

Academic Affairs Updates

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Provost and Vice President for Academic Affairs

FAMU Board of Trustees
Academic and Student Affairs Committee Meeting
June 1, 2022



Performance Based Funding

- Trend Analysis
- Strategies for Sustained Success

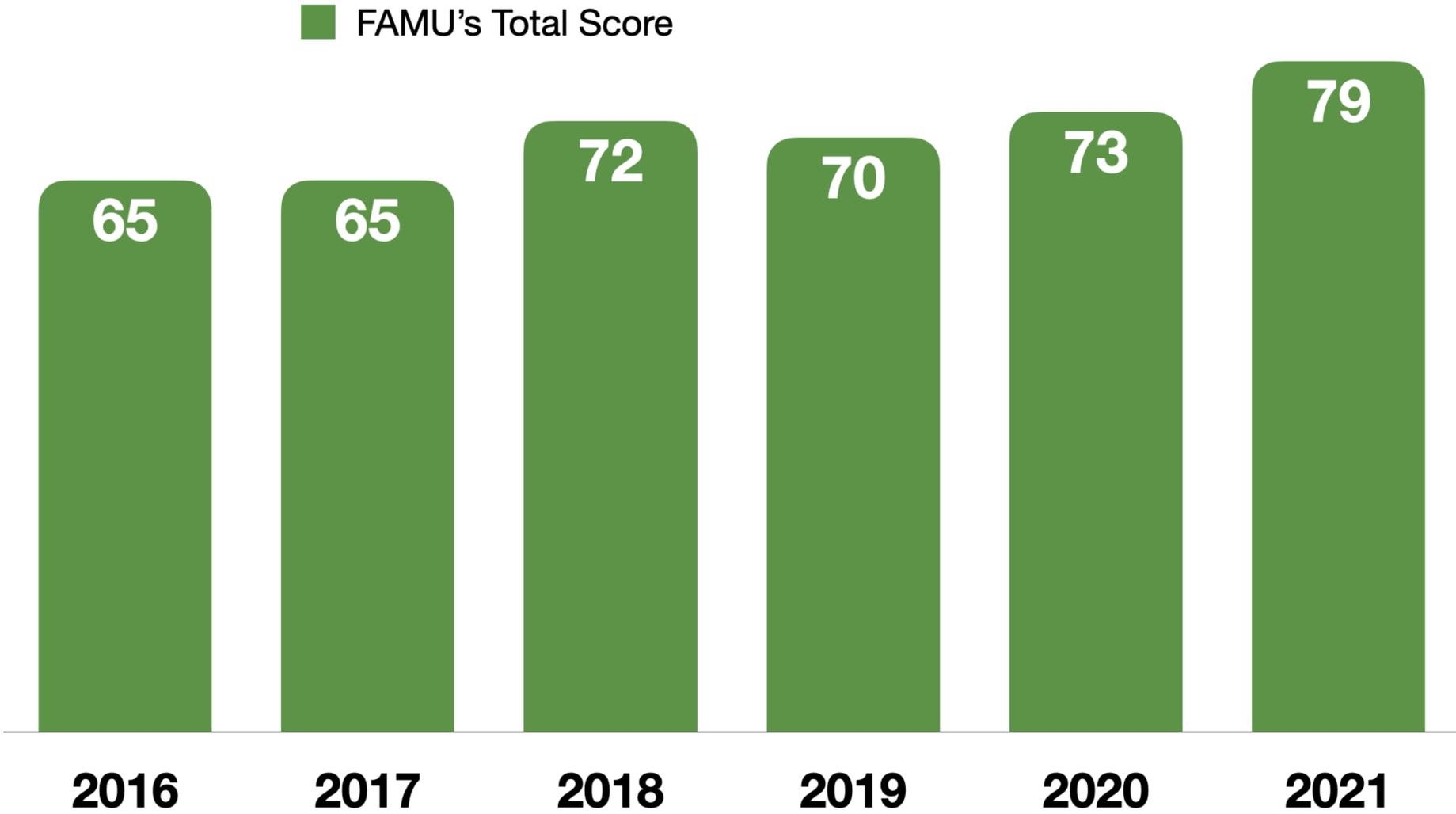
Key Searches

- Recent Openings
- Impending Retirements



Trend Analysis of PBF Outcomes and Goals

University	Ave Score (2016-21)
UNF	70
NCF	71
FAMU	71
FGCU	77
UWF	81
FAU	83
FSU	83
FIU	84
UCF	84
USF	88
UF	90



