

October 5, 2023 | 9 AM

Academic and Student Affairs

Licensure Pass Rate

Board of Trustees | Licensure Pass Rate Meeting
Trustee Nicole Washington, ASA Chair



Licensure Pass Rate Improvement Plans

1. Doctor of Physical Therapy (DPT) Program
2. Juris Doctor (JD) Program
3. Bachelor of Nursing (BSN) Program
4. Spotlight Presentation: Doctor of Pharmacy (PharmD) Program

Licensure Pass Rate Improvement Plans

Focus

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

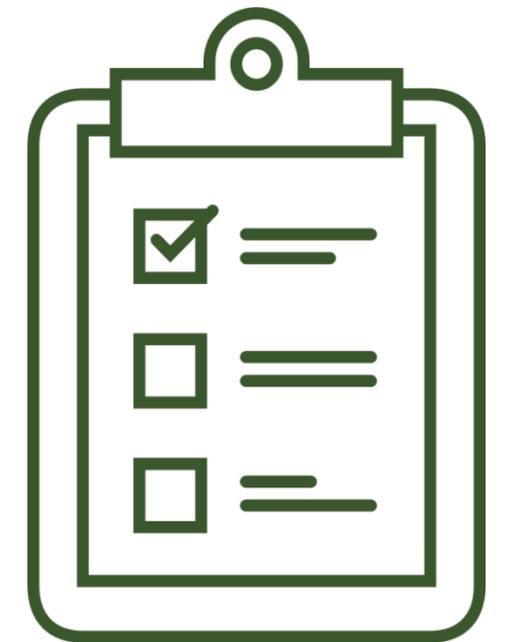
Today's Meeting | CoPPS, IPH | Doctor of Pharmacy (PharmD)

Key Highlights:

1. The Doctor of Pharmacy program continues to maintain admission criteria for incoming cohorts that align with other PharmD programs in the SUS. The program has enhanced the admission process with interviews as a requirement .
2. The Doctor of Pharmacy program has implemented curricular changes to enhance retention and graduation rates.

Key Takeaways:

- The Doctor of Pharmacy scored 85% in 2022 for first time passage rates and rank in the top 3 among other SUS PharmD programs.
- The Doctor of Pharmacy program has embedded national board preparatory within the curriculum aimed at improving first-time pass rate.
- CoPPS, IPH faculty professional development and engagement foci are learner engagement and enhancement of teaching skills.
- The Doctor of Pharmacy program has identified student outcome barriers through use of the Enflux performance platform to focus on improving learning outcomes and maximizing the remediation process.





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Health Professions Recruitment Update

Mr. Gus Mitchell, Director of Health Professions

Recruitment Update

- Health Sciences Luncheon/ Mixer in South Florida rescheduled
 - Date TBD
- **Thursday, September 21st** - President's Tour Jacksonville, FL
- **November 14th – 19th** - President's Tour (Tampa, Orlando)
- **Thursday, November 16th** - Health Sciences Luncheon/Mixer
 - Tampa, FL (Ruth's Chris Steakhouse)

Innovations

- November - Health Professions GRE Workshop Series
 - 12 Week GRE Test Prep Initiative
 - Geared to increase Grad School enrollment (DPT)
- Health Profession explores Augmented/ Virtual Reality
 - Recruiters equipped with VR Goggles for virtual tours
 - Increasing presence in the Meta-verse



