



FLORIDA **A&M** UNIVERSITY

Faculty Town Hall Meeting

Leadership Role of Faculty in Performance Funding

April 2, 2014

Tallahassee, FL



AGENDA

- ❑ Welcome & Introduction – Provost Marcella David
- ❑ Opening Remarks – President Elmira Mangum, Ph.D.
- ❑ Who We Are
- ❑ Review of Performance Funding
 - Overview
 - 2013-2014 Final Metric Score Sheet
 - Performance Metrics Action Items
- ❑ Role of Faculty in Performance Funding Program
- ❑ Questions
- ❑ Wrap-Up



Who We Are

❑ Just the Facts...

❑ Mission Driven

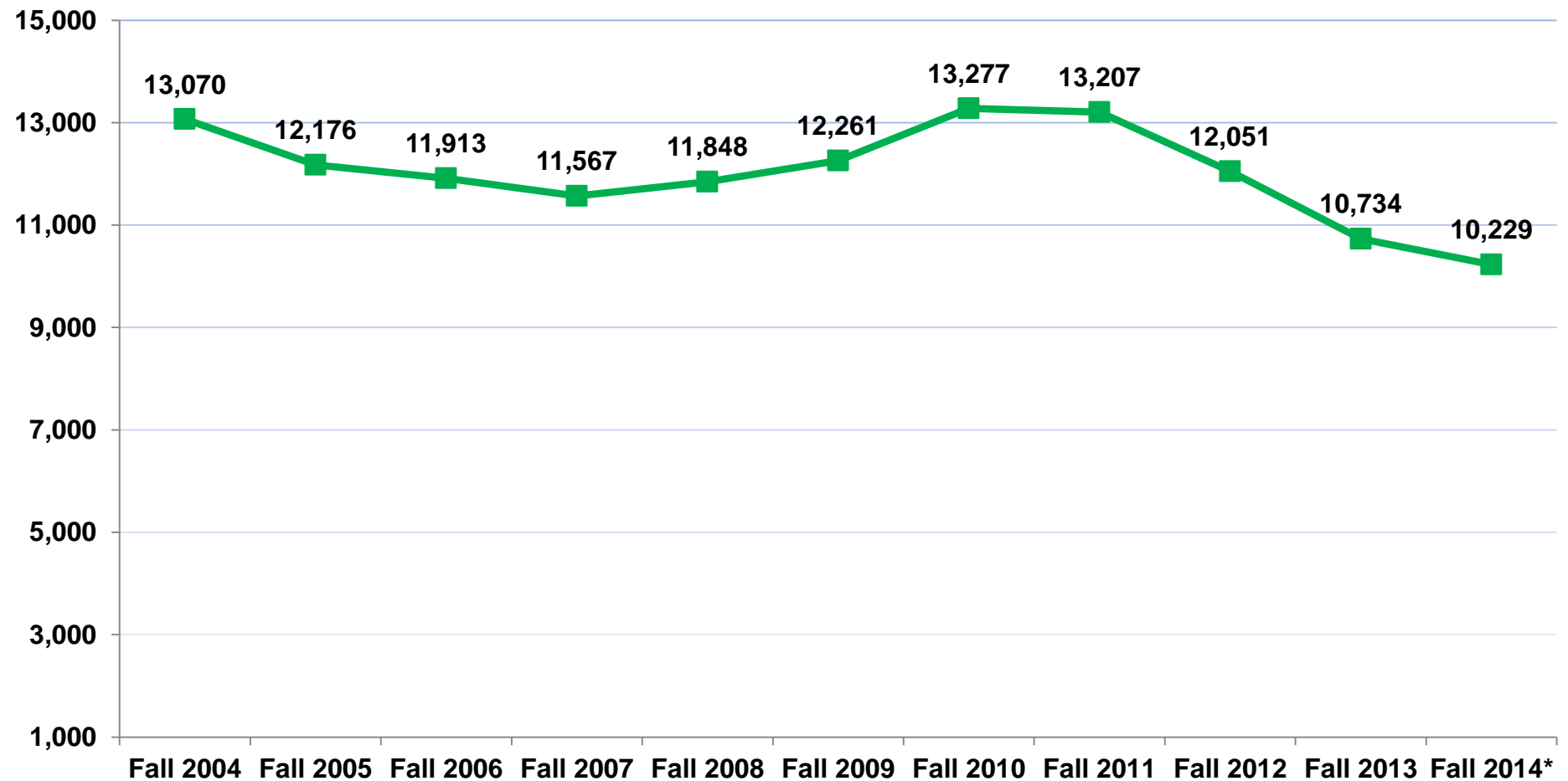
- 40% of our students graduate within 6 years.
- 13% graduate within 4 years.
- 66% come from households making below \$40,000 annually.

