

Licensure Pass Rate | May 2023

Juris Doctor (JD) Program

Bachelor of Nursing (BSN) Program

Doctor of Physical Therapy (DPT) Program

Doctor of Pharmacy (PharmD) Program

Board of Trustees | Licensure Pass Rate Meeting

May 11, 2023 | 9 AM

Trustee Nicole Washington, ASA Chair

Trustee Kristin Harper, ASA Vice Chair (Presiding)



Licensure Pass Rate Improvement Plans



Focus

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

Today's Meeting | College of Law Spotlight

Key Highlights:

1. The College of Law has increased the incoming credentials and admitted smaller cohorts starting in Fall 2020. These improved cohorts will begin to take the exam in July 2023, with initial results published in September 2023.
2. The College has adopted an additional semester of legal writing, provides intensive advising and required additional coursework for vulnerable students.
3. In light of the introduction of the NextGen Bar scheduled for first administration in 2026, the College is working with the National Council of Bar Examiners and the Florida Board of Bar Examiners to provide training for faculty during 2023-2024.

Key Takeaways:

- We have a significant need for consistent funds to recruit and retain students and to recruit faculty to teach in the core curriculum.
- During academic year 2022-2023, the College's professional development offerings for faculty included Colleague Conversations, Grant Writing training, and HR training.
- The College recently completed its Employment Questionnaire submission to the ABA for the Class of 2022. Our preliminary analysis shows that this cohort has reported annual salaries in fulltime, long-term positions, ranging from \$31,200 to \$151,000, with a mean annual reported salary of over \$70,000.



KPIs

Admissions

Retention

Readiness Outcomes

Accreditation

KPI Snapshot - School of Nursing

Metric	Rationale for Use	Current Data	Goal	Trend
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.	Fall 2022 100% Proficiency Fall 2021: 100% Proficiency Spring 2021: 81% Met Proficiency	2021: 95%	↑
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.	Spring 2022: 3.58 Fall 2021: 3.55 Spring 2021: 3.45	Fall 2020: 3.46 Fall 2019: 3.42 2020: 3.4 2021: 3.5	↑
Retention				
GPA of First-Year Cohort	First semester and first-year GPA provide an assessment of student mastery of content.	First-Semester Fall 2022 3.15 Fall 2021: 3.80 Fall 2020: 3.00	Fall 2019: 3.42 Fall 2020: >3.20 Fall 2021: >3.30	↓
		End of First Year Fall 2021: 3.10 Fall 2020: 3.20	Spring 2019: 3.23 Fall 2020: >3.50 Fall 2021: >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 in five semesters.	<u>Graduating Cohort</u> Fall 2022: 48% Spring 2022: 34% Fall 2021: 79% Spring 2021: 86%	Fall 2020: 94% Spring 2020: 74% 2019: 74% <u>Graduating Cohort</u> 2020: 75% 2021: 80% 2022: 85%	↑
NCLEX Readiness and 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</u> Fall 2022: 92% Spring 2022: 95% Fall 2021: 92% Spring 2021: 97%	Fall 2020: 97% Spring 2020: 76.9% Fall 2019: 65.9% Spring 2019: 69.4% <u>Graduating Cohort</u> Fall 2020: >80% Spring 2021: >85%	↑
NCLEX Scores	The National Council Licensure Examination (NCLEX) Exam is administered four times per year.	<u>Current Year by Quarter</u> 2022: 68.18% (82.95%) 2021: 62.30% (86.06%) 2020: 66.67% (90.96%)	<u>FAMU (National)</u> 2019: 63.44% (91%) 2020: 80% 2021: 85% 2022: 85%	↑
Accreditation & Regulatory Status				
ACEN	The BSN program is accredited by the Accreditation Commission for Education in Nursing (ACEN)	Accredited without conditions through 2026.		
FL BON	The Florida Board of Nursing regulates the pre-licensure BSN program.	Probation extended X1 year (January 2024).		

Key Updates:

Admissions:

The SON has implemented ATI diagnostic tests to review and assess student program readiness.

Recruitment:

The SON works independently and in collaboration with the Health Professions Recruitment Team to recruit potential nursing students.

Licensure Exam:

The SON is implementing consistent testing strategies and course exam predictors to identify anticipated pass rates.

