



Pathways to Prosperity: Strengthening Graduate Employment and Median Wage Outcomes

(Risk Profile: PBF Metrics 1 and 2)

February 15, 2024

EXECUTIVE SUMMARY

In an increasingly competitive State University System of Florida (SUS) landscape, the ability of universities to secure favorable outcomes for their graduates—in terms of employment rates and median earnings—is paramount. This report underscores the significance of excelling in two critical Performance-Based Funding (PBF) metrics that determine funding for SUS institutions:

**Metric
1**

Percentage of Bachelor's graduates employed at or above \$40,000 and/or pursuing further education one year after graduation

**Metric
2**

The median wages of Bachelor's graduates employed full-time one year after graduation

Achieving competitive performance in these metrics not only reflects the quality and relevance of the university's academic programs but also its overall reputation and attractiveness to prospective students.

There are nine key risks that have been identified by the Enterprise Risk Management Advisory Committee which could impact Florida Agricultural and Mechanical University's (FAMU) performance on these metrics.

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| 1. Managing University Brand Integrity | 6. Career Services Effectiveness |
| 2. Economic Downturns | 7. Technological Disruptions |
| 3. Industry Shifts | 8. Enrollment Quality |
| 4. Internships or Related Work Experience | 9. Alumni Network Strength |
| 5. Industry Partnerships | |

For each risk, a set of targeted mitigation strategies has been proposed to not only address the immediate challenges posed by each risk but also to position the university for long-term success and resilience. We recognize that some strategies are in place and are working at optimal efficiency or need minor refinement, whereas others have not been integrated into FAMU's operational framework. The ultimate goal was to demonstrate what strategies collectively were needed to mitigate each risk.

To effectively manage and mitigate these risks, the Office of Enterprise Risk Management advocates for the monitoring of Key Risk Indicators (KRIs). KRIs like changes in graduate employment trends, average time to employment, and entrepreneurial rates are essential for early detection of potential risks and challenges. Monitoring these indicators will enable the university to make informed, data-driven decisions and adjust strategies proactively.

The dynamic nature of the job market and higher education requires a strategic approach to maintain and enhance the competitiveness of our graduates. By understanding the risks, implementing effective mitigation strategies, and closely monitoring key indicators, the university can ensure that it not only meets but exceeds the expectations set by Metrics 1 and 2. This will not only enhance the university's reputation and attract high-quality students and faculty but also, most importantly, ensure that our graduates are well-prepared to achieve success in their careers and lives.



KEY RISK INDICATORS

The Office of Enterprise Risk Management developed a curated list of Key Risk Indicators (KRIs) that provide a comprehensive overview of the diverse factors affecting our graduates' employment and earnings prospects. By vigilantly tracking these indicators, our university is equipped to proactively pinpoint potential risks and challenges. This foresight would enable FAMU to nimbly adjust strategies and put into action targeted interventions aimed at bolstering our competitive position within the higher education landscape.

