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.
Fall 2009 - Fall 2014 FTIC Access & Opportunity Admits

- Fall 2009: 1,495
- Fall 2010: 1,317
- Fall 2011: 822
- Fall 2012: 487
- Fall 2013: 261
- Fall 2014: 310

Actual
Access & Opportunity Enrollees as a Percentage of Fall FTIC Cohort

- 79% in 2009
- 62% in 2010
- 54% in 2011
- 44% in 2012
- 27% in 2013
- 29% in 2014
## The Challenge

**FTIC – Undergraduates Requiring Remediation**

<table>
<thead>
<tr>
<th>Fall 2013</th>
<th>Enrollment</th>
<th>% Requiring Remediation</th>
<th>Actual Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access &amp; Opportunity Students</td>
<td>4022</td>
<td>25%</td>
<td>1006</td>
</tr>
<tr>
<td>Non-AOS</td>
<td>3101</td>
<td>21%</td>
<td>651</td>
</tr>
<tr>
<td>*Total Undergraduates</td>
<td>8817</td>
<td>18.8%</td>
<td>1657</td>
</tr>
</tbody>
</table>

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

Data from Florida A&M University 2014-2015 University Work Plan
Colleges and Schools Six-Year Graduation Rates
2008 Entering FTIC Cohort, Based on Major at 60 Hours

- Agriculture: 16.4%
- Education: 37.9%
- Engineering: 28.1%
- Pharmacy: 41.0%
- COSAT: 38.7%
- COSSAH: 51.0%
- Allied Health: 48.5%
- Arch + ET: 37.7%
- SBI: 47.2%
- Environment: 51.2%
- SJGC: 51.6%
- Nursing: 51.6%
♂️ = 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

<table>
<thead>
<tr>
<th>Position</th>
<th>School</th>
<th>Total Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>University of Florida</td>
<td>44</td>
</tr>
<tr>
<td>2</td>
<td>University of South Florida</td>
<td>42</td>
</tr>
<tr>
<td>3</td>
<td>University of Central Florida</td>
<td>39</td>
</tr>
<tr>
<td>3</td>
<td>Florida International University</td>
<td>39</td>
</tr>
<tr>
<td>4</td>
<td>Florida Gulf Coast University</td>
<td>38</td>
</tr>
<tr>
<td>5</td>
<td>Florida Atlantic University</td>
<td>37</td>
</tr>
<tr>
<td>5</td>
<td>University of West Florida</td>
<td>37</td>
</tr>
<tr>
<td>6</td>
<td>University of North Florida</td>
<td>36</td>
</tr>
<tr>
<td>6</td>
<td>Florida State University</td>
<td>36</td>
</tr>
<tr>
<td>7</td>
<td>New College of Florida</td>
<td>35</td>
</tr>
<tr>
<td>8</td>
<td>Florida Agricultural &amp; Mechanical University</td>
<td>26</td>
</tr>
</tbody>
</table>
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
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
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%)
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- Improvement Benchmark
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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).
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
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
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
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
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.
Questions