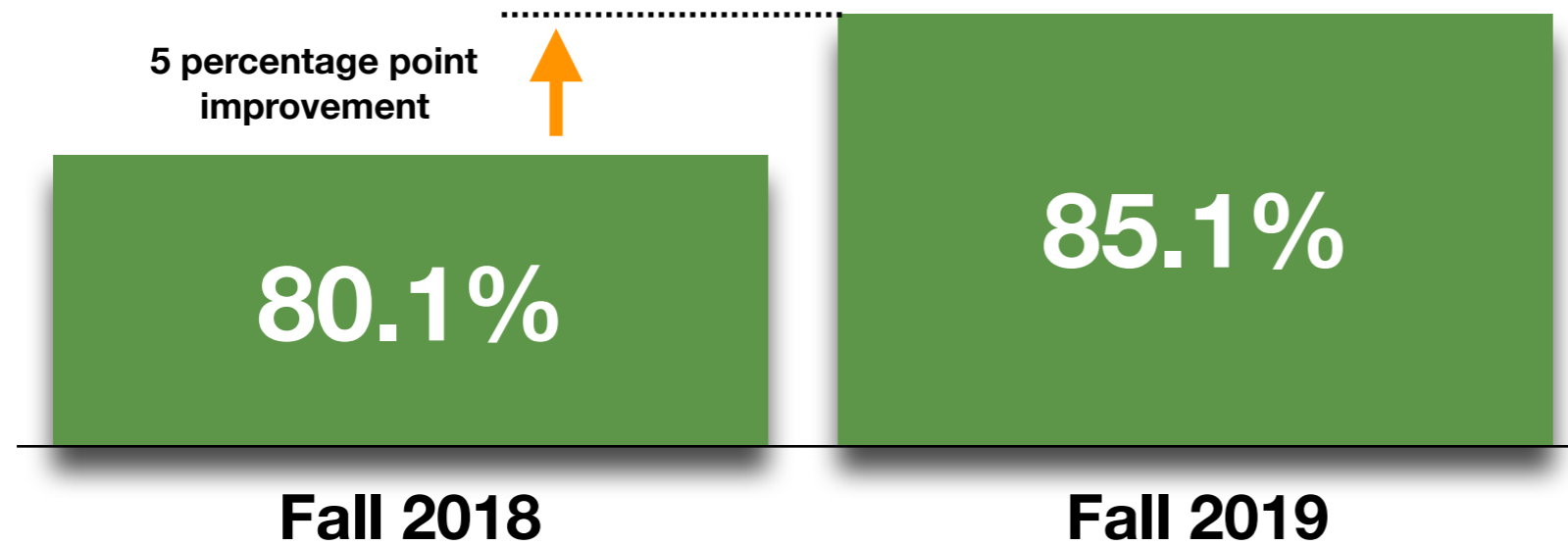
First Year GPA (3-Year Average)



1st Year Performance of Students is Critical to Improving Retention and 4-Year Graduation Rates

Leading Indicators for Academic Progress Rate (PBF Metric # 5)

Freshmen Students with GPA > 2.0 at end of Fall Semester



Number of Major Changes During 1st Year
Class Attendance
High Failure Rate Courses
Academic Performance (via Early Alerts & Progress Reports)
Early Registration Data
Unmet Financial Need
Visits to Tutorial Centers
Academic Coaching Appointments

APR Snapshot

Fall 2019 FTIC Cohort (After 1st Semester)

