



FAMU Licensure Pass Rate Workgroup Executive Summary for the Board of Trustees (July 2024)

Introduction

The purpose of this executive summary is to present an overview of the challenges and best practices related to licensure pass rates for various programs at Florida Agricultural and Mechanical University (FAMU), including the Doctor of Physical Therapy (DPT) Program, the School of Nursing, the College of Law, and the College of Pharmacy and Pharmaceutical Sciences, Institute of Public Health (CoPPS, IPH). This summary consolidates insights from detailed reports and memos to provide a comprehensive picture for the Board of Trustees.

Board of Trustees Direction: This document provides an overview and summary of historical trends for each of the licensure programs as well as highlights from each programs data, challenges, and best practices implemented. Please read through this document and for more additional narratives regarding each program, they are provided in a combined file. For the upcoming Licensure Pass Rate meeting (July 2024) please review this information for a thorough dialogue and discussion. You are each invited to review the materials, and prepare, and ask questions about each of the licensure pass rate programs and in place of a presentation, the leaders and their teams will engage with the BOT members to answer the questions and discuss future developments.

FAMU Accountability Plan: Licensure Pass Rate First-Time Pass Rate Goals

The FAMU Board of Trustees and Florida State University System Board of Governors have approved data from the Accountability Plan tied to our Licensure Pass Rate programs. The following overview provides data summaries from the accountability plan for area specific first-time pass rate goals. The goals for Nursing, Physical Therapy, Law and Pharmacy are provided below, with additional information for the BOT members to review in the special committee meeting.

School of Nursing

Approved SON Program Licensure Goal: Consistently maintaining a 90% pass rate from 2024 to 2028.

School of Nursing Accountability Plan Data Summary Table				
Year	Actual Pass Rates	Benchmark	Approved Goals	Proposed Goals
2019	63%			
2020	67%			
2021	62%			
2022	68%			
2023	82%	90%		90%
2024		90%	90%	90%
2025		90%	90%	90%
2026		90%	90%	90%
2027		90%	90%	90%
2028		90%	90%	90%

Identified Challenges:

1. NCLEX Readiness: Delays in taking the NCLEX and inconsistent student preparation.
2. Curriculum Modifications: Need for alignment with NCLEX and American Association of Colleges of Nursing (AACN) Essentials.
3. Success Coaching: Support required for developing study techniques and time management.
4. Student Readiness: Admission criteria needing refinement to identify students best suited for the program.
5. Faculty Stability: National shortage of nursing faculty and competitive salaries affecting recruitment.

Best Practices Implemented:

- NCLEX Preparation: Incorporation of Assessment Technologies Institute (ATI) Capstone Review and UWORLD resources.
- Curriculum Alignment: Ongoing faculty development and curriculum mapping aligned with AACN Essentials.

- Early Detection: High-risk early detection and success coaching for students struggling academically.
- Revised Admissions: Updated criteria to ensure student readiness for program rigor.
- Resource Development: R.I.S.E. initiative focusing on resources to increase exam success.

Doctor of Physical Therapy (DPT) Program (NPTE | First Time Pass Rate)

Approved DPT Program Licensure Goal: Achieve a 94% pass rate in 2024 and 2025, and increase to 95% in 2026, with a target of 96% by 2028.

SAHS DPT Accountability Plan Data Summary Table				
Year	Actual Pass Rates	Benchmark	Approved Goals	Proposed Goals
2017-19	69%			
2018-20	83%			
2019-21	86%			
2020-22	83%			
2021-23	79%			
2023		86%		
2024			90%	94%
2025			92%	94%
2026			94%	95%
2027			95%	
2028			95%	96%

Identified Challenges:

1. Test Question Construction: Inconsistency in utilizing board style questions that mirror the National Physical Therapy Examination (NPTE).
2. Curriculum Mapping: Need for updated curriculum mapping to ensure alignment with NPTE content.
3. Student Comprehension: Students struggle with understanding and critically thinking about test questions.

4. Admissions Criteria: Lower GPA and GRE scores compared to other programs in the State University System (SUS).

5. Resource Utilization: Inefficient embedding of board preparation resources within the program.

Best Practices Implemented:

- NPTE Board Preparation: Utilization of platforms such as Scorebuilders, TherapyEd, Final Frontier, and PT Hustle.
- Comprehensive Examinations: Implementation of the Practice Examination and Assessment Tool (PEAT) as a comprehensive exam.
- Faculty Development: Item Writing Workshops and distribution of the NPTEPT Test Content Outline.
- Resource Analysis: Proposal for market analysis of best success rates for licensure preparation resources.