FAMU FLORIDA A&M UNIVERSITY
HEALTH PROFESSIONS

**HBCU FOR
HEALTH SCIENCES**

BESTCOLLEGES
2023 BEST HBCUS FOR HEALTH SCIENCE MAJORS

FAMU TODAY FOR A HEALTHIER TOMORROW

Doctor of Physical Therapy

Metrics	Rationale for Use	Current Data (Fall 21' / 22' /23')		Goal	Trend	Key Update
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> 302 / 301.7 / 299	<u>GRE-Quantitative</u> 151 / 151 / 149	GRE-Total: 300 GRE-Quantitative: 150	 	Maintain minimum admission profile requirements. Enhanced interview process.
Undergraduate 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> 3.29 / 3.24 / 3.39	<u>Last 60 Hours</u> 3.52 / 3.50 / 3.44	Cumulative: 3.5 Last 60 Hours: 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> 3.59 / 3.51 / TBD		First –Semester: 3.3		Early identification of foundational deficits addressed with tutoring and remediating.
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> 91.7% / 100% / TBD		Progression Rate: 95%		
READINESS OUTCOMES						
Diagnostic Exams	The program administers comprehensive exams to each cohort throughout the curriculum to assess student mastery of content and readiness to progress.	<u>Cohort 2021 (2nd year): Comprehensive Skills Check-Off (1st / 2nd / 3rd Attempts)</u> 35% (8/23) / 57% (13/23) / 100% (23/23)		<u>Cohort Average</u> 2nd yr. Cohort: perform patient care with less than 50% assist (CPI) 3rd yr. Cohort: 90%+ first time pass rate	 	Enhanced tracking and monitoring of comprehensive exit exam and first-time pass rate with clinical experiences.
National Physical Therapy Examination	The National Physical Therapy Examination is administered by the Federation of State Board of Physical Therapy 3 times per year. Graduates of accredited physical therapy schools are eligible for registration.	<u>Annual First-Time Pass Rates</u> 82% / 79.2% / 94.1 <u>(National)</u> 87.9% / 84.9% / 86.3%	<u>FAMU Ultimate Pass Rate</u> 100% / 91.7% / 94.1% <u>National Ultimate Pass Rate</u> 98.7% / 97.1% / 88.7%	Annual First-Time Pass Rate (3-Year Ave.) 2023: 90% (90%) 2022: 90% (90%) 2021: 90% (88%)		
ACCREDITATION						
CAPTE	The DPT Program is accredited by the Commission on Accreditation in Physical Therapy Education (CAPTE).	The program is fully accredited through 2024.	CAPTE Requirement Standard 1C2: Ultimate licensure pass rates are at least 85%, averaged over two years.			

College of Law

Key Performance Indicators

Metrics	Rationale for Use	Current Data (20' / 21' / 22')	Goal	Trend	Key Update
ADMISSIONS					
LSAT (median)	LSAT scores are correlated with bar passage rates. COL medians are significantly lower than peers.	COL: 147/ 149/ 150 SUS Peers: 161/ 163/ 165	COL Fall 2023: 150/151	↑	Preliminary data suggests the COL will exceed goals for Fall 2023, with a median LSAT of 151 and median UGPA of 3.5. A student with those credentials has an 80% probability of first-time bar pass.
UG GPA (median)	Undergraduate GPAs are correlated with Bar passage rates. COL medians are significantly lower than peers.	COL: 3.3/ 3.42/ 3.41 SUS Peers: 3.74/ 3.79/ 3.82	COL Fall 2023: 3.45	↑	
RETENTION					
Utilization of Academic Support Resources	The College offers academic support resources throughout its curriculum. Best practices suggest incentivizing utilization.	<u>% of students completing ≥ 80% AS Orientation:</u> Fall 2023: 95%	COL Fall 2023: ≥ 90%	↑	The COL rolled out a new pre-matriculation product this Fall. In addition, the COL is putting assessment measures in place for its recently expanded teaching assistant program.
Non-Academic Attrition Rates	Measures the percent of students in good standing who leave COL after the first year.	2022-2023: 0.96%	< 5%	↑	
READINESS OUTCOMES					
Bar Exam	The Bar Exam is administered two times per year. The pass rate on the February exam is typically lower.	July 2023: 41.7% February 2023: 40% July 2022: 56%	Incremental progress toward 80% first-time bar pass.	↓	The COL's first-time in Florida bar pass rate was not in line with predictions. Preliminary data analysis suggests a negative impact of online instruction in the foundational curriculum
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 is in full compliance with the ABA Standards. The College reports to the ABA three times a year: (1) annual report (October); (2) Bar Report (February); (3) Employment Report (April).	Maintaining full compliance with the Standards.	↑	The College's next comprehensive visit is scheduled for academic year 2028-2029.