Top KRIs Management Should Consider Tracking

1. **Change in Graduate Employment Trends Over Time:** Tracking the year-over-year employment rates of graduates can signal shifts in the job market's receptiveness to the institution's alumni, identifying potential long-term trends that may require strategic adjustments.
2. **Sector-specific Employment Rates:** Monitoring employment rates within specific industries or sectors can help identify shifts in demand for graduates from particular fields of study, highlighting areas of risk or opportunity for curriculum adjustments.
3. **Average Time to Employment:** The average duration it takes for graduates to secure employment after graduation can indicate the effectiveness of career preparation and services provided by the university.
4. **Student Services Utilization:** Utilization rates of career services, counseling, and academic support services, where lower utilization may indicate under resourced or underutilized support structures.
5. **Percentage of Graduates in Part-time vs. Full-time Positions:** An increase in graduates taking part-time positions might signal difficulties in finding full-time employment in their field of study, reflecting on the quality or market alignment of the university's programs.
6. **Graduate Unemployment Rate:** The percentage of graduates unemployed or unenrolled in a post-graduate degree program.
7. **Graduate Underemployment Rate:** The percentage of graduates working in jobs that do not require a bachelor's degree, which can indicate mismatches between education and job market needs.
8. **Employer Satisfaction Scores:** Feedback from employers regarding the preparedness and performance of recent graduates can provide insights into the perceived value of the education provided.
9. **Alumni Wage Growth Over Time:** Tracking the wage growth of alumni can provide insights into the long-term value of the education received, beyond the initial median wage figures one-year post-graduation.
10. **Entrepreneurial Rates:** By monitoring entrepreneurial rates, universities can assess the relevance of their curriculum to the current economic and business environment. A high rate of graduates pursuing entrepreneurship may indicate that the institution's programs effectively equip students with the necessary skills and innovative mindset to start their own business.
11. **Engagement in Professional Development and Continuing Education:** The rate at which current students and alumni engage in additional certifications, workshops, and courses can indicate their need to supplement their education to meet job market demands.
12. **Changes in Enrollment Patterns:** Shifts in the demographics or preferences of the student body, including preferences for majors, can indicate emerging risks or opportunities related to market demand for certain skills or degrees.

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METRIC 1 AND 2 OVERVIEW

In the landscape of Florida higher education, the Performance-Based Funding Model (PBF) stands as a pivotal framework for evaluating and incentivizing the state's universities, as endorsed by the Board of Governors in January 2014. This model emerged from collaborative efforts beginning in the fall of 2012, involving university presidents, provosts, boards of trustees, and various stakeholders. It assesses institutions across ten carefully selected metrics, derived from an initial pool of over forty, as identified in the University Work Plans. These metrics are designed to align with the State University System (SUS) Strategic Plan goals, fostering excellence or improvement, clarity and simplicity in measurement, while also respecting the unique missions of individual institutions. Among these metrics, two stand out for their direct relevance to graduate prosperity after graduation:

Metric 1 focuses on the percentage of Bachelor's graduates who, one-year post-graduation, are either enrolled in further education or employed, earning a minimum annual salary of \$40,000. This evaluation encompasses data across the United States, including all states, districts, the District of Columbia, Puerto Rico, and military enlistment, as reported by the institutions. It aims to provide a comprehensive view of graduate success, excluding individuals without valid social security numbers or those not found employed or enrolled following graduation.

Metric 2 measures the median wages of Bachelor's graduates employed full-time one year after graduation, utilizing annualized Unemployment Insurance (UI) wage data from the fourth fiscal quarter post-graduation. This metric offers a quantitative assessment of the economic value of the degrees awarded, excluding data for self-employed individuals, those employed by the military, individuals without valid social security numbers, or those earning less than the minimum wage. It now includes data from beyond Florida, covering all states and districts, including the District of Columbia and Puerto Rico.

These metrics serve as critical indicators of the effectiveness and impact of Florida's higher education system on its graduates' economic well-being and career progression. By focusing on these outcomes, the Performance Based Funding Model incentivizes institutions to align their educational offerings with the labor market's demands and the broader goals of the SUS Strategic Plan, ultimately rewarding excellence and fostering improvement across the state's universities.



RISK NO. 1: MANAGING UNIVERSITY BRAND INTEGRITY

The brand reputation of a university plays a critical role in the job market success of its graduates. When the reputation of an institution suffers, it directly impacts students' ability to secure high-quality, well-paying job placements after graduation. Employers frequently assess the quality of educational credentials based on the prestige and standing of the issuing institution. The challenge lies in effectively managing our brand's presence, responding to external perceptions, and differentiating ourselves in a crowded marketplace, all while upholding the principles of excellence, inclusivity, and adaptability.

Risk Mitigation Strategies



Crisis Management and Response Plan

Develop a comprehensive crisis management plan that includes procedures for quick and effective response to any incidents that may harm the university's reputation. This plan should be regularly updated and tested.



