

**Florida Agricultural and Mechanical University  
Board of Trustees**



**Strategic Planning and Performance Measures Committee Minutes  
Trustee Washington, Chair  
Wednesday, March 6, 2019**

**Committee Members Present:** Chair Nicole Washington, Matthew Carter, Kimberly Moore, and Robert Woody.

**Call to Order/Roll Call:** Chair Washington called the meeting to order. Ms. Singleton called the roll. A quorum was present.

**Action Items**

The first action item was a motion by Chair Washington for the approval of the minutes from the June 7, 2018 and November 30, 2018 meetings. A motion for approval was made by Trustee Carter and seconded by Trustee Moore; the minutes were approved.

**Information Items**

- Update on Performance Based Funding Metrics presented by VP Barrington
- Update on Strategic Plan Initiative presented by VP Barrington
- Online Course Initiative presented by Franzetta Fitz
- Update on Institutional Goals and Dashboard by Trustee Washington

**Performance Based Funding Metrics**

The first information item was an update on Performance Based Funding Metrics (PBF). VP Barrington provided an update on the BOG PBF Allocation Methodology. The new Allocation Methodology for 2019 includes elimination of the Bottom 3 requirements and continuation of requirements that institutions must have at least 51 points to receive institutional investment. FAMU will be eligible to receive PBF funding for the 2019-20 budget year. The amount will be announced at the BOG meeting in June 2019. The BOT Choice Metric (referred to as Metric #10) - Number of Degrees Awarded to Transfers with AA Degrees from the Florida College System (FCS) will be implemented starting in June 2019 and reported in the 2020 PBF reporting cycle. Final data for PBF Metrics will be provided in the 2019 Accountability Plan and presented to the BOT for approval in April 2019. We are anticipating improvements on five (5) metrics, a decline in four (4) metrics, and one metric remains the same as last year. Primary owners of the metrics with declines have been made aware of the trends and their need to develop a plan to implement strategies to address the decline to move forward.

- Trustee Moore requested that information be provided relative to Metrics 1 and 2, as they tie to Interdisciplinary Studies (IDS) graduates. What is the percentage of completers for students who earned degrees over the last four (4) years?

Response: VP Barrington provided IDS graduating numbers for the last four (4) years.

Response: Trustee Washington stated that we need to determine if the outcomes for IDS graduates are comparable to students in other majors.

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- Trustee Carter reinforced the legislature's concerns of the Florida University System and the lack of graduates. We need to increase our graduation rates so that students can improve numbers for Metric 2 as well.
- Trustee Mills: Will the anticipated trends allow the university to meet the requirement of 51 points to receive institutional investment? Can an analysis be done to examine the connection between our choice Metric and Metric 5 as it relates to qualifications for transfer students as opposed to regular admits.  
Response: VP Barrington answered in the affirmative that we will meet the requirement of 51 points and stated that although Metrics 5 and 10 deal with different classifications of students she can provide the data.
- Chair Lawson: What is driving the trend down for Metric 2? What are we anticipating as our new overall score with the changes in BOG PBF Allocation Methodology eliminating the Bottom 3 requirements? Chair Lawson expressed the need for the leadership team to determine what can be done to improve numbers for metrics where we have more control.  
Response: VP Barrington indicated an estimated range between 65-70 points and suggested that the high number of IDS graduates in past years may have contributed to the anticipated decline for metrics 1 and 2 in 2019. VP Hudson is the primary owner and collaboration will be done to determine the cause of the decline and identify tracking mechanisms to become more aware of graduates' employment.
- Trustee Moore commented that relative to Metric 2, we need to look at programming to determine if the IDS degrees are contributing to lower wages.  
Response: VP Barrington confirmed that academic affairs are identifying new programs to address the decline.  
Response: Trustee Washington agreed that a deeper look into declining metrics is necessary to determine the cause; and strategies should be implemented to make changes. Trustee Washington reiterated that Metric 10 will be replaced by "our" new Metric 10 next year and the university will automatically receive seven (7) points in that area.

### **Strategic Plan Update**

The second information item was an update on 2018-2019 Strategic Plan Initiatives by VP Barrington. A list of the priority initiatives from the Strategic Plan were provided, highlighting priorities. The funding and impact of funding allocations were given. The total budget for the 2018-19 year is over \$15M. An update on the Customer Service Initiative under Strategic Priority 6 of our Strategic Plan, presented by Joyce Ingram in the June 2018 SPPM committee meeting, was given. We are on track with timelines and deliverables of this initiative. An update on the Strategic Planning Workshop held on February 19, 2019 was provided. The workshop focused on key initiatives around student success and engagement in research. Workshop participants included the President's senior leadership team, deans and other key administrators. Attendees were broken into 4 groups to discuss the following topics: Enrollment, Licensure Pass Rates, Research and Graduation/Retention. The next steps will include round table discussions with faculty, staff and students to gain more insight into what we can do to move the needle in these areas. These key priority topics will be discussed further in June 2019 during the President's Retreat.

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### **Online Courses Initiative**

The third information item provided updates on the Online Courses Initiative by Franzetta Fitz, Director of Instructional Technology. These updates included strategies being implemented to help meet the targets established in our Strategic Plan. Ms. Fitz provided an update on student participation by student level in online courses, number of online courses offered by course level, success rates of FTIC students enrolled in at least one online course, and the growth plan for undergraduate online courses.

- Trustee Carter: Are all basic core (General Education) courses currently online? Trustee Carter suggested that all General Education courses are made available online in an effort to assist students with getting into their majors sooner, as well as improve our graduation rates.  
Response: Ms. Fitz confirmed that currently 51 of the 222 General Education courses are online.  
Response: Trustee Washington stated that if we focus on increasing General Education courses online it could help increase enrollment numbers for students at the lower student level as well as increase access and dual enrollment numbers.
- Trustee Moore: What is the timeline for General Education courses being fully online?  
Response: Ms. Fitz has been working with the Provost on a timeline that designates 2021 as the goal.
- Trustee Grable: What type of support services are needed for online learners to be successful?  
Response: Ms. Fitz responded that academic success coaches, academic advisement, and library resources are necessary.
- Trustee Mills: How will courses be prioritized to increase current course offerings of 51?  
Response: High demand courses have been identified with assistance from Deans and Academic Affairs and are being prioritized accordingly.
- Trustee Washington: Has a summary of barrier courses that prohibit graduation been identified?  
Response: Ms. Fitz confirmed that barrier courses will be identified and used to help prioritize additional courses to be released online.
- Chair Lawson: Where does FAMU stand relative to other state universities in the area of online participation? Chair Lawson suggested that we need to be more intentional with online participation and look at recommendations on how to transition students to increase participation.  
Response: Ms. Fitz confirmed that our current participation is 4.2%.
- Trustee Grable commented regarding the number of faculty trained to teach online courses and suggested that an appropriate correlation is made between trained faculty and the increase in courses that will be offered.

### **Strategic Plan/Accountability Plan Metrics Update**

The fourth information item was an update on the strategic plan/accountability plan metrics. Trustee Washington provided an update as well as the website link for the University's scorecard and dashboard on the Institutional Goals for 2018-19, which includes the President's Annual Goals,

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Performance Based Funding Metrics and performance on first-time licensure pass rates for all six (6) licensure exams.

There being no further business, the meeting was adjourned.