

February 12, 2026

# Strategic Planning & Performance Measures

*“Aligning Institutional Priorities with Long-Range Strategy”*

## Board of Trustees Meeting

Roddrick D. Jones, Ph.D.  
V.P., Division of Strategic Planning, Analysis & Institutional Effectiveness

**FAMU**

FLORIDA  
AGRICULTURAL AND  
MECHANICAL  
UNIVERSITY



# Today's Strategic Overview

## Key Messages

### Strategic Planning Context

- ✓ Entering the 2028–2033 Cycle: Aligning Priorities Across SUS 30, DRS, Research, and ERM

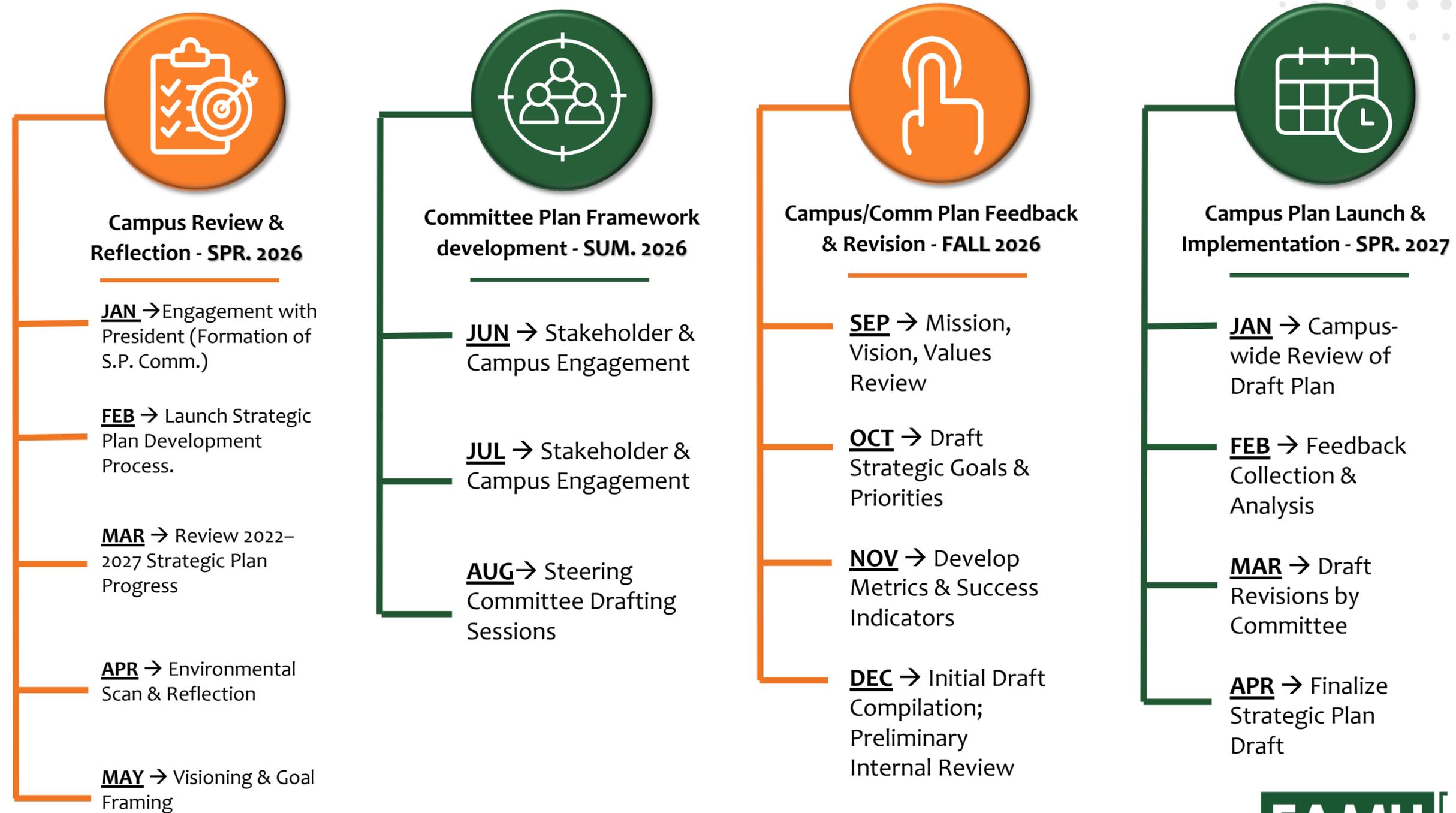
### Presidential Priorities

- ✓ Driving Student Success, Research Growth, Financial Strength, Brand Impact, and Operational Excellence