SON Licensure Pass Rate Update

Quarter 1 Update

FL - FLORIDA A & M UNIVERSITY - BS (US70509800)

NCLEX-RN

NCSBN Education Program	NCSBN Education Program City	NCSBN Graduation Date	01/01/2022 - 03/31/2022				Total			
			Total Delivered	Total Passed	Total Failed	% Pass Rate	Total Delivered	Total Passed	Total Failed	% Pass Rate
FL - FLORIDA A & M UNIVERSITY - BS (US70509800)	TALLAHASSEE	04/2021	2	0	2	0.00%	2	0	2	0.00%
		12/2021	15	11	4	73.33%	15	11	4	73.33%
	Total		17	11	6	64.71%	17	11	6	64.71%

FL - FLORIDA A & M UNIVERSITY - BS (US70509800)

NCLEX-RN

NCSBN Education Program	NCSBN Education Program City	NCSBN Graduation Date	01/01/2023 - 03/31/2023				Total			
			Total Delivered	Total Passed	Total Failed	% Pass Rate	Total Delivered	Total Passed	Total Failed	% Pass Rate
FL - FLORIDA A & M UNIVERSITY - BS (US70509800)	TALLAHASSEE	12/2021	3	0	3	0.00%	3	0	3	0.00%
		12/2022	24	19	5	79.17%	24	19	5	79.17%
	Total		27	19	8	70.37%	27	19	8	70.37%

First Quarter 2022/2023 Comparison

- Our scores are continuing to increase overall.
- 100 % of our 2022 graduates have tested.
- Approximately 60% of the December 2022 Graduated Cohort had failed at least one nursing class, making them out-cycle students.
- 100% of the students who graduated over 12 months ago failed on their first attempt.
- Our Spring 2023 graduating cohort (N=29) has taken the new Next Generation NCLEX (NGN) ATI comprehensive predictor and 96.55% (28/29) passed on the first attempt.

KPI Snapshot-School of Allied Health Sciences | Doctor of Physical Therapy

Metric	Rationale for Use	Current Data		Goal	Trend
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> Fall 2022: 301.7 Fall 2021: 302 Fall 2020: 302.32	<u>GRE-Quantitative</u> Fall 2022: 151 Fall 2021: 151 Fall 2020: 151.12	<u>GRE-Total</u> ³ 300 <u>GRE-Quantitative</u> ³ 150	↔
UG 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> Fall 2022: 3.24 Fall 2021: 3.29 Fall 2020: 3.49	<u>Last 60 Hours</u> Fall 2022: 3.5 Fall 2021: 3.52 Fall 2020: 3.51	<u>Cumulative</u> ³ 3.5 <u>Last 60 Hours</u> ³ 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> Fall 2022: 3.51 Fall 2021: 3.59 Fall 2020: 3:52		<u>First -Semester</u> ³ 3.3	↑
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> Fall 2022: 100% Fall 2021: 91.7% Fall 2020: 92%		<u>Progression Rate</u> ³ 95%	↑
NPTE Readiness and Outcomes					
Diagnostic Exams	Beginning with the 2022 academic year, the program will administer comprehensive exams to each cohort during the spring semester to assess student mastery of content and readiness to progress.	<u>Spring 2022</u> 2nd yr. Cohort: Comprehensive Skills Check-Off 1 st attempt: 0% (0/22) 2 nd attempt: 68% (15/22) 3 rd attempt: 100% (22/22) 3 rd yr. Cohort: Comprehensive Exit Examination 1 st attempt: 42% (10/24) 2 nd attempt: 83% (20/24) 3 rd attempt: 100% (24/24)		<u>Cohort Average</u> 2 nd yr. Cohort: perform patient care with less than 50% assist (CPI) 3 rd yr. Cohort: 90%+ first time pass rate	
NPTE Scores	The National Physical Therapy Exam (NPTE) is administered four times per year (January, April, July, and October). The FL BOG tracks the three-year average in the annual Accountability Plan.	<u>Annual First-Time Pass Rates (National)</u> 2022: 79.2% (86.1%) 2021: 82% (88%) 2020: 88% (91%)	<u>3-Year Average (National)</u> 2022: 83% (88.4%) 2021: 85.5% (90%) 2020: 83% (91%)	<u>Annual First-Time Pass Rate (3-Year Ave.)</u> 2022: 90% (90%) 2021: 90% (88%) 2020: 90% (83%)	↓
Accreditation Status					
CAPTE	The DPT Program is accredited by the Commission on Accreditation in Physical Therapy Education (CAPTE).	The program is fully accredited through 2024.			

Key Updates:

Admissions: The DPT continues to use admission criteria that are comparable to programs in reference to GRE and GPA requirements.

Retention: The faculty tracks the progression of each student throughout the program, which assists in maintaining good retention rates.