Goal: Top Tier of SUS in PBF Outcomes (FAMU 2022 Accountability Plan)
Target Annual Score: ≥ 85

PBF Metrics	
1	Percent of Bachelor's Graduates Employed (\$30,000+) and/or Continuing their Education (1 Yr after Graduation)
2	Median Wages of Bachelor's Graduates Employed Full-time (1 Yr after Graduation)
3	Net Tuition & Fees per 120 Credit Hours
4	Four-Year Graduation Rate (Full-time FTIC)
5	Academic Progress Rate (2nd Year Retention with GPA Above 2.0)
6	Percentage of Bachelor's Degrees Awarded in Areas of Strategic Emphasis
7	University Access Rate (Percent of Undergraduates with a Pell Grant)
8	Percentage of Graduate Degrees Awarded in Areas of Strategic Emphasis
9A	BOG Choice: FCS AA Transfer Two-Year Graduation Rate
9B	BOG Choice: FTIC Pell Recipient Six-Year Graduation Rate
10	Number of Bachelor's Degrees Awarded to Transfers with AA from FCS

Highlighted Metrics Represent Areas of Focus to Achieve Target Score Increase:

Post-Graduate Outcomes
- Metrics 1 & 2

Retention & Graduation Rates
- Metrics 4, 5, & 9B

Degree Production in PSE
- Metrics 6 & 8



PBF Target Metrics - Post-Graduate Outcomes



Metrics (2022)	2022 Data	2022 Excellence Points	Goals (2025)	Target Excellence Points (2025)	Outcome Needed to Achieve Max Points on Excellence Scale
1 Percent of Bachelor's Graduates Employed (\$30,000+) and/or Continuing their Education (1 Yr after Graduation)	62.5%	4	80%	10	80%
2 Median Wages of Bachelor's Graduates Employed Full-time (1 Yr after Graduation)	\$37,000	8	\$39,400	9	\$40,700

FAMU 's Top Wage Earning Disciplines (partial list)	
- Accounting/Business	- Engineering
- Agriculture	- Health Care Management
- Architecture	- Nursing
- Cardiopulmonary Science	- Social Work
- Computer Science	- Sociology
- Education (Secondary)	- Technology

Key Initiatives
- Student Recruitment
- Student Professional Development
- Academic and Workforce Alignment
- Faculty Recruitment and Retention
- Curriculum Development
- Academic Program Prioritization

Institutional Focus: Increase number of graduates in high-wage disciplines

PBF Target Metrics - Retention & Graduation Rates



Metrics (2022)	2022 Data	2022 Excellence Points	Goals (2025)	Target Excellence Points (2025)	Outcome Needed to Achieve Max Points on Excellence Scale
4 Four-Year Graduation Rate (Full-time FTIC)	27.0%	0	55%	6	65%
5 Academic Progress Rate (2nd Year Retention with GPA Above 2.0)	84.2%	5	90%	10	90%
9B BOG Choice: FTIC Pell Recipient Six-Year Graduation Rate (Effective 2021)	52.0%	0	67%	2	80%

2021 SUS Comparison for PBF Metric 4

ACTUAL	FAMU	FAU	FGCU	FIU	FPOLY	FSU	NCF	UCF	UF	UNF	USF	UWF	SUS SAME	SUS ANY
2012-16	18.3	25.6	21.7	28.6	.	66.0	52.5	43.6	68.3	32.9	52.0	22.0	45.2	47.2
2013-17	21.6	27.5	23.0	33.8	.	68.4	53.6	43.7	66.7	34.7	57.4	25.2	47.6	49.7
2014-18	22.5	33.9	28.8	38.9	36.6	71.5	55.7	45.7	67.3	38.6	58.6	31.3	50.6	52.7
2015-19	27.7	37.4	35.7	42.8	39.5	69.5	57.9	46.3	70.9	44.6	59.4	34.8	53.0	55.1
2016-20	34.6	47.5	41.4	49.3	34.3	73.8	53.9	47.7	70.7	48.3	60.9	36.4	56.6	58.8
1YR % Δ	6.9	10.1	5.7	6.5	-5.2	4.3	-4.0	1.4	-0.2	3.7	1.5	1.6	3.6	3.7

