



# **FAMU Board of Trustees**

**Strategic Planning and Performance  
Measures Committee Meeting  
September 18, 2019**



# FAMU RISING

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## Strategic Priority 1

Exceptional Student Experience

## Strategic Priority 2

Excellent and Renowned Faculty

## Strategic Priority 3

High Impact Research, Commercialization, Outreach, and Extension Services

## Strategic Priority 4

Transformative Alumni, Community, and Business Engagement

## Strategic Priority 5

First-Class Business Infrastructure

## Strategic Priority 6

Outstanding Customer Experiences

**Update on BOG  
Accountability Plan Metric:  
PBF Metrics**

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

	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

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

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

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

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

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

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

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

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

<b>FAMU</b>	188 (2013-14)	161 (2014-15)	208 (2015-16)	244 (2016-17)	277 (2017-18)	<b>290</b> (2018-19)	<b>310</b> (2019-20)	<b>330</b> (2020-21)	<b>350</b> (2021-22)
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# **Update on Strategic Plan Implementation**

# **Institutional Goals Update: Dashboards and Scorecards Demo**

**[president.famu.edu](http://president.famu.edu)**

**Strategic Plan:  
2019-20 Key Performance  
Indicators and Year 3  
Initiatives**



2017 (Baseline)	2018	2019	METRIC	2022
83%	82.6%	79%	FTIC 2 <sup>nd</sup> -year retention rate	88%
74.6%	70.0%	71.3%	Academic progress rate (2 <sup>nd</sup> year retention with GPA above 2.0)	85%
18%	21.6%	22.5%	FTIC 4-year graduation rate	40%
40.7%	47%	50%	FTIC 6-year graduation rate	60%
28.3%	41.6%	51.4%	Percent of Bachelor's degrees without excess credit hours	60%
64.6%	66.7%	63.9%	Percent of Bachelor's graduates enrolled or employed full-time (earning \$25,000+)	75%
\$32,700	\$33,000	\$31,600	Median Wages of Bachelor's graduates employed full-time	\$38,000
\$12,640	\$9,410	\$7,640	Average cost to student	\$11,000
48%	42.6%	43.7%	Bachelor's degrees awarded in programs of strategic emphasis	55%
58.2%	58.9%	55.2%	Graduate degrees awarded in programs of strategic emphasis	65%
749	842	886	AA transfers headcount enrollment	1,100
2,279	2,134	1,901	Number of degrees awarded	2,500
20	22	25	Number of research doctorates awarded	30
9,614	9,909	10,031	Fall headcount enrollment	12,000
3	4	3	Number of patents	6
\$45.4M	\$38M	\$40M	Total R&D expenditures	\$50M
\$8.5M	\$9.3M	\$11.6M	Annual Giving	\$15M
\$115.6M	\$96.3M	\$96.9M	Endowment Value	\$155M

Initiative	Strategic Priority	Key Areas of Focus
Academic Support Services	1	<ul style="list-style-type: none"> <li>• College/School/Program Student Success Initiatives</li> <li>• Licensure Pass Rates Improvement Initiatives</li> <li>• Student Success Initiatives (Retention and Graduation Rates)</li> <li>• Hiring of 10 academic 45 coaches/advisors, 3 SLS instructors</li> <li>• Recruitment of High Achieving Students</li> <li>• AA Transfer Services</li> <li>• Undergraduate Research Initiative</li> <li>• Online Courses/Programs</li> <li>• Student Financial Support</li> <li>• Academic Degree Programs Evaluation</li> </ul>
Faculty Excellence/Research	2/3	<ul style="list-style-type: none"> <li>• New Faculty Hires</li> <li>• Support Packages for Faculty</li> <li>• Faculty Research Development</li> <li>• Faculty Research Equipment &amp; Infrastructure Enhancements</li> <li>• Faculty Development</li> <li>• Faculty Retention</li> <li>• Hemp Research Project</li> <li>• Brooksville Initiatives</li> </ul>
Fundraising/Community Engagement	4	<ul style="list-style-type: none"> <li>• Alumni and Corporate Engagement</li> <li>• Medical Marijuana Initiative</li> <li>• STEM Outreach and Education</li> </ul>
Business Infrastructure	5	<ul style="list-style-type: none"> <li>• Internal Controls/Compliance/Enterprise Risk Management</li> <li>• Cybersecurity/Technology Enhancements</li> <li>• Building Security Enhancements</li> </ul>
Customer Service/Staff Professional Development	6	<ul style="list-style-type: none"> <li>• Customer Service Initiative</li> <li>• Staff Professional Development</li> <li>• Staff Recognition and Retention</li> </ul>



**“At FAMU, Great Things Are Happening Every Day.”**