Transparent Communication

Establish a policy of transparent and timely communication with all stakeholders, including students, faculty, staff, alumni, and the public. This helps in managing rumors and misinformation during a crisis.



Student and Alumni Engagement

Engage students and alumni in brand ambassador programs. Their positive experiences and success stories can significantly enhance the university's reputation.



Regular Risk Assessments

Conduct regular risk assessments to identify potential vulnerabilities in the university's operations and image. This includes evaluating academic integrity, campus safety, financial stability, and compliance with regulations.



Strengthening Online Presence

Actively manage and monitor the university's online presence, including its website, social media platforms, and online forums. This involves regularly updating content, addressing negative reviews or comments, and highlighting positive stories and achievements of faculty, staff, and students.



Quality Assurance in Academic and Administrative Services

Maintain high standards in academic offerings and administrative services. This includes ensuring the relevance and rigor of academic programs, as well as the efficiency and effectiveness of administrative processes.



Ethical Standards and Conduct

Uphold and promote high ethical standards among faculty, staff, and students. Implementing a code of conduct and providing training on ethical issues can help in maintaining a positive reputation.



Partnerships and Collaborations

Establish and maintain strong partnerships with industry, other educational institutions, and community organizations. These collaborations can enhance the university's prestige and offer students valuable networking opportunities.



Media Relations and Publicity

Develop strong relationships with the media and employ strategic publicity initiatives to showcase the university's achievements, research breakthroughs, and contributions to society. Create targeted speaking points to share with all stakeholders.



Personal Branding

Create personal branding workshops, curriculum, and educational materials for faculty, staff, and students so that their image and reputation may be presented in a positive manner.

RISK NO. 2: ECONOMIC DOWNTURNS

Economic downturns or recessions can significantly impact employment rates and the types of jobs available, making it harder for graduates to find employment, especially positions that pay \$40,000 or more. During these periods, companies may freeze hiring, reduce wages, or lay off workers, directly affecting graduates' ability to secure employment and achieve high median wages within one year of graduation. This external risk is largely beyond the control of any single university but can severely impact performance metrics related to graduate employment and earnings.



Risk Mitigation Strategies



Enhance Career Services

Invest in career counseling and job placement services to better prepare students for the job market. Offer workshops on resume writing, interview skills, and job search strategies tailored to tough economic times.



Strengthen Industry Partnerships

Develop or deepen partnerships with industries and employers that are recession-resistant (e.g., healthcare, education, IT) to secure internships, co-op programs, and employment opportunities for students and graduates.



Diversify Academic Programs

Offer and promote degree programs in fields that are in demand, even during economic downturns, such as healthcare, technology, and renewable energy sectors. Infuse industry certifications into curriculums.



Promote Entrepreneurship

Encourage and support entrepreneurship through courses, workshops, and incubator programs, enabling students to create their own job opportunities.



Expand Online Education

Increase the availability of online courses and degree programs to attract a broader demographic of students, including working professionals seeking to upskill, which can also provide additional revenue streams.



Enhance Financial Aid and Scholarships

Provide targeted financial support to students who may face financial hardships during economic downturns, ensuring they can complete their degrees.



Focus on Soft Skills Development

Integrate soft skills training (e.g., communication, problem-solving, adaptability) into the curriculum to increase students' employability across a variety of sectors. Create a badging program to show skills mastered.



Implement Agile Curriculum Updates

Regularly update curricula to reflect current market demands and future skills needs, making graduates more attractive to employers even in a tight job market.



Alumni Networking and Mentorship Programs

Leverage alumni networks to provide mentorship, networking opportunities, and potential job leads for current students and recent graduates.



Global Placement Opportunities

Explore and facilitate employment opportunities for graduates in less affected regions or countries, leveraging global partnerships and alumni networks to provide a wider range of job options.



RISK NO. 3: INDUSTRY SHIFTS

Industry shifts refer to changes in the job market and employment landscape caused by factors such as technological advancements, changes in consumer preferences, globalization, and economic policies. These shifts can lead to changes in the demand for specific professions or skills, potentially making it more difficult for graduates in certain fields to find relevant employment or secure high-paying jobs. Graduates may find that their skills are outdated or not in demand, affecting their employability and the university's performance on metrics related to employment and median wages.