1085 GPA > 2.0 (81%)

162 GPA < 2.0 (12%)

1247

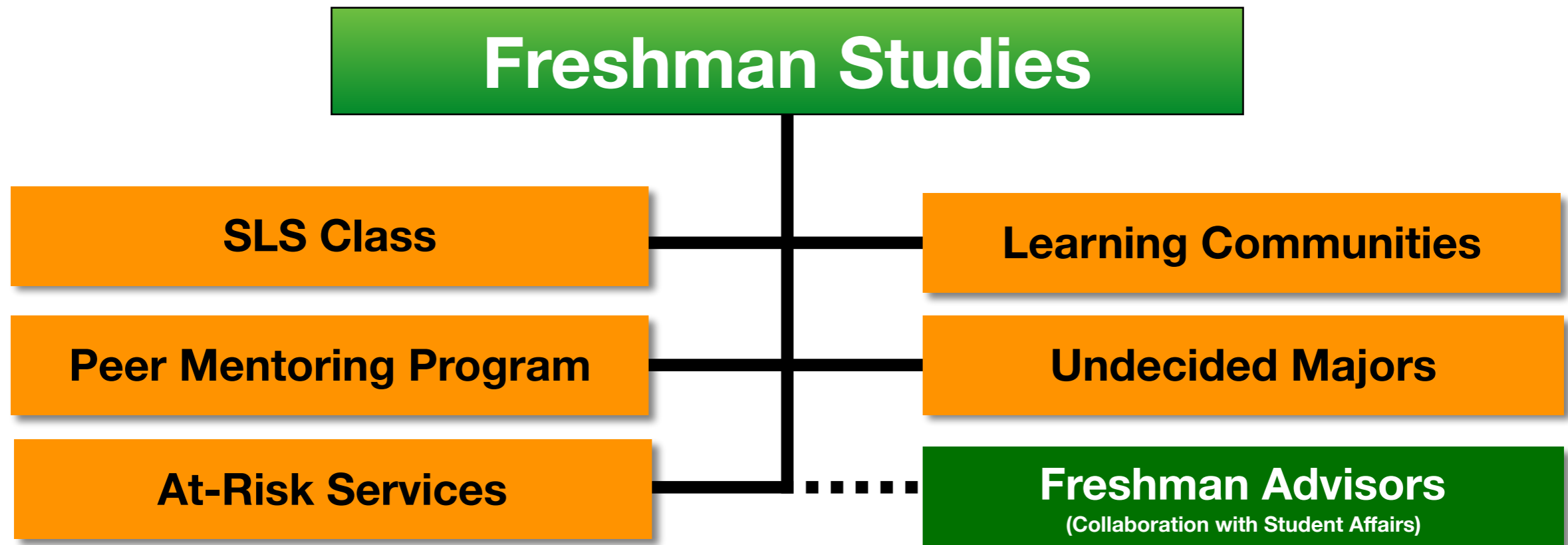
= 93%

Estimated Cohort Size — 1342*

Fall - Spring
Retention Rate

Need **1074** students to return in Fall 2020
with GPA > 2.0 to meet APR goal of **80%**