School of Nursing

Metrics	Rationale for Use	Current Data	Goal	Trend	Key Update
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.	Proficiency (F22/S23/F23) 100% / 100% / 100%	Proficiency (F22/S23/F23) 95% / 95% / 95%	↔	Maintaining the above admission requirements. Nursing utilizes the TEAS test and GPA in science and math to assist in the admission process to assess student readiness for the nursing program.
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.	GPA (F22/S23/F23) 3.45 / 3.53 / 3.55	GPA (F22/S23/F23) 3.50 / 3.50 / 3.50	↑	
RETENTION					
GPA of First-Year Cohort	First-semester and first-year GPAs provide an assessment of student mastery of content.	First-Semester GPA (F20/F21/F22) 3.00 / 2.80 / 3.15	First-Semester GPA (F20/F21/F22) >3.20 / >3.30 / >3.30	↑	The rigor of the program changed from 16 weeks to 8 weeks sessions. Resources such as 1:1 success coaching and remediation are in place to assist students in adjusting. The change from 70% to 75% weighted exam average to pass the course was implemented. Data after Fall 2023 will reflect four semesters.
		End of FY GPA (F20/F21/F22) 3.20 / 2.76 / 3.17	End of FY GPA (F20/F21/F22) > 3.50 / > 3.50 / >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.	Graduating Cohort (F21/S22/F22) 79% / 70% / 76%	Graduating Cohort (21/22/23) 80% / 85% / 85%	↑	
READINESS 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.	Graduating Cohort (S22/F22/S23) 95% / 92% / 95%	Graduating Cohort (S22/F22/S23) > 85% / >85% / >85%	↑	ATI Predictor exam predicts NCLEX exam readiness and success.
NCLEX Scores	The National Council Licensure Examination (NCLEX) Exam is administered four times per year.	FAMU (National) by Quarter (20/21/22) 66.67% / 62.30% / 68.18% (90.96%) / (86.06%) / (82.95%)	Graduating Cohort (20/21/22) >85% / > 85% / >85%	↑	1st & 2nd quarter overall 2023 NCLEX pass rate is 85.45%.
ACCREDITATION & REGULATION					
ACEN FL Board of Nursing	- The BSN program is accredited by the Accreditation Commission for Education in Nursing (ACEN) - The FL BON regulates all pre-licensure nursing education. Requires annual pass rate of 10% of the national average..	- Accredited through 2026 - Probation through 2023. Review in Jan. 2024	Continued accreditation w/o conditions		

CoPPS, IPH

Key Performance Indicators

Metrics	Rationale for Use	Current Data	Goal	Trend	Key Update	
ADMISSIONS						
Admissions Metric	The cohort science and mathematics quality and level of prepared average GPA provides an assessment of the overall ness of the entering cohort.	(F21 / F22/ F23) 3.34 / 3.22 / <u>3.24</u>	(F21 / F22 / F23) >3.25 / >3.30 / <u>>3.30</u>		Pharmacy program faculty review the incoming UG GPA in science and math courses to assess predictive preparedness.	
RETENTION						
Failure Rate 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 <u>(20' / 21' / 22')</u> 2.3% / 5.1% / <u>1.11%</u> 53% of failures in this course do not graduate.	PHA 3106 – Drug Delivery II <u>(20' / 21' / 22')</u> 0% / 10.5% / <u>6.0%</u> 32% of failures in this course do not reach the third year of the program.		Course failures trending down.	
Program Completion Rates	ACPE annually monitors the progression trends of the graduating class for accredited programs. Programs must remain below established thresholds.	Academic Dismissals <u>(21' / 22' / 23')</u> 5% / 1% / <u>4%</u>	Overall Attrition <u>(21' / 22' / 23')</u> 49% / 39.3% / <u>34%</u>	Dismissals (22' / 23') < 6% / <u>< 6%</u> Attrition (22' / 23') < 24% / <u>< 24%</u>		Academic dismissals and overall attrition trending down. Continuing to monitor and act accordingly.
READINESS 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) <u>(21' / 22' / 23')</u> 306 (343) / 295 (345) / <u>302 (330)</u>			PCOA retired in June 2023	
Comprehensive Examination	The program administers the Comprehensive Exam to learners during their final semester (P4). A minimum score of 75% is required to pass; Learners are given five opportunities.	% of Cohort Passing - 3rd Attempt <u>(Sp 21' / 22' / 23')</u> 91% / 95% / <u>96%</u>	Spring 2023: > 90% Spring 2024: > 90%		Examination pass rate is above goal and continually increasing.	
NAPLEX Scores	Candidates are allowed a maximum of five attempts on the North American Pharmacist Licensure Examination (NAPLEX).	FAMU (National) <u>(20' / 21' / 22')</u> 80% (87%) / 90% (84%) / <u>85% (80%)</u>	State Averages (22') USF: 87.5%. UF: 85.9% PBA: 80%. NSE: 78.9% Larkin: 66%		The pharmacy program has an established pass rate goal for 2024 and are implementing curricular and clinical processes to exceed the goal in the 2024.	