Risk Mitigation Strategies



Curriculum Responsiveness

Regularly review and update academic programs to align with current and emerging industry trends and skills demands. This can involve introducing new courses that focus on in-demand skills such as data analysis, digital literacy, and sustainability practices.



Industry Advisory Boards

Establish or enhance relationships with industry advisory boards that can provide insight into current trends and future directions of various sectors. Use their guidance to adapt curriculum and program offerings accordingly.



Work-Integrated Learning

Expand opportunities for students to engage in internships, co-operative education (co-op) programs, and work placements that provide hands-on experience and exposure to current industry practices.



Cross-Disciplinary Programs

Develop cross-disciplinary programs that combine technical skills with soft skills and business acumen, preparing students for a wider range of roles and industries.



Professional Development Opportunities

Offer continuous professional development courses and certifications for students and alumni, enabling them to keep their skills up-to-date and enhancing their adaptability to industry shifts.



Career Services Adaptions

Equip the university's career services department with resources and training to help students navigate changing industry landscapes, including career pivoting workshops and networking events with professionals from emerging fields.



Partnership for Research and Innovation

Foster partnerships with businesses and organizations for collaborative research projects, providing students and faculty with insights into industry challenges and innovations.



Alumni Engagement

Leverage the alumni network for guest lectures, mentorship programs, and industry insight webinars to expose students to real-world perspectives and advice on adapting to industry changes.



Skills Forecasting

Invest in labor market research and skills forecasting to anticipate future demand in various fields, guiding strategic decisions about program development and marketing.



Global Perspective

Encourage global study programs, internships, and partnerships that can provide students with a broader understanding of international market trends and diversify their employment opportunities.



RISK NO. 4: INTERNSHIPS OR RELATED WORK EXPERIENCE

Internships and related work experience are increasingly recognized as pivotal for students' successful transition from education to employment. These experiences not only enhance learning but also significantly improve employability and earning potential post-graduation. A lack of such opportunities can hinder students' ability to secure employment swiftly after graduation, particularly in roles that command salaries of \$40,000 or more, directly impacting Metric 1 and Metric 2. Without practical experience, graduates may find themselves less competitive in the job market, facing challenges in demonstrating the applied skills and professional readiness that employers seek.

Risk Mitigation Strategies



Strengthen Industry Partnerships

Forge and deepen relationships with industry and government partners to increase the number and variety of internship opportunities available to students across all fields of study.



Alumni Networking for Internships

Utilize the alumni network to identify internship opportunities, encouraging alumni to mentor current students and offer internships within their organizations.



Internship Requirements

Embed internship requirements within academic program curriculum, ensuring that all (or a majority) of students have practical work experiences as part of their education.



Curriculum Integration of Professional Skills

Ensure that curricula across all programs integrate professional skills development, preparing students for the workplace even in the absence of formal internships.



Expand Virtual Internship Opportunities

Leverage remote work trends to offer virtual internships, allowing students to gain valuable work experience with organizations not geographically accessible.



Offer Micro-Internships

Promote micro-internships or project-based freelancing opportunities that provide short-term work experiences aligned with students' studies.



Develop On-campus Internship Programs

Create or expand on-campus internships by collaborating with university departments and affiliated organizations to provide practical work experiences in a controlled environment.



Internship Fairs and Networking Events

Regularly host internship fairs, industry cluster, and networking events that connect students directly with potential employers and industry professionals.



Enhance Career Services Support

Equip career services departments with the resources and tools to assist students in securing internships and work experiences, including resume building, interview preparation, and internship search strategies.



Financial Support for Unpaid Internships

Establish stipends or financial support programs for students who secure unpaid internships, ensuring that financial constraints do not limit access to work experience opportunities.