College of Law (Florida Bar Exam | First Time Pass Rate)

Approved COL Licensure Program Goal: Consistently maintain an 80% pass rate from 2024 to 2028.

COL Accountability Plan Data Summary Table				
Year	Actual Pass Rates	Benchmark	Approved Goals	Proposed Goals
2019	57%			
2020	58%			
2021	59%			
2022	53%			
2023	41%	70%		
2024			80%	80%
2025			80%	80%
2026			80%	80%
2027			80%	80%
2028			80%	80%

Identified Challenges:

1. Faculty Pedagogy: Lack of bar tested content and minimal formative assessments in teaching.
2. Understaffing: Insufficient staffing in the Academic Success & Bar Preparation (ASBP) department.
3. Advising Effectiveness: Inadequate advising resources for students with the greatest needs.
4. Low Academic Profiles: Admission of students with lower LSAT scores and undergraduate GPAs.
5. Student Employment: Need for employment while preparing for the bar exam affecting study time and effectiveness.

Best Practices Implemented:

- Pedagogy Training: Engaging experts to train faculty on effective bar exam preparation strategies.
- Staffing Enhancements: Hiring additional staff and a permanent director for the ASBP department.
- Resource Partnerships: Collaborating with commercial bar prep companies for comprehensive support.
- Writing and Mental Health Support: Establishing a Writing Center and hiring a Licensed Mental Health Counselor.
- Financial Assistance: Providing bar prep scholarships and tutoring support to reduce financial burdens on students.

College of Pharmacy and Pharmaceutical Sciences, Institute of Public Health (CoPPS, IPH) (NAPLEX | First Time Pass Rate)

Approved CoPPS PharmD Program Proposed Goal: Achieve a 94% pass rate in 2024 and 2025, and increase to 95% by 2026, with a target of 96% by 2028.

PharmD Accountability Plan Summary Table				
Pharmacy	Actual Pass Rates	Benchmark	Approved Goals	Proposed Goals
2019	83%			
2020	83%			
2021	90%			
2022	85%			
2023	70%	79%		
2024			92%	94%

2025	94%	94%
2026	94%	95%
2027	95%	
2028	95%	96%

Identified Challenges:

1. Delay in NAPLEX Testing: Graduates tend to delay taking the NAPLEX, leading to lower pass rates.
2. Faculty Retention: High turnover among qualified faculty due to better offers from other institutions.
3. Changes to Licensure Examination Blueprint: Adjustments in the NAPLEX blueprint have impacted pass rates.
4. Curricular Alignment: Need for continuous curriculum alignment with accreditation standards and licensure exam requirements.
5. Funding and Tuition: Lower tuition rates compared to other SUS colleges, affecting resource availability.

Best Practices Implemented:

- Comprehensive Examinations: Requirement for passing a comprehensive exam to graduate.
- Longitudinal Board Preparation Course: Weekly deliverables and quizzes to reinforce learning.
- Pre-NAPLEX Vouchers: Providing practice exam vouchers to prepare students effectively.
- Curriculum Review: Regular review of the curriculum to ensure alignment with licensure requirements.
- Resource Development: Implementing the R.I.S.E. initiative to provide targeted support for exam preparation.

Strategies for Resource Development:

1. Scholarships: Increasing centrally funded scholarships to attract high credential applicants.
2. Tuition and Fees: Adjusting tuition and fees to match those of other SUS pharmacy schools to enhance resources.

3. Faculty Recruitment: Hiring qualified faculty focused on key content areas identified by NAPLEX domain scores.
4. Assessment Enhancement: Improving assessment capabilities with dedicated staff and graduate research assistants.

Conclusion

The leadership within each program meets weekly in a workgroup and is actively addressing the challenges faced by its licensure programs through targeted interventions and best practices. Additionally, meetings with leaders across the SUS will be requested to gather more information that is helpful in developing best practices utilized across the state and nationally. These efforts aim to enhance student readiness, improve faculty effectiveness, and ensure that graduates are well prepared for their licensure examinations. Continuous evaluation, leadership engagement, accountability measures, and adaptation of these strategies will be crucial for maintaining and improving licensure pass rates across each of the four programs.