Doctor of Pharmacy: Practice and Team Ready

- As required by ACPE standards, all students must complete 300 hours of Introductory Pharmacy Practice Experience (IPPE) in Community and Institutional Health-Systems settings.
- A minimum of 150 hours of IPPE are balanced between community and institutional health-system settings.
- Student pharmacists complete IPPE in P2 and P3 year.

On-Site Training – Labs/Certifications

- Clinical course **skills labs**
- Prescription/**Compounding Lab**
- **Pre-APPE readiness course**
- Student pharmacists complete APhA **immunization and medication therapy management certifications.**

P2 – Off Site Training

- Following P1 year, rising P2 student pharmacists complete IPPE-community.
- Introduces student pharmacists to the fundamentals of pharmacy practice in community pharmacy setting.
- Completion of patient scenario assignment and reflection are mandatory
- Performance is assessed by preceptor using competencies outlined by ACPE

P3- Off Site Training

- Following P2 year, rising P3 student pharmacists complete IPPE-institutional health system.
- Introduces student pharmacists to the fundamentals of pharmacy practice in the institutional health system pharmacy setting .
- Completion of workbook is mandatory
- Performance is assessed by preceptor using competencies outlined by ACPE
- Students participate in simulation lab with FSU - College of Medicine.

Doctor of Pharmacy: Practice and Team Ready

- As required by ACPE standards, all students must complete 1440 hours of Advanced Pharmacy Practice Experience (APPE). All students are exposed to a minimum of 160 hours in each required APPE area.
- Required APPEs occur in four practice settings: (1) community pharmacy; (2) ambulatory patient care; (3) hospital/health system pharmacy; and (4) inpatient general medicine patient care. Elective settings are recommended but not required.
- Student pharmacists complete APPE in P4 year.

On- Site Training

Clinical Seminar and Research Methods I, II, and III Courses

Upon completion of these courses the student pharmacist should be able to:

- Learn how to utilize and navigate electronic health records
- Prepare a care plan using the pharmacists' patient care process
- Discuss pertinent information about drug therapy
- Prepare to pass course, comprehensive, and law exams
- Prepare to pass both the NAPLEX and MPJE board exams

Off- Site Training

Seven 6-week APPE – 240 hours each

Performance is assessed through a combination of the following:

- Drug Distribution and Support Skills
- Disease State Knowledge
- Drug Therapy Evaluation and Development
- Monitoring for Endpoints
- Patient Case Presentations
- Patient Interviews
- Patient Education/Counseling
- Drug Information
- Formal Oral and Written Presentations
- Professional Team Interaction
- Cultural Sensitivity

Doctor of Pharmacy-Focus

Experiential Learning

- Didactic courses include hands-on clinical application/experiences.
- Clinical rotational experiences are offered throughout the curriculum in a variety of practice settings.