❑ Our Goal

- Prepare our graduates to lift their family out of poverty and increase the wealth of their community.

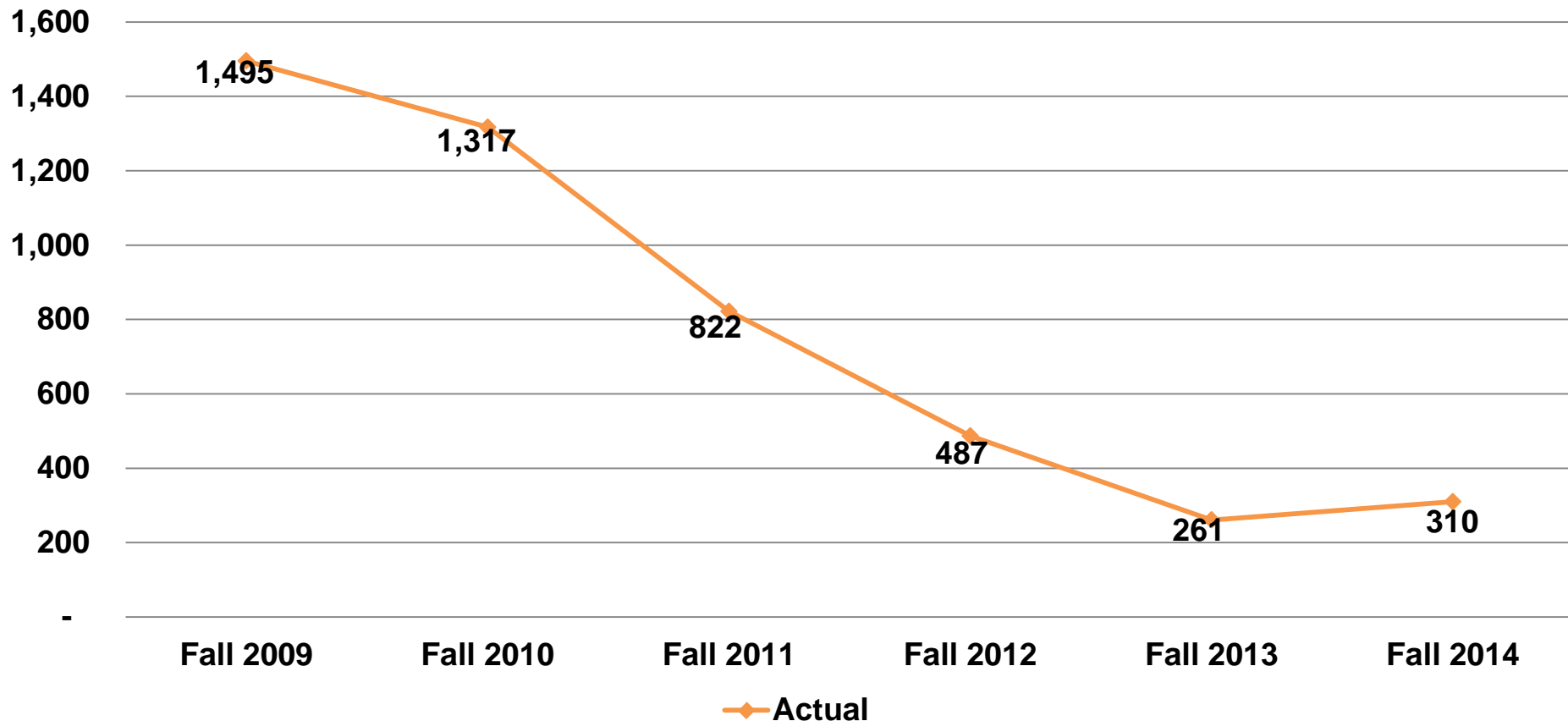


Student Headcount Fall Semester Enrollment Fall 2004 – Fall 2014