### PBF Performance Lens

- ✓ Focusing on Improvement, Competitiveness, Funding Risk, Metric Readiness, and Required Actions

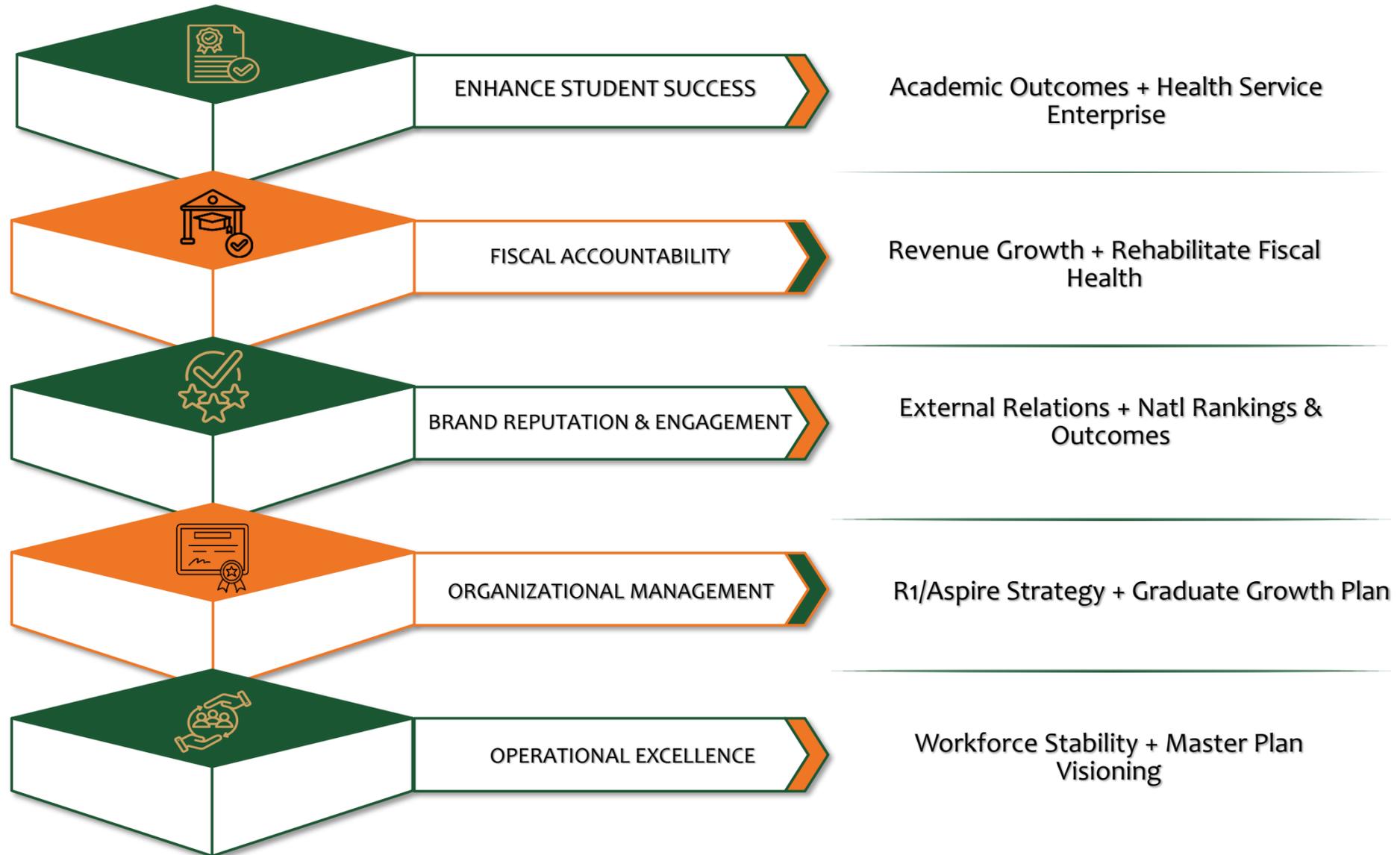
# 2028-2033 Strategic Plan Development



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



# Presidential Priorities with Strategic Planning



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

# PBF – Overview of PBF Points

## Points

- Points are allocated based on an institution’s annual outcome on each metric.
- Points for each metric can be earned for “Excellence” and “Improvement”
- The “Excellence” benchmark scale outlines the level of performance on the metric that is needed to earn points, ranging from 1-10 points
- The “Improvement” benchmark scale outlines the level of improvement on the metric that is needed (compared to the performance in the previous year) to earn points, ranging from 1-10 points
- The higher of the two scores (“Excellence” vs. “Improvement”) is counted towards an institution’s overall PBF score for the year