Strategic Goal/Plan for Continued Success

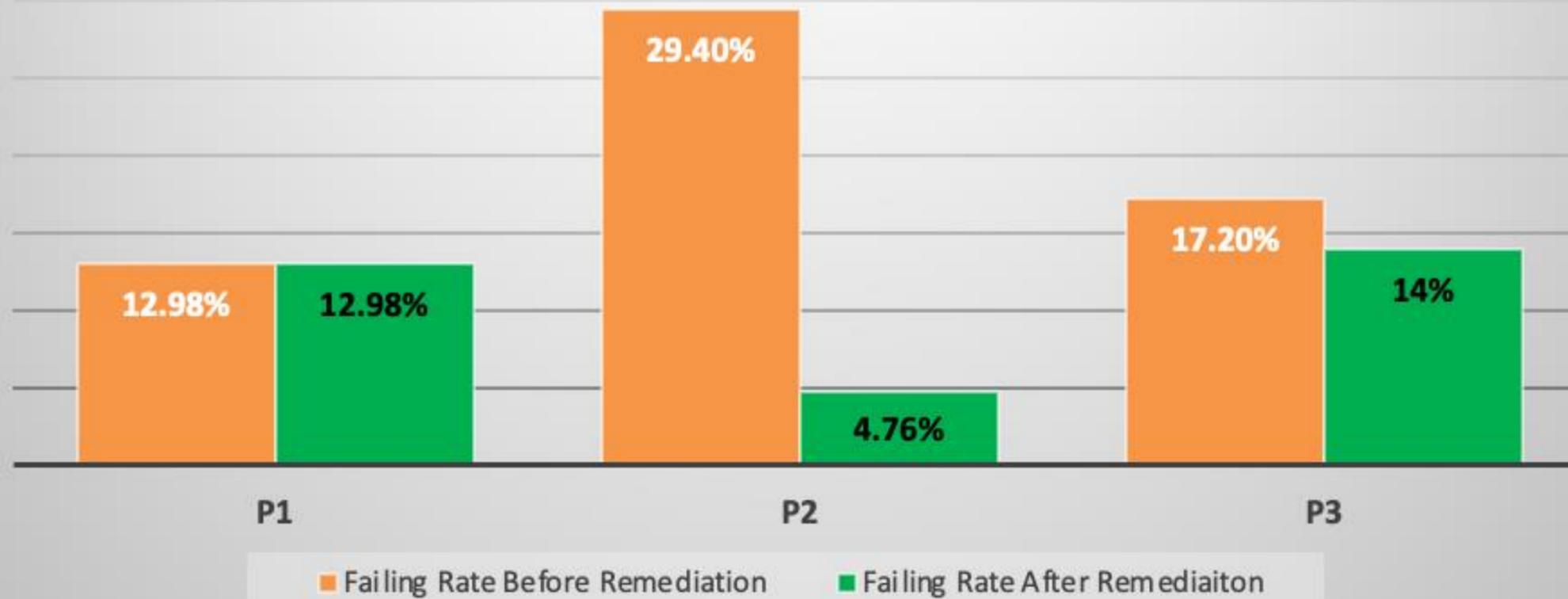
- Continue academic support with utilization of tutoring by faculty & in the **RxCARE center**, additional focus on curriculum implementation efficiencies by improving integration and alignment of competencies, and focused concentration on national board preparatory material in effort to increase first-time pass rate.



**Pictured graduating student pharmacists*

Impact of Remediation

Pre/Post Course Remediation
Failing Rates - Spring 2023



- **The P1 cohort had 6 (12.98%) course failures**
- **The P2 cohort experienced a significant decline of 24.64% after remediation**
- **The P3 cohort is at a 14% course failure rate**

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

Doctor of Pharmacy – Success and Improvement

Areas of Success

- Student-to-faculty/preceptor ratio aligns with ACPE standards (3:1 IPPE, 2:1 APPE)
- 619 external preceptors
- 23 pharmacy practice faculty preceptors
- Student pharmacists are practice ready and team ready.
- Student pharmacists are offered a variety of electives including industry and specialty experiences.
- Training sites offer diverse patient populations and interprofessional collaborations.
- NAPLEX Board Preparation – RxPrep, Pass NAPLEX Now, Pre-NAPLEX Vouchers
- Comprehensive examination passage has increased



Areas for Improvement

- Development of more clinical sites and preceptors for off-site training to increase capacity in General Medicine and Advanced Hospital.
- Pharmacy Practice Center space limitations in some areas.
- Information technology updates needed to enhance skills lab delivery.
- Resources for faculty development