RISK NO. 5: INDUSTRY PARTNERSHIPS

Strategic partnerships between universities and corporations or government entities are crucial for creating direct pathways to employment for graduates. These alliances often result in internships, co-op programs, and first-hand job opportunities post-graduation. A dearth or decline in such partnerships can significantly curtail the job prospects available to graduates. The failure to cultivate new relationships or sustain existing ones with industry and government sectors can lead to a reduction in real-world learning opportunities, diminished employment pathways, and potentially lower starting salaries for graduates due to a less competitive positioning in the job market.

Risk Mitigation Strategies



Partnership Development Team

Establish or bolster a team dedicated to developing and maintaining strategic partnerships with industry and government, ensuring ongoing engagement and alliance building.



Host Industry Engagement Events

Organize regular events that bring together faculty, students, and industry representatives to foster relationships and discuss collaboration opportunities.



Align Academic Offerings with Market

Continuously evaluate and adjust academic programs to align with current and emerging industry needs, making the university's graduates more attractive to potential partners.



Incorporate Partnerships Goals into Strategic Planning

Make the development of new partnerships and the deepening of existing ones a core component of the university's strategic planning process.



Showcase Success Stories

Highlight the successes of existing partnerships in terms of graduate employment and collaborative projects, demonstrating the value of partnerships to potential new partners.



Create Flexible Partnership Models

Offer a variety of partnership models to suit different industries and organization sizes, from large corporations to local SMEs and startups.



Leverage Alumni Networks

Utilize alumni working in target industries or government sectors to facilitate introductions and develop new partnerships. Create an Alumni task force from each college for establishing new partnerships, providing feedback on industry trends, and helping to cultivate job and internship opportunities.



Partnership Performance Metrics

Implement metrics to evaluate the effectiveness of partnerships in providing job opportunities and enhancing graduate outcomes, using this data to improve partnership strategies. Each Dean should have target number of new corporate/government partnerships to cultivate annually.



Offer Value to Partners

Develop programs that offer clear value to corporate and government partners, such as access to research, opportunities for employee professional development, placement of college/school corporate advisory board, and involvement in curriculum design.



Government and Community Liaison

Appoint a liaison for government and community relations to explore and expand partnership opportunities within the public sector and non-profits. There should be an established long-term strategic plan built in collaboration with the Senior Leadership Team and Dean's Council.

RISK NO. 6: CAREER SERVICES EFFECTIVENESS

The effectiveness of a university's career services plays a crucial role in helping students and graduates navigate the job market, secure internships, and find employment that aligns with their degrees. Ineffective career services, characterized by limited resources, outdated job search strategies, insufficient industry connections, and inadequate preparation for interviews or resume writing, can significantly hinder graduates' ability to secure desirable positions. This directly impacts the university's performance on metrics related to graduate employment and earnings.

Risk Mitigation Strategies



Expand Employer Partnerships

Increase collaboration with colleges and schools to actively develop and maintain relationships with a wide range of employers across various industries to increase the number and variety of job and internship opportunities available to students.



Invest in Career Services Staff Training

Ensure that career services staff are well-trained and knowledgeable about current job market trends, effective job search techniques, and industry-specific hiring practices.



Enhance Career Counseling Services

Offer personalized career counseling sessions to help students identify their career goals, impact of artificial intelligence on their career choice, understand market trends, understand salary expectations, and navigate their job search effectively.



Enhance Online Resources

Develop a comprehensive online career services portal that provides access to job postings, career advice, interview preparation resources, industry specific word banks for resumes, and virtual networking events.



Improve Job Placement Programs

Implement or enhance job placement programs that actively match students with internship and employment opportunities based on their skills, interests, and career aspirations.



Integrate Career Readiness into the Curriculum

Work with academic departments to integrate career readiness components, such as industry projects and soft skills development, into the curriculum.



Upgrade Career Workshops and Seminars

Regularly host workshops and seminars on resume writing, building LinkedIn profiles, building personal portfolio websites, interview preparation, networking strategies, and other essential job search skills, incorporating current best practices and tools.