Source: Table from BOG Website

Performance Based Funding Model 2024-25 Benchmarks											
EXCELLENCE (Achieving System Goals)											
Points		10	9	8	7	6	5	4	3	2	1
<b>Key Metrics Common to All Universities</b>											
1	Percent of Bachelor's Graduates Employed (\$40,000+) and/or Continuing their Education Further 1 Yr after Graduation	80.0%	77.0%	74.0%	71.0%	68.0%	65.0%	62.0%	59.0%	56.0%	53.0%
2	Median Wages of Bachelor's Graduates Employed Full-time One Year After Graduation	\$43,200	\$40,700	\$38,200	\$35,700	\$33,200	\$30,700	\$28,200	\$25,700	\$23,200	\$20,700
3	Net Tuition & Fees per 120 Credit Hours	\$9,000	\$10,000	\$11,000	\$12,000	\$13,000	\$14,000	\$15,000	\$16,000	\$17,000	\$18,000
4	Four Year Graduation Rate Full-time FTIC	65.0%	62.0%	59.0%	56.0%	53.0%	50.0%	47.0%	44.0%	41.0%	38.0%
5	Academic Progress Rate 2nd Year Retention with GPA Above 2.0	90.0%	88.8%	87.5%	86.3%	85%	83.8%	82.5%	81.3%	80.0%	78.8%
6	Bachelor's Degree's Awarded in Areas of Strategic Emphasis (includes STEM)	50.0%	47.5%	45.0%	42.5%	40.0%	37.5%	35.0%	32.5%	30%	27.5%
7	University Access Rate Percent of Undergraduates with a Pell Grant	42.0%	38.0%	34.0%	30.0%	26.0%	22.0%	18.0%	14.0%	10.0%	6.0%
8.A.	Graduate Degrees Awarded in Areas of Strategic Emphasis (includes STEM)	60.0%	57.5%	55.0%	52.5%	50.0%	47.5%	45.0%	42.5%	40.0%	37.5%
8.B.	Percentage of Newly Admitted FTICs with High School GPA of a 4.0 or Higher (Alternative metric for NCF only)	70.0%	65.0%	60.0%	55.0%	50.0%	45.0%	40.0%	35.0%	30.0%	25.0%
IMPROVEMENT											
% Improvement		5.0%	4.5%	4.0%	3.5%	3.0%	2.5%	2.0%	1.5%	1.0%	0.5%
Points		10	9	8	7	6	5	4	3	2	1