Recruitment: The DPT utilizes PTCAS and collaborative efforts with Health Professions Recruitment.

Licensure Exam: NPTE preparatory courses are threaded in the curriculum.

CoPPS, IPH | Key Performance Indicators

Metric	Rationale for Use	Current Data		Goal	Trend	
Admissions						
Admissions Exam	The Pharmacy College Admission Test (PCAT) is a standardized test that helps identify qualified applicants.	The FAMU PharmD program planned to require the PCAT for the Fall 2023 entering cohort for assessment purposes only. PCAT to retire in January 2024.				
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.	Fall 2022: 3.22 Fall 2021: 3.34 Fall 2020: 3.16 Fall 2019: 3.17		Fall 2021: > 3.25 Fall 2022: > 3.30 Fall 2023: > 3.30		
Retention						
Failure Rates in Critical Courses	Success rates in critical courses helps to assess student mastery of foundational knowledge and readiness for the NAPLEX.	PHA 3102 – Drug Delivery I 2022: 1.11% 2021: 5.1% 2020: 2.3% 2019: 2.3%		53% of failures in this course do not graduate.	Fall 2022: < 6%	↔
		PHA 3106 – Drug Delivery II 2022: 10.5% 2021: 0% 2020: 1.2% 2019: 0%		32% of failures in this course do not reach the third year of the program.	Spring 2023: < 6%	↓
Program Completion Rates	ACPE annually monitors progression trends of the graduating class for accredited programs. Programs must remain below established thresholds. *Overall attrition includes delayed graduation, withdrawals, and dismissals for each graduating class.	Academic Dismissals 2022 Graduates: 1% 2021 Graduates: 5% 2020 Graduates: 8% 2019 Graduates: 8%	Overall Attrition* 2022 Graduates: 43% 2021 Graduates: 49% 2020 Graduates: 25% 2019 Graduates: 19%	Academic Dismissals 2023 Graduates: < 6% 2022 Graduates: < 6% Attrition 2023 Graduates: < 24% 2022 Graduates: < 24%	↑	
NAPLEX Readiness and 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.	FAMU (National) 2023: Pending 2022: 295 (345) 2021: 306 (343) 2020: 321 (344) 2019: 308 (348)		PCOA to retire as of June 2023.	Achieve the national average.	↓
Comprehensive Exam	The program administers the Comprehensive Exam to learners during their final semester (P4). A minimum score of 75% is required to pass; they are given five opportunities.	Percent of Cohort Passing by the Third Attempt Spring 2022: 95% Spring 2021: 91% Spring 2020: 43% Spring 2019: 60%			Spring 2023: > 90% Spring 2024: > 90%	↓
NAPLEX Scores	Candidates are allowed a maximum of five attempts on the North American Pharmacist Licensure Examination (NAPLEX).	FAMU (National) 2022: 85% (80%) 2021: 90% (84%) 2020: 80% (87%) 2019: 79% (87%)			2020: 85% 2021: 85% 2022: 85% 2023: 85%	↔
Accreditation Status						
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 Spring 2024.				

Key Updates:







Admissions:

Pharmacy program faculty review the incoming UG GPA in science and math courses to assess predictive preparedness.

Licensure Exam:

The pharmacy program has an established pass rate goal for 2023 and are implementing curricular and clinical processes to exceed the goal in the 2024.