Increase Visibility of Career Services

Actively promote career services to students from their first year through graduation, ensuring they are aware of and can take advantage of the resources available. Communicate job and internship opportunities to academic advisors and department chairs.



Enhance Career Expo Attendance

Provide incentives for students to attend Career expos and career center activities etc. (extra credit, course excuse with documentation of attendance, class assignment).



Monitor and Adapt Services Based on Outcomes

Regularly assess the effectiveness of career services through graduate employment outcomes and feedback, and adjust strategies and resources accordingly to meet students' evolving needs.

RISK NO. 7: TECHNOLOGICAL DISRUPTION

Technological disruption refers to the impact of new and emerging technologies on existing industries and job markets. This can lead to significant shifts in employment patterns, including the creation of new job types and the obsolescence of others. Graduates may find that the skills they acquired during their education are no longer in demand, or they may lack the new skills required by employers in a rapidly evolving technological landscape. This risk can negatively affect a university's performance on metrics related to the employment and median wages of its graduates.

Risk Mitigation Strategies



Curriculum Innovation

Regularly update and adapt academic programs to incorporate emerging technologies and skills, ensuring students are prepared for the future job market. This includes integrating courses on AI, machine learning, data analytics, cybersecurity, and other evolving tech fields.



Faculty Development in Emerging Technologies

Provide faculty with opportunities to stay current with technological advancements through professional development, sabbaticals, industry partnerships, and research initiatives.



Industry Partnerships for Real-World Learning

Foster partnerships with tech companies and startups to provide students with hands-on learning opportunities, such as internships, co-op programs, and project-based learning experiences that expose them to the latest technologies.



Career Services Adaption

Equip the university's career services with resources and training to advise students on navigating careers in industries affected by technological disruption, including guidance on emerging job markets and necessary skills.



Digital Literacy Across Disciplines

Ensure that digital literacy and technology competencies are integrated across all academic disciplines, preparing students for the technological aspects of various careers.



Research and Development Focus

Encourage and support research projects and initiatives in cutting-edge technologies, enhancing the university's reputation as a leader in innovation and attracting partnerships with tech companies.



Continuing Education and Reskilling

Offer continuing education, professional development, and reskilling courses for alumni and current students, focusing on emerging technologies and industries to keep their skills relevant.



Soft Skills Emphasis

While focusing on technological skills, also emphasize the development of soft skills such as problem-solving, adaptability, creativity, and teamwork, which are critical in a changing job market.



Innovation and Entrepreneurship Support

Develop incubators, accelerators, and entrepreneurship programs that encourage students to engage with technology innovation, potentially creating new job opportunities and industries.



Global and Remote Work Preparedness

Prepare students for a globalized and technologically connected job market, including training in remote collaboration tools, cross-cultural communication, and international business practices.



RISK NO. 8: ENROLLMENT QUALITY

Enrollment quality refers to the academic preparedness, diversity, and overall caliber of the student body. A decline in enrollment quality can stem from various factors, including less competitive admission standards, ineffective recruitment strategies, or changes in demographic trends. Lower enrollment quality can impact the university's ability to produce graduates who are competitive in the job market, potentially affecting the institution's performance on metrics related to graduate employment and median wages. Graduates may struggle to secure high-paying jobs if they are perceived as less prepared or less capable than those from institutions with higher enrollment standards.

Risk Mitigation Strategies



Enhance Recruitment Efforts

Implement targeted recruitment strategies aimed at attracting high-achieving students from diverse backgrounds. This can include outreach to high schools, participation in college fairs, and the use of digital marketing.



Improve Student Support Services

Academic advising, tutoring, mental health services, and other support services to help all students, especially those who may be struggling, to succeed academically and socially.



Strengthen Admission Criteria

Review and potentially revise admission criteria to ensure they accurately assess applicants' potential for academic success and contribution to the university community.



Foster a Culture of Excellence

Cultivate an academic and social environment that values excellence, cultural richness, and encouraging students to engage fully in their education and prepare for successful careers.



