

Licensure Pass Rate Improvement Plan Updates

Doctor of Pharmacy (PharmD) Program

Bachelor of Nursing (BSN) Program

Doctor of Physical Therapy (DPT) Program

FAMU Board of Trustees
Academic and Student Affairs Committee Meeting
April 29, 2021



Focus

- Updates on Progress to Achieve and Sustain Academic Excellence in FAMU's Health Professions Programs
- Timely Updates (Licensure Exam Scores, Accreditation Actions, etc.)

Monthly Meetings

- March:** Enrollment Management
- April:** Faculty Excellence
- May:** Financial Resources
- June:** Infrastructure and Facilities
- July:** Specialized Accreditation
- August:** Student Success

- In 2019, faculty shortages were cited as the top reason for limiting admissions for new students
- The vacancy rate in 2019 was 7.2%
- The average faculty age is 54.23; with those at the level of assistant professor or higher being age 57
- One third of faculty surveyed plan to retire by 2025
- People of color represent less than 13% of nursing faculty

(AACN, 2020)

Physical Therapy Faculty - National

- Expansion in number of Physical Therapy (PT) and Physical Therapy Assistant (PTA) programs is creating increased demand for physical therapy faculty
- 166 current faculty vacancies
- 48 new positions to be filled
- African Americans represent approximately 2.55% of PT faculty in accredited programs

	ACCREDITED	DEVELOPING	TOTALS
PT US Programs	245 institutions supporting 261 programs	58 institutions developing 58 programs	303 institutions supporting/developing 319 programs
PT Non-US Programs	1 institutions supporting 1 program	1 institutions supporting/developing 1 programs	1 institutions supporting 1 program
PTA	355 institutions supporting 378 programs	36 institutions developing 36 programs	391 institutions supporting/developing 414 programs
Totals	640 accredited programs	94 developing programs	734 accredited/developing

High turnover for clinical faculty in academia

Contributing factors (2019 data):

- 79.8% of licensed pharmacists were actively practicing as pharmacists
- 5.5% of licensed pharmacists were working in non-traditional roles (there are more than 87 options for use of the PharmD degree)
- 9.8% of licensed pharmacists were retired at the most common age of 66
- 4.9% were unemployed
- 135 accredited pharmacy programs: 4 candidate status; and 2 pre-candidate status

https://www.aacp.org/sites/default/files/2020-03/2019_NPWS_Final_Report.pdf

www.acpe-accredit.org

Snapshot of Faculty Demographics

	Nursing (BSN)	Pharmacy (PharmD)	Physical Therapy (DPT)
Number of Full-Time Faculty	9	54	9
-Number of Full Professors	0	21	1
-Number of Associate Professors	2	13	3
-Number of Assistant Professors	6	20	5
-Number of Instructors	1	3	0
Faculty/Student Ratio	1:50 – Didactic	1:9 – Didactic	1:25 – Lab
Average Age of Faculty	57	50	51
Average Teaching Load/Faculty	1.5 FTE	0.60 FTE	0.48 FTE

Nursing (BSN)

- Shortage of available hires
- Aging faculty
- High turnover rates
- High vacancy rates
- Heavy workload expectations
- Industry pay is higher than academic pay
- Faculty shortage limits number of students that can be admitted into FAMU SON

Pharmacy (PharmD)

- Salaries below the national average
- Low faculty applicant pool due to salary inequity
- Faculty departures to peer institutions and gained higher salaries, lower workload
- Shortage of discipline specific faculty
- Administrators responsible for teaching didactic and experiential courses
- Research scientists lack time for research due to teaching and administrative responsibilities
- Aging faculty, especially in pharmaceutical sciences

Physical Therapy (DPT)

- Shortage of PT faculty with an advanced doctoral degree (i.e., PhD, EdD, DSc)
- Competition for faculty hiring and salary
- The DPT, an entry-level clinical doctorate, does not prepare one for a faculty position or for rigorous research
- PT educators must stay current with knowledge in their respective disciplines, further decreasing the available time needed for scholarly work
- High faculty/student ratio in lab classes
- Burnout

Recruit, Develop and Retain World Class Faculty

- Strategic faculty recruitment
- Targeted, ongoing development and training activities
- Competitive benefits and increased support for research & scholarly activities



Nursing



Pharmacy



Physical Therapy

Organizational Structure

- Assign dedicated FTE to coordinate faculty recruitment activities (in Academic Affairs and at program level)

Competitive Packages

- Offer competitive salaries and benefits
- Be flexible and creative to secure commitments from top candidates
- Provide teaching loads on par with peer institutions/align with expectations for performance

Strategic Recruitment

- Engage search firms; Place recruitment advertisements in widely read cognate media
- Have a highly visible presence at professional conferences
- Invite potential candidates to serve as guest lecturers, clinical preceptors, and adjunct instructors
- “Target” accomplished faculty

Environment

- Provide a clear pathway to promotion and tenure
- Demonstrate an internal community of support

Establish “Health Professions Faculty Development Program”

- Coordinated, holistic approach with targeted training and development activities
- Will model FAMU’s STEM Faculty Development Initiative
- Redirects existing faculty development funding towards programs with highest need
- Coordinated by the FAMU Teaching & Learning Center
- Allocation of stipends in support of faculty development activities
- Clearly defined expectations for participation - linked with annual performance appraisals/tenure and promotion guidelines

Areas of Focus

- Pedagogy, assessment and curriculum development
- Mentoring, coaching, and leadership development
- Grantsmanship
- Leadership residencies and fellowships (for new faculty)
- Item writing

Acknowledgements and Rewards

- Recognize achievement with salary adjustments, promotion and tenure
- Match employment offers for high performers
- Endowed chairs

Workload

- Ensure teaching loads are appropriate to meet expectations for performance
- Increase time allowed for research and clinical activities
- Adjust the academic term to enable time during the summer for scholarly work and “rejuvenation”

Faculty Classifications

- Offer Clinical and Non-Tenure Tracks

Support for Professional Development

- Provide financial support for continuing education
- Offer leadership training
- Opportunities for internal advancement
- Interdisciplinary collaboration for research, shared teaching content across disciplines

Needs

- Faculty positions
- Support for faculty recruitment & retention
- Resources for professional development
- Operational support for faculty
 - Research/grantsmanship
 - Clinical support
 - Instruction/curriculum development
 - Technology and data support

Funding Sources

- World Class Faculty and Scholar Program
- Reallocation of internal funding via program prioritization
- Legislative Budget Request (LBR)
 - 7 faculty lines in Nursing
 - 4 faculty lines in Physical Therapy
 - 4 faculty lines in Pharmacy
 - \$2M for faculty retention

ROI for FAMU

- Increased student success outcomes
- Increase in program rankings and reputation
- Better positioned to address Florida's workforce and community needs

Pharmacy

- Accreditation
- Comprehensive Exam Results
- Spring 2021: Service on evaluation teams by Drs. Spates, Honeywell and Early

Physical Therapy

- Comprehensive Exam Results
- CAPTE Site Visit Leader

Nursing

- Accreditation/Regulatory
- NCLEX Scores

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