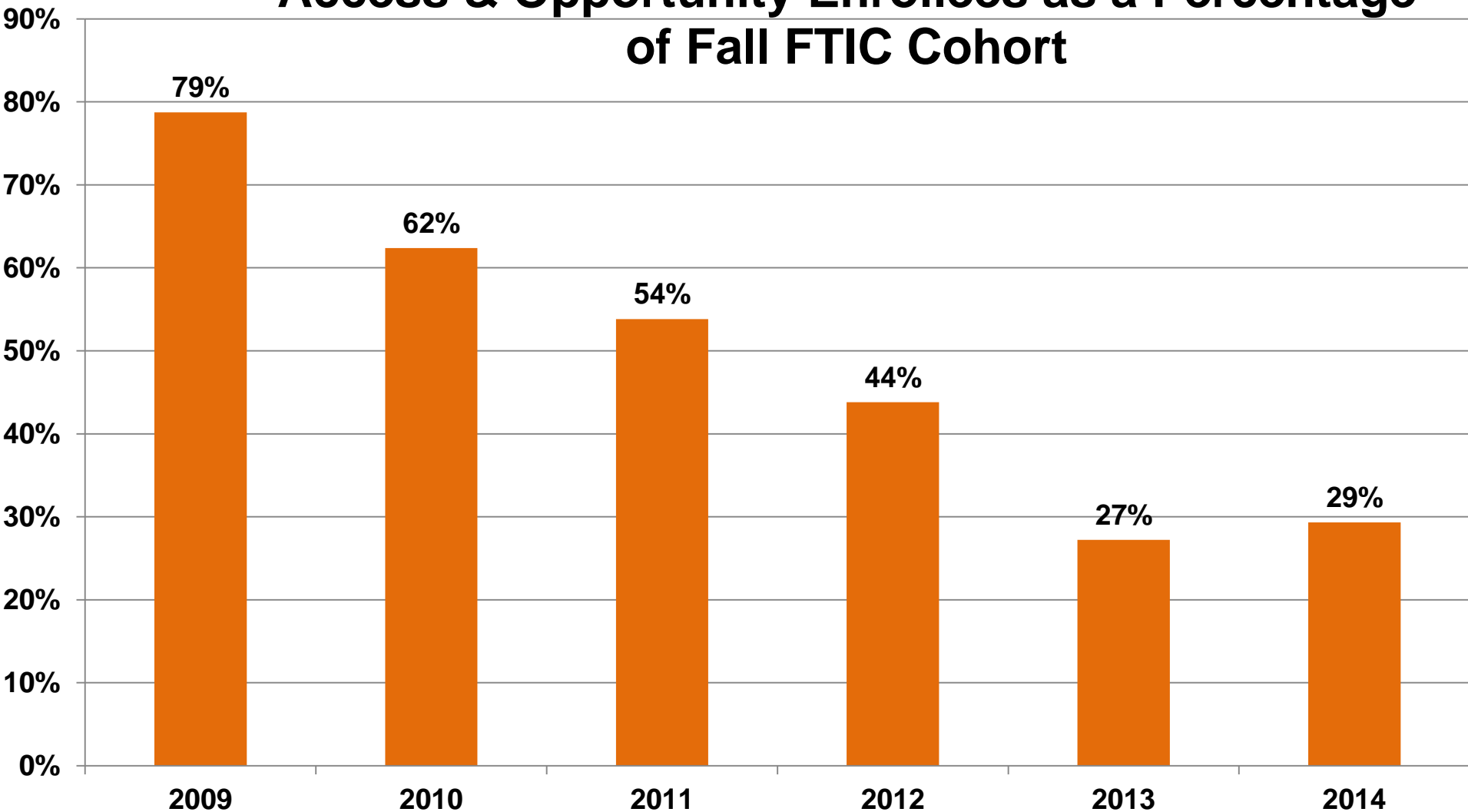


Fall 2009 - Fall 2014 FTIC Access & Opportunity Admits





Access & Opportunity Enrollees as a Percentage of Fall FTIC Cohort





The Challenge

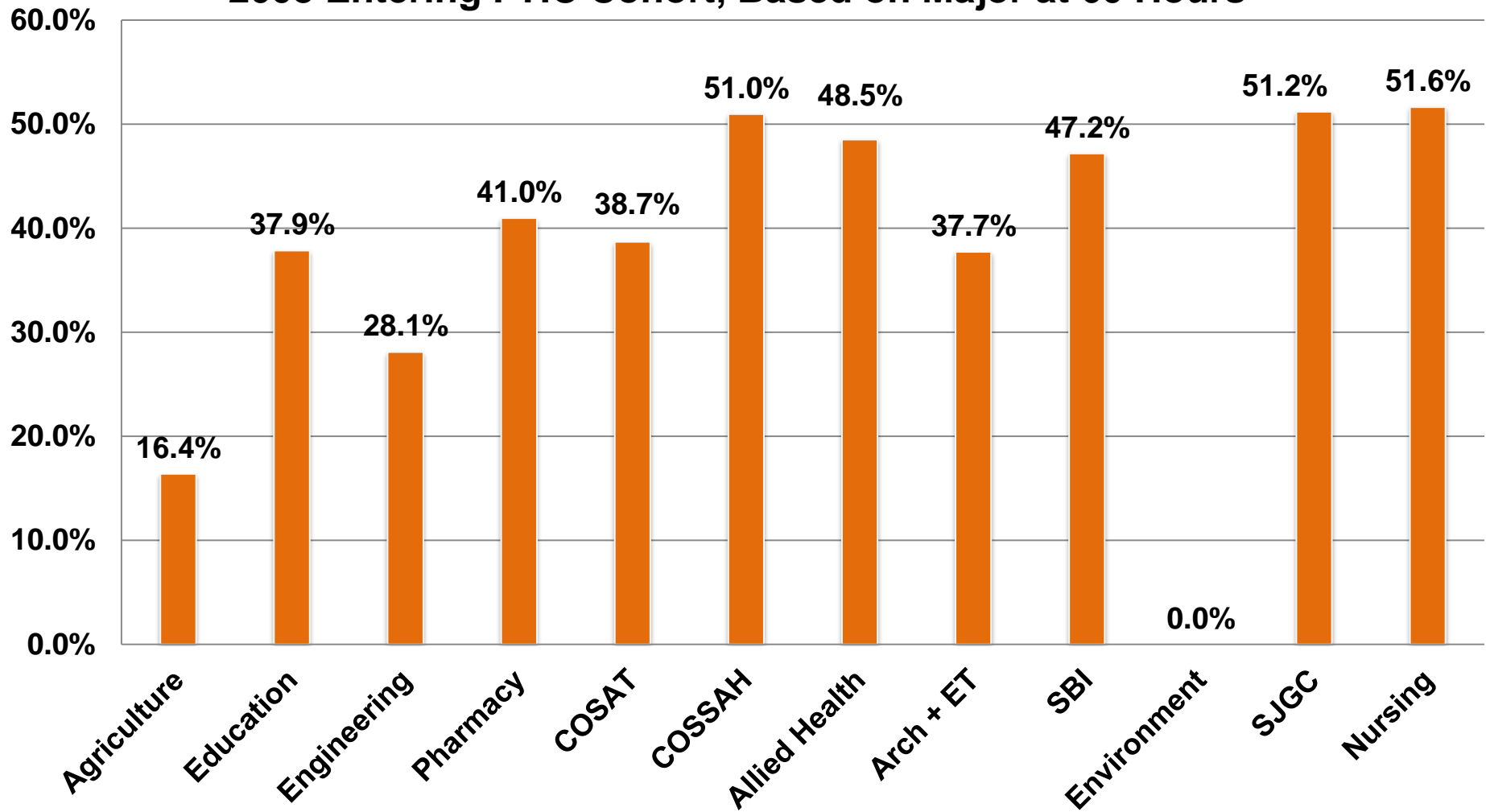
FTIC – Undergraduates Requiring Remediation

Fall 2013	Enrollment	% Requiring Remediation	Actual Number
Access & Opportunity Students	4022	25%	1006
Non-AOS	3101	21%	651
*Total Undergraduates	8817	18.8%	1657

*These numbers above will impact our 4 year and 6 year graduation rates.