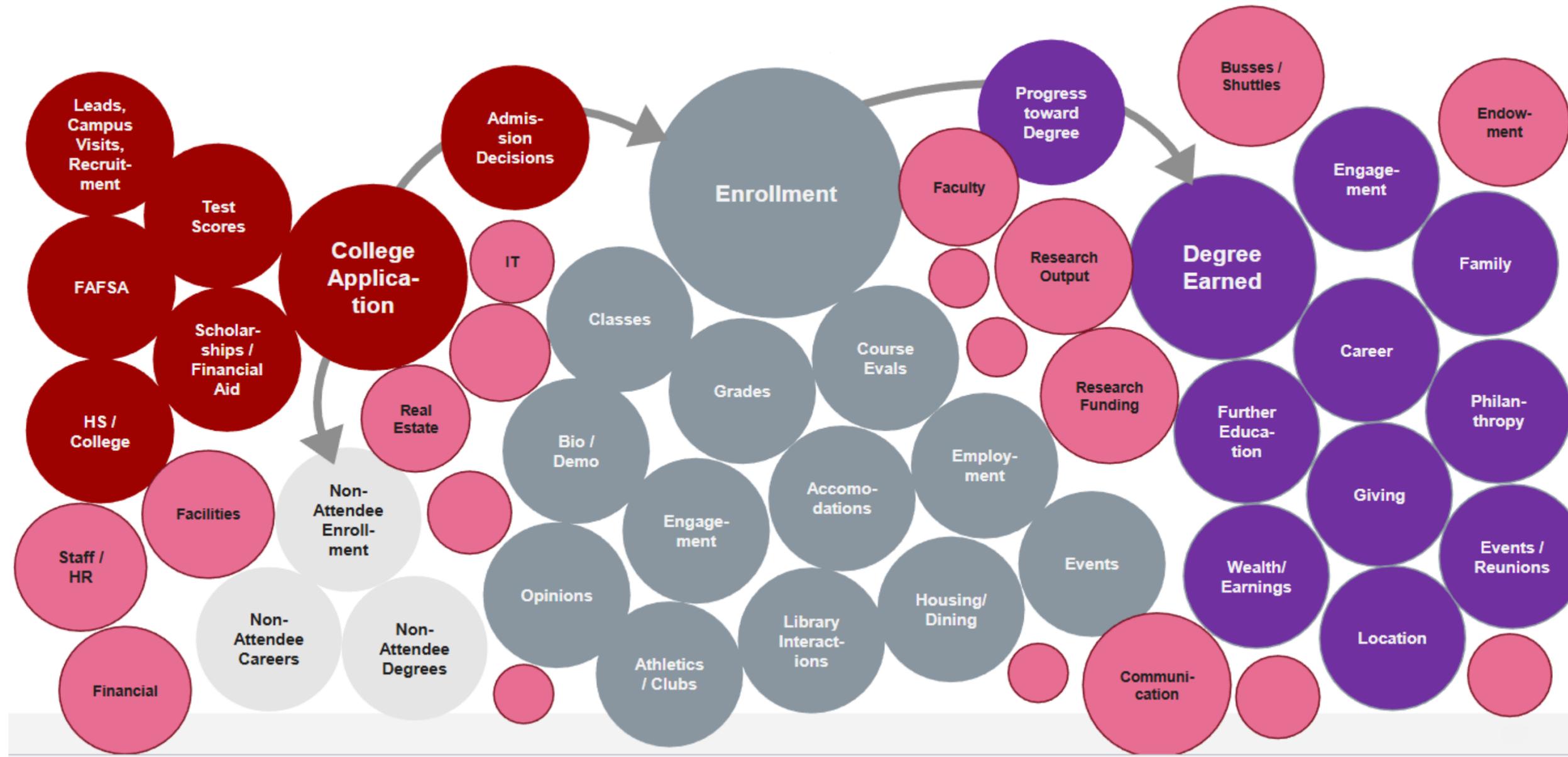
Note: For Metric 3 only the percentage improvement should be negative in order to receive points.

# PBF – Overview of PBF Points (cont.)

Performance Based Funding Model 2024-25 Benchmarks						
		EXCELLENCE <i>(Achieving System Goals)</i>				
Points		5	4	3	2	1
<b>Key Metrics Common to All Universities</b>						
9.A.	Three-Year Graduation Rate for FCS Associate in Arts Transfer Students	70.0%	67.0%	64.0%	61.0%	58.0%
9.B.	Six-Year Graduation Rate for Students who are Awarded a Pell Grant in their First Year	80.0%	75.0%	70.0%	65.0%	60.0%
9.B.1.	Academic Progress Rate, 2nd Year Retention for FTIC with a Pell Grant <i>(Alternative metric for FL Poly only)</i>	89.0%	88.0%	87.0%	86.0%	85.0%
		IMPROVEMENT				
% Improvement		5.0%	4.0%	3.0%	2.0%	1.0%
Points		5	4	3	2	1

Performance Based Funding Model 2024-25 Benchmarks											
		EXCELLENCE <i>(Achieving System Goals)</i>									
Points		10	9	8	7	6	5	4	3	2	1
<b>Metric 10</b>											
10.A.	FAMU - Number of Bachelor's Degrees Awarded to Transfers with AA Degrees from FCS	350	330	310	290	270	250	230	210	190	170

# The Data Landscape of Typical Colleges and Universities is... **Complex!**



# The University's Ecosystem Through Data

## Data Sources

What sources are currently under-leveraged (e.g., unstructured data, open-text feedback)?

## Users/Stakeholders

Who are the high-value/high-risk stakeholders we need to understand better (faculty engagement, donor behavior)?

## Evaluation

Evaluation ensures that the work is reviewed, refined, and adjusted to achieve the most effective and impactful results.

# Data Stewardship Operating Model

	Admissions & Financial Aid	Enrolled Students	Curriculum & Courses	Student Affairs	Alumni Affairs & Advancement	Grants/Research Admin.	Human Resources	Finance	Facilities Planning & Safety	Athletics
CSSAH	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward
SBI	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward
CST	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward
SAHS	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward
CoE	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward
CPPSIPH	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward
SON	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward
SJGC	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward
COL	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward
CAFS	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward
SOA	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward
COE	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward
SOE	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward
SGSR	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward	Data Steward

ITS, Institutional Research (OIRA & Local) Collaboration

ITS, Institutional Research (OIRA & Local) Collaboration

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