KPI Snapshot - College of Law

Metric	Rationale for Use	Current Data	Goal	Trend
Admissions				
LSAT (median)	LSAT scores are correlated with Bar passage rates. COL medians are significantly lower than peers.	FAMU Fall 2022: 150 Fall 2021: 149 Fall 2020: 147 Fall 2019: 146	SUS Peers Fall 2022: 165 Fall 2021: 163 Fall 2020: 161 Fall 2019: 160	Fall 2023: 150 
UG GPA (Median)	Undergraduate GPAs are correlated with Bar passage rates. COL medians are significantly lower than peers.	FAMU Fall 2022: 3.41 Fall 2021: 3.42 Fall 2020: 3.30 Fall 2019: 3.11	SUS Peers Fall 2022: 3.82 Fall 2021: 3.79 Fall 2020: 3.74 Fall 2019: 3.71	Fall 2023: 3.45 
Size of Entering Cohort	Reducing the size of the cohorts will allow the COL to be more selective in admissions and increase the efficacy of resources allocated for instruction and academic support.	FAMU Fall 2022: 132 Fall 2021: 129 Fall 2020: 112 Fall 2019: 209	Fall 2023: 130 Fall 2024: 130	
Retention/Completion				
Utilization of Academic Support Resources	The College offers a slate of academic support resources to build skills necessary for academic success and bar passage, beginning in orientation and continuing through the 3L year. The literature on best practices recommends investing in and incentivizing utilization of academic success resources to improve bar passage rates.	% of incoming students completing ≥80% AS Orientation:¹ 2022: 94.7% 2021: 63.6% 2020: 83.9% 2019: 94.3%	Increase the percentage of students utilizing support resources.	
Non-Academic Attrition Rates	Measures the percentage of students in good standing who leave COL after the first year (many are recruited by other law schools)	2021-2022: 4.54% 2020-2021: 3.57% 2019-20: 4.62% 2018-19: 8.8%	2020-21: <5% 2021-22: <5% 2022-23: <5%	
Bar Exam Preparation and Outcomes				
Bar Exam	The Bar Exam is administered two times per year. The pass rate on the February exam is typically lower.	February 2023: 40% 2022: 56.0% 2021: 70.6% 2020: 48.7% 2019: 45.5%	July 2022: 52.6% 2021: 56.8% 2020: 61.7% 2019: 61.1%	2020: 70% 2021: 75% 2022: 80% 
Accreditation				
ABA	The Juris Doctor program is accredited by the Council of the American Bar Association Section of Legal Education and Admissions to the Bar (the "Council").	The College's next comprehensive visit is scheduled for academic year 2028-2029. The College reports to the Council three times annually; the Annual Questionnaire is due in October, the Bar Pass Questionnaire is due in February, and the Employment Questionnaire is due in April.		

Key Updates:

Recruitment: The credentials of the incoming cohort of Fall 2023 are trending higher than Fall 2022.

Bar Outcomes: Results of the bar exam administered in February 2023 were released April 11, 2023.

1. Calculated by incoming cohort in Fall of the referenced year.

Law - Overview

- ☑ The College of Law is fully accredited and in compliance with all applicable standards.

Curricular Focus	Clinical Preparation	Recent Interventions
<p>Bar Exam Focus:</p> <ul style="list-style-type: none">• Curricular changes to support writing skills and align with other SUS schools have been implemented• Continued individual student tracking, early risk identification, and interventions	<p>On Campus Experiences</p> <ul style="list-style-type: none">• Economic Justice Clinic• Guardian Ad Litem Clinic• Mediation Clinic• Simulation Courses taught primarily by practicing attorneys and sitting judges <p>Off Campus Experiences</p> <ul style="list-style-type: none">• Thirty students enroll in field placements in each semester	<ul style="list-style-type: none">• Online Lawyering Fundamentals (Orientation)• Teaching Assistants for each 1st year course• Additional support for vulnerable students after foundational curriculum<ul style="list-style-type: none">- intensive advising- required additional doctrinal coursework- required Advanced Analytical Skills course• Individualized bar tutoring available to all graduates

Law - Areas of Focus

Curricular & Assessments

2023 Graduating Cohort:

- Smaller incoming cohort with incoming credentials that predict 63% chance of first-time bar pass.
- First cohort to have curriculum aligned with other SUS schools.
- Providing scholarships to ensure graduates have a commercial bar pass program and have enrolled in R.I.S.E.

2024 Graduating Cohort:

- Incoming credentials that predict 72% chance of first-time bar pass.
- First cohort to have three semesters of required legal writing.
- First cohort to have additional support for vulnerable students.

2025 Graduating Cohort:

- Incoming credentials that predict 75% chance of first-time bar pass.
- First cohort to have teaching assistants in each first-year course.

Experiential Learning

- New Economic Justice Clinic launched January 2023.

Recruitment / Retention

- The College must have a sustainable resources in order to recruit / retain highly credentialed students.

NextGen Bar Exam



National Council of Bar Examiners, Content of the NextGen Bar Webcast (September 2022), retrieved from: <https://nextgenbarexam.ncbex.org/wp-content/uploads/NCBE-NextGen-Webcast-093022.pdf>

**Looking Forward to
Next Meeting:
Recruitment Data**

Nursing

Pre-Pharmacy

Allied Health Sciences

Questions?



FLORIDA A&M UNIVERSITY

Founded in 1887 as the State Normal College for Colored Students, Florida Agricultural and Mechanical University (FAMU) is the only historically state supported educational facility for African Americans in Florida. It has always been co-educational. In 1890, the second Morrill Act was passed. This enabled the school to become the Black Land Grant College for the State of Florida. west of its original location