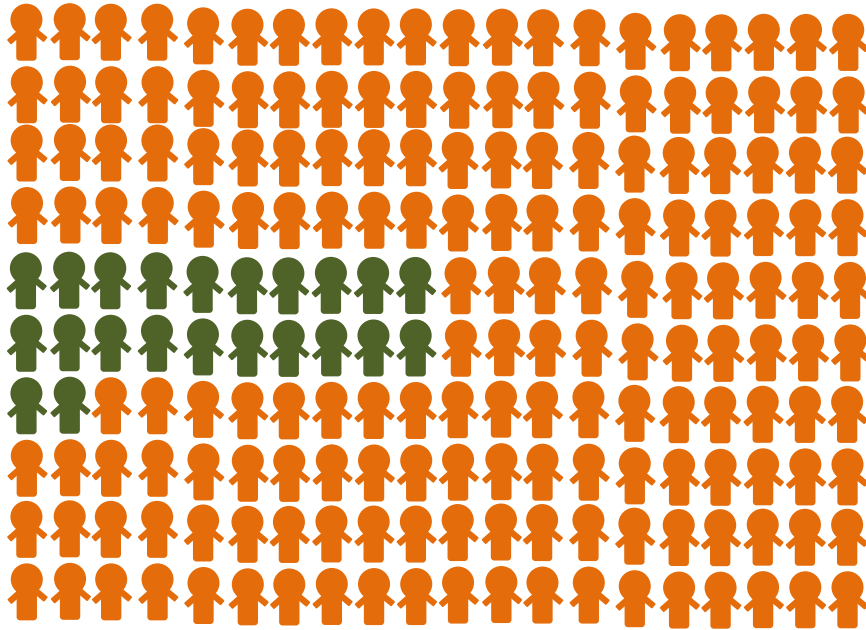


Colleges and Schools Six-Year Graduation Rates 2008 Entering FTIC Cohort, Based on Major at 60 Hours





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 = 2003 FTIC Undergraduates entered in Fall 2011

 = 221 Bachelor's degree candidates for Spring 2015

11%



Performance Funding Program

❑ Key Performance Indicators

- Academic Quality
- Operational Efficiency
- Return on Investment

❑ Self Selected Indicator

- Research (Percent of R&D Expenditures Funded from External Sources)

❑ Board of Governors Indicator

- Percent of bachelor's degrees without Excess Hours
- This indicator unduly burdens our mission to provide access and opportunity to underserved communities.



2013-2014 Final Metric Positions

Position	School	Total Score
1	University of Florida	44
2	University of South Florida	42
3	University of Central Florida	39
3	Florida International University	39
4	Florida Gulf Coast University	38
5	Florida Atlantic University	37
5	University of West Florida	37
6	University of North Florida	36
6	Florida State University	36
7	New College of Florida	35
8	Florida Agricultural & Mechanical University	26



Excellence vs. Improvement

- ❑ **Excellence scores** are actually threshold scores. The term excellence was chosen by the Board of Governors.
- ❑ **Improvement scores** are granted based on the percent of increase above the previous year's baseline score.



Metric 1 – Percent of Bachelor’s Graduates Employed and/or Continuing their Education Further 1 Year after Graduation

Excellence Benchmark

5 (80%), 4 (75%), 3 (70%), 2 (65%), 1 (60%)

FAMU Score 69% = 2 points

Improvement Benchmark

5 (5%), 4 (4%), 3 (3%), 2 (2%), 1 (1%)

FAMU Score 4%= 4 points

- 5% Improvement = 5 points. We need to increase our score to 73% to maintain the current score or 74% for full credit



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Individual Metrics

Let's take a look at our success



Excellence Score = 5

- ❑ Metric 6: Bachelor's Degree Awarded in Areas of Strategic Emphasis (includes STEM) – 51%
- ❑ Metric 7: University Access Rate (Percent of Undergraduates with a Pell-grant) – 62%
- ❑ Metric 10.A: Percent of R&D Expenditures Funded from External Sources (Self-selected) – 80%



Improvement Score = 4

- Metric 1: Percent of Bachelor's Graduates Employed and/or Continuing their Education Further 1 year after Graduation – 69%
 - Up from 65% in the previous year



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Individual Metrics

Let's take a look at our
opportunities



Final Score = 0 or 1

- ❑ Metric 3: Average Cost per Undergraduate degree to the Institution – \$40,080
- ❑ Metric 4: Six Year Graduation Rate (Full-Time and Part-Time FITC) – 39%
- ❑ Metric 5: Academic Progress Rate (2nd Year Retention with GPA Above 2.0) – 70%
 - Up from 69% in the previous year
- ❑ Metric 8.A: Graduate Degrees Awarded in Areas of Strategic Emphasis (includes STEM) – 43%
 - Excellence Score



Final Score = 2

- ❑ Metric 2: Median Average full-time Wages of Undergraduates Employed in Florida 1 Year After Graduation - \$28,800
 - Excellence Score



How do we move the
needle?