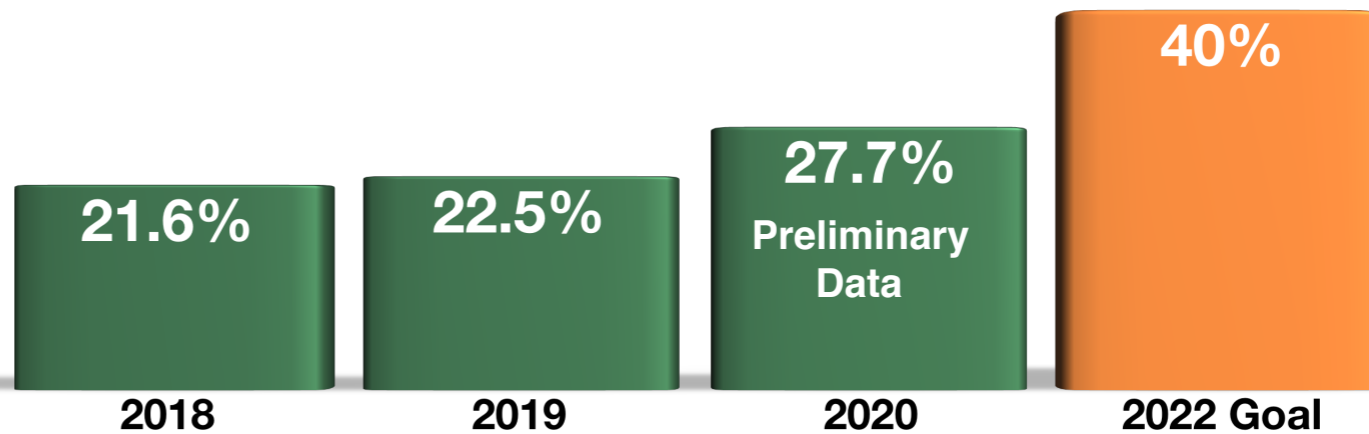
Organizational Structure



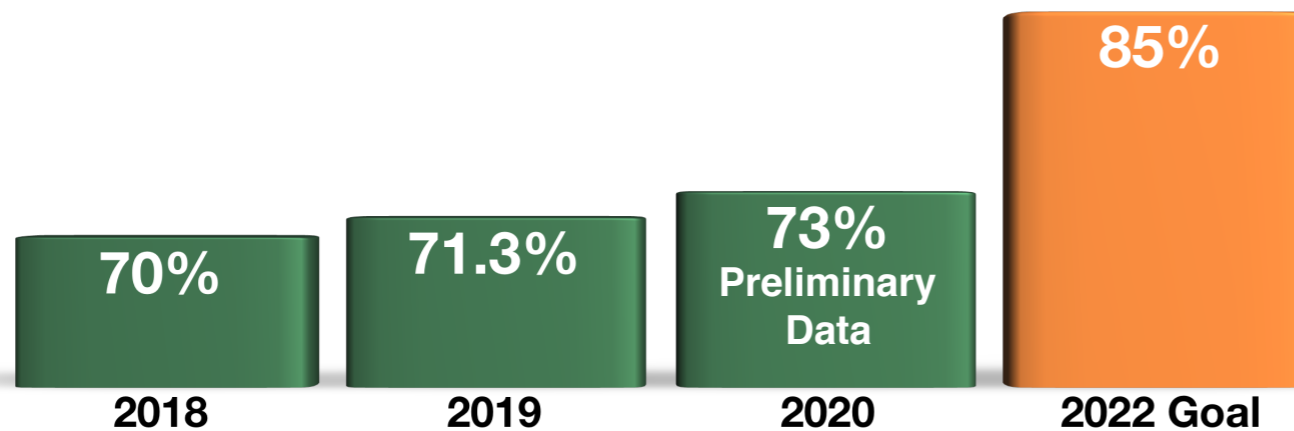
Size of Typical Freshman Class	~1400
Full-Time Staff	8
Number of Peer Mentors	100
Financial Investment	\$1.2M

Progress and ROI

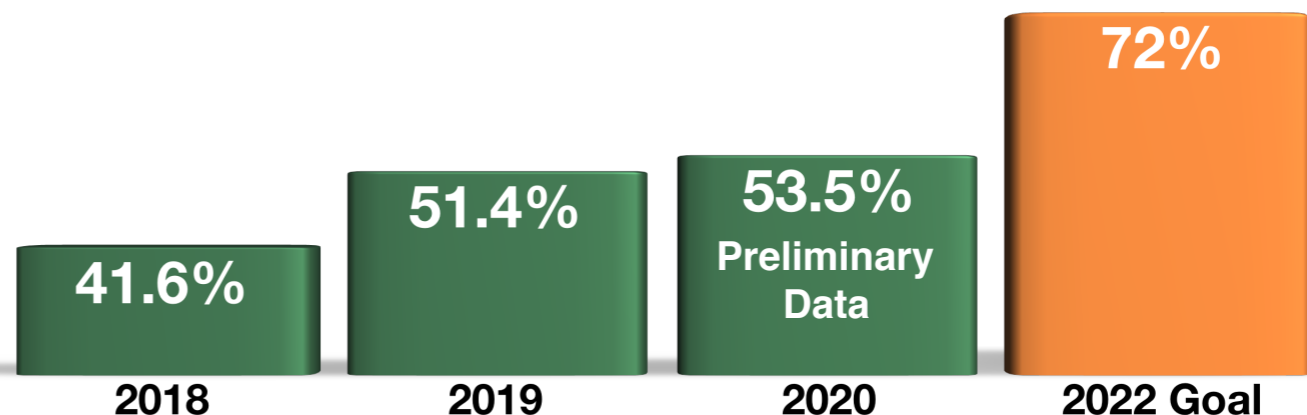
Increasing 4-Year Graduation Rate (PBF #4)



Improving Academic Progress Rate (PBF #5)



Making Strides with Excess Credit Hours (PBF #9)





***“At FAMU, Great Things are Happening
Every Day”***