- | Key Initiatives |
|-----------------------------|
| - Student Recruitment |
| - Scholarship Support |
| - Academic Support Services |
| - Data Analytics |

Institutional Focus: Maintain progress on increasing FTIC cohort academic profile

PBF Target Metrics - Degree Production in PSE



Metrics (2022)		2022 Data	2022 Excellence Points	Goals (2025)	Target Excellence Points (2025)	Outcome Needed to Achieve Max Points on Excellence Scale
6	Percentage of Bachelor's Degrees Awarded in Areas of Strategic Emphasis	53.9%	10	55%	10	50%
8	Percentage of Graduate Degrees Awarded in Areas of Strategic Emphasis	47.3%	4	60%	10	60%

PSE Degrees Awarded (2020-2021)		
	Bachelor's	Graduate
Education	31	18
GAP	64	N/A
Global	4	N/A
Health	365	201
STEM	326	68
Not a PSE	676	320
Total	1466	607

- | Key Initiatives |
|--|
| <ul style="list-style-type: none"> - AA Recruitment (FAMU IGNITE Transfer Program) - Health Professions Recruitment Team - Graduate Student Support - Faculty Recruitment - Joint College of Engineering (strategic investments) - Curriculum Development - Academic Program Prioritization |

Institutional Focus: Strategic investments to support STEM and health degree production

PBF Target Metrics - FAMU's 2022 Outcomes vs 2025 Goals



Metrics (2022)	2022 Data	2022 Excellence Points	Goals (2025)	Target Excellence Points (2025)
1 Percent of Bachelor's Graduates Employed (\$30,000+) and/or Continuing their Education (1 Yr after Graduation)	62.5%	4	80%	10
2 Median Wages of Bachelor's Graduates Employed Full-time (1 Yr after Graduation)	\$37,000	8	\$39,400	9
4 Four-Year Graduation Rate (Full-time FTIC)	27.0%	0	55%	6
5 Academic Progress Rate (2nd Year Retention with GPA Above 2.0)	84.2%	5	90%	10
6 Percentage of Bachelor's Degrees Awarded in Areas of Strategic Emphasis	53.9%	10	55%	10
8 Percentage of Graduate Degrees Awarded in Areas of Strategic Emphasis	47.3%	4	60%	10
9B BOG Choice: FTIC Pell Recipient Six-Year Graduation Rate	52.0%	0	67%	2
Total		31		57

Achieving the target goals would result in 26 additional Excellence Points each year

