

Update on President's Goals 2024-2025

President's Annual Goals	Baseline	2025 Goal	Actual		
			2022	2023	2024
Goal 1: Four-year Graduation Rate/Student Retention Increase the University's four-year graduation rate (PBF metric) to 46%; Increase second year retention rate to 88%. *Accountability Plan (PBF-4)	Graduation 27.0% Retention 89.1%	Assess and or provide greater resources to ensure appropriate academic coaching of FAMU students. Modify and develop appropriate Articulation Agreements with Florida College System institutions.	Graduation 27.0% Retention 89.1%	Graduation 28.4% Retention 91.8%	Graduation 35.0% Retention 86.5%
Goal 2: Comprehensive Evaluation and Programmatic Enhancements, Licensure Pass Rate Execute action plans that deliver first-time licensure pass rates of: Nursing to 85%; Law to 80%; Pharmacy to 90%; Physical Therapy to 88%. Perform Comprehensive Assessment of each professional program and implement strategies of "Best Practices". Will explore and implement policies that will ensure test taking cohorts have demonstrated a high probability of test passage. *Accountability Plan (KPI-14)	1 of 4	4 of 4 Modify policies and ensure practices are in place to maximize licensure passage rates	1 of 4	1 of 4	1 of 4
Goal 3: Annual Giving Increase annual giving to \$20M.	\$24.6M	\$20.0M	\$24.6M (June 30, 2022)	\$25.7M (June 30, 2023)	\$26.9M (June 30, 2024)
Goal 4: R&D Expenditures Increase total R&D expenditures to \$60M. *Accountability Plan (KPI-17)	\$44.0M	\$60.0M	\$50.6M (June 30, 2022)	\$66.0M (June 30, 2023)	\$69.6M (June 30, 2024)
Goal 5: Organizational Leadership Strategy – Effectively implement the Year-three goals, and priorities outlined in the Boldly Striking Strategic Plan. Develop policy and implement procedures for accepting gifts to the University or DSO's. Ongoing improvement in the attainment of Top 100; Development of Succession Plan for Colleges and Schools, --- Organizational Effectiveness; Create a Culture of Accountability through the development of Expectation Contracts. Continue implementation of the Customer Service Enhancement or Improvement Initiative.	n/a	90% Staff Retention 100% written Expectation Contracts with SLT and other managers (Bi-wkly reviews), Succession Plan for 14 Colleges/Schools -- Reviews 5 customer Service Training Sessions	Implement Deliverables	Implement Deliverables	Implement Deliverables
Goal 6: University Budget/Fiscal Management Financial Health - Strengthen the University's financial health by achieving and ensuring a balanced budget at the end of fiscal year. Develop and implement Corrective Action Plan relative to the three-year Operational Audit. Work collaboratively with the FAMU Foundation and Athletics department to ensure maximum fundraising and the development of a long-term plan to balance Athletics department budget at year end.	1.88	Ensure University's balance budget at year end. Implement Operational Audit corrective strategies. Ensure the implementation of strategies for collaboration between the Foundation and Athletics Department to maximize fundraising.	TBD	TBD	TBD
Goal 7: Internal/External Relations Continue to expand relationship-building with key stakeholders, including students, faculty, staff, Boards, alumni, elected officials (local, state, national), corporations and the local community.	100% engagement across all stakeholders	100% engagement across all stakeholders	100% engagement across all stakeholders	100% engagement across all stakeholders	100% engagement across all stakeholders

Strike, Strike, and Strike Again!