Metric 1 – Percent of Bachelor’s Graduates Employed and/or Continuing their Education Further 1 Year after Graduation

- ❑ Excellence Benchmark

5 (80%), 4 (75%), 3 (70%), 2 (65%), 1 (60%)

FAMU Score 69% = 2 points

- ❑ Improvement Benchmark

5 (5%), 4 (4%), 3 (3%), 2 (2%), 1 (1%)

FAMU Score 4%= 4 points

- ❑ 5% Improvement = 5 points. We need to increase our score to 73% to maintain the current score or 74% for full credit



Metric 3 – Average Cost per Undergraduate degree to the Institution – \$40,080

Factors Affecting Cost per Degree

- ❑ The numerator includes instruction, advising, and academic administration expenditures.
 - ALL E&G funds, except for those allocated to public service and research
- ❑ The denominator includes student credit hours (120).



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WHAT
CAN
YOU
DO?



Leadership Initiatives

- Admit more qualified students.
- More accurate AOR Reporting
 - Teaching
 - Research
 - Community/Public Service
- Fewer small classes



Metric 4: Six Year Graduation Rate (Full-Time and Part-Time FITC) – 39%

Factors Affecting Six Year Graduation Rate

- Effective Recruitment & Retention
- Appropriate Campus Facilities
- Wrap-around Services for First-year Students



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WHAT
CAN
YOU
DO?



Leadership Initiatives

- Encourage graduation in Interdisciplinary Studies.
- Enhance wrap-around services for first-year students, student athletes, and academically at risk students.



Metric 5: Academic Progress Rate (2nd Year Retention with GPA Above 2.0)

Benefits of Higher Retention Rate

- Higher graduation rate
 - Better quality of life for students
 - Increased career opportunity & earning potential
- Reduced expenditures
- Reduction in student debt
- Improved institutional image/standings



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WHAT
CAN
YOU
DO?



Leadership Initiatives

- ❑ Employ innovative supplemental instruction strategies.
- ❑ Recruit students who are the best fit for FAMU.
- ❑ Enhance the wrap-around services for first-year students, student athletes, and academically at risk students.
- ❑ Leverage the full power of the technology enterprise to better meet the needs of all constituents.
- ❑ Enhance campus facilities.
 - State-of-the-art classrooms and learning spaces.
 - Centralized student services operations.



Metric 8.A: Graduate Degrees Awarded in Areas of Strategic Emphasis

Factors Affecting Graduate Degrees in ASE

- Research Facilities
- Research Productivity
- Funding
- Career Planning
- Qualified Graduate Students



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WHAT
CAN
YOU
DO?



Leadership Initiatives

- ❑ Active Recruitment of STEM undergraduate students
- ❑ Enhance Campus Facilities.
 - State-of-the-art labs and research spaces
- ❑ More faculty conducting research that can support graduate students



Metric 2: Median Average full-time Wages of Undergraduates Employed in Florida 1 Year after Graduation

Factors Affecting Median Average full-time wages

- Quality & preparation of graduates
- Available jobs in Florida
- Interest in living in Florida



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WHAT
CAN
YOU
DO?



Leadership Initiatives

- Active career advisement.
- Bring employers to campus.
- Career counseling beginning in Freshman year.
- Internship placements in Florida.



What this administration has done

- ❑ Reorganized University Retention into Undergraduate Student Success Center
 - Hired a new Director for Academic Excellence
- ❑ Secured funds to:
 - Encourage timely graduation
 - Increase retention
 - Lower student debt



What this administration has done

- ❑ Gave over \$250K last fall to graduating seniors to assist with repayment of student loans and transition to work or graduate study
- ❑ Over \$150K will be awarded again this year during Spring Commencement for Strong Finishers.
- ❑ Gave out upwards of \$100K to assist high achieving, returning students with registration.
- ❑ Scholarships to rising sophomores & juniors to encourage them to return to FAMU & defray the cost of attendance.



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Questions





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