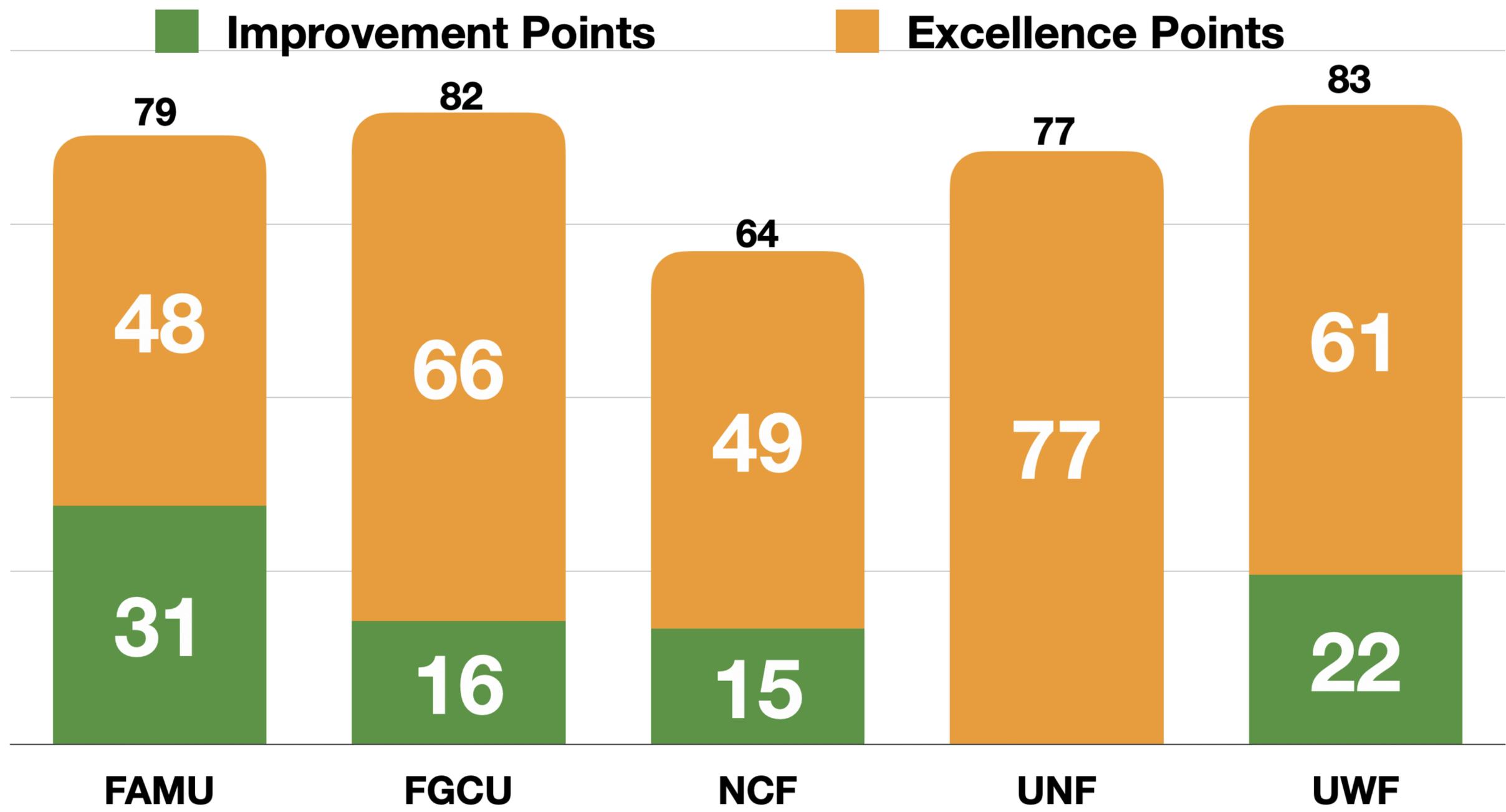
PBF Metrics - FAMU's 2022 Outcomes vs 2022 Goals



Metrics (2022)	Data (2022)	Goals (2022)	2022 Excellence Points	Outcome Needed to Achieve 10 Points on Excellence Scale
1 Percent of Bachelor's Graduates Employed (\$30,000+) and/or Continuing their Education (1 Yr after Graduation)	62.5%	N/A*	4	80%
2 Median Wages of Bachelor's Graduates Employed Full-time (1 Yr after Graduation)	\$37,000	\$37,400	8	\$40,700
3 Net Tuition & Fees per 120 Credit Hours	-\$630	\$7,560	10	\$9,000
4 Four-Year Graduation Rate (Full-time FTIC)	27.0%	38%	0	65%
5 Academic Progress Rate (2nd Year Retention with GPA Above 2.0)	84.2%	88%	5	90%
6 Percentage of Bachelor's Degrees Awarded in Areas of Strategic Emphasis	53.9%	55%	10	50%
7 University Access Rate (Percent of Undergraduates with a Pell Grant)	59.1%	65%	10	42%
8 Percentage of Graduate Degrees Awarded in Areas of Strategic Emphasis	47.3%	60%	4	60%
9A BOG Choice: FCS AA Transfer Two-Year Graduation Rate	42.7%	38%	3	50%
9B BOG Choice: FTIC Pell Recipient Six-Year Graduation Rate	52.0%	55%	0	80%
10 Number of Bachelor's Degrees Awarded to Transfers with AA from FCS	340	330	9	350
Total			63	

*Metric 1 benchmarks modified in 2022 (FAMU would have received 7 Excellence points)

PBF - 2021 Scores for FAMU vs (select) SUS Peers



Achieving the target goals would better align FAMU's PBF outcomes with SUS peers and eliminate reliance on improvement points

Current Openings

Dean, FAMU-FSU College of Engineering

Director, Meek-Eaton Black Archives

Impending Retirements

**Dean, School of Architecture and
Engineering Technology (R. Wright)**

**Dean, School of Allied Health Sciences
(C. Hughes Harris)**



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