Scholarships and Financial Aid

Increase the availability of scholarships and financial aid options to attract talented students who might otherwise be unable to afford tuition, focusing on both merit-based and need-based awards.



Engage Alumni in Recruitment

Utilize alumni networks to assist in recruitment efforts, including hosting informational sessions, participating in interviews, and acting as ambassadors for the university.



Promote Success Stories

Highlight the achievements of alumni and current students in university marketing materials to showcase the value of the education provided and attract high-quality applicants.



Leverage Technology in Admissions

Utilize data analytics and CRM (Customer Relationship Management) systems to improve recruitment strategies, personalize outreach, and better identify applicants who are a good fit for the university.



Honors and Leadership Programs

Create or expand honors programs, leadership development opportunities, and other initiatives designed to attract and nurture high-achieving students.



Continuous Evaluation of Academic Programs

Regularly assess and adjust academic programs to ensure they remain rigorous, relevant, and aligned with current and future job market demands, thereby attracting students interested in these fields.



RISK NO. 9: ALUMNI NETWORK STRENGTH

A strong alumni network can significantly enhance a university's ability to support current students' career aspirations and provide opportunities for professional growth and employment. A weak or underutilized alumni network limits these opportunities, reducing the potential for mentorship, networking, internships, and job placements facilitated by alumni. This can negatively affect graduates' ability to secure employment, particularly in competitive or well-paying positions, thereby impacting the university's performance on metrics related to graduate employment and earnings.

Risk Mitigation Strategies



Enhance Alumni Engagement

Develop targeted programs and events that keep alumni connected to the university and each other, fostering a sense of community and loyalty. This could include regional events, webinars, and reunions.



Alumni-Student Networking Events

Regularly organize networking events, both virtual and in-person, that allow students to connect with alumni in their fields of interest, facilitating valuable professional relationships.



Alumni Mentorship Programs

Establish or expand mentorship programs that pair alumni with current students, providing guidance, career advice, and networking opportunities.



Alumni Giving Programs

Encourage alumni to contribute to scholarship funds, endowments, and capital projects, emphasizing the impact of their contributions on student success and the university's future.



Leverage Alumni for Career Opportunities

Encourage alumni to share job openings, internship opportunities, and industry insights within their organizations or networks, directly benefiting students and recent graduates.



Alumni Career Services

Offer career support services to alumni, such as job search assistance, professional development resources, and access to career fairs, reinforcing the value of the university's network throughout their careers.



Alumni Success Stories

Highlight and promote the achievements of alumni through various channels such as university websites, newsletters, and social media platforms. This not only boosts the university's reputation but also inspires current students and strengthens alumni pride in their alma mater.



Online Alumni Platforms

Create or enhance online platforms that facilitate communication and connection among alumni and between alumni and students, such as dedicated social media groups or a proprietary online community.



Alumni Advisory Boards

Involve alumni in advisory boards for academic departments or the university at large, leveraging their industry experience and insights to inform curriculum development, strategic planning, and industry partnerships.



Alumni Involvement in Curriculum Design

Involve alumni in the curriculum design process, especially for programs that directly prepare students for specific careers, ensuring that academic offerings remain relevant and aligned with current industry needs.


FAMU

FLORIDA A&M UNIVERSITY

**ENTERPRISE RISK
MANAGEMENT**
DIVISION OF AUDIT

Mission Statement

To provide meaningful, actionable, and timely strategic and performance risk intelligence to our stakeholders to enhance decision making and resource alignment while appropriately balancing risk and opportunity.


Vision Statement

The FAMU ERM program strives to become a thought leader in enterprise risk management practices through development of innovative and cost-effective methodologies that integrates enterprise risk management practices into the culture and strategic decision-making processes of academic, student, and administrative functions within educational institutions.



Enterprise Risk Management Team



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Enterprise Risk Management Resources

ERM WEBSITE



RISK REPORTING HOTLINE



ERM SERVICE REQUEST

