

April 15, 2026

# Strategic Alignment & Performance Outcomes

Board of Trustees Meeting

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Vice President, Strategic Planning, Analysis  
& Institutional Effectiveness

**FAMU**

FLORIDA  
AGRICULTURAL AND  
MECHANICAL  
UNIVERSITY



# 2020-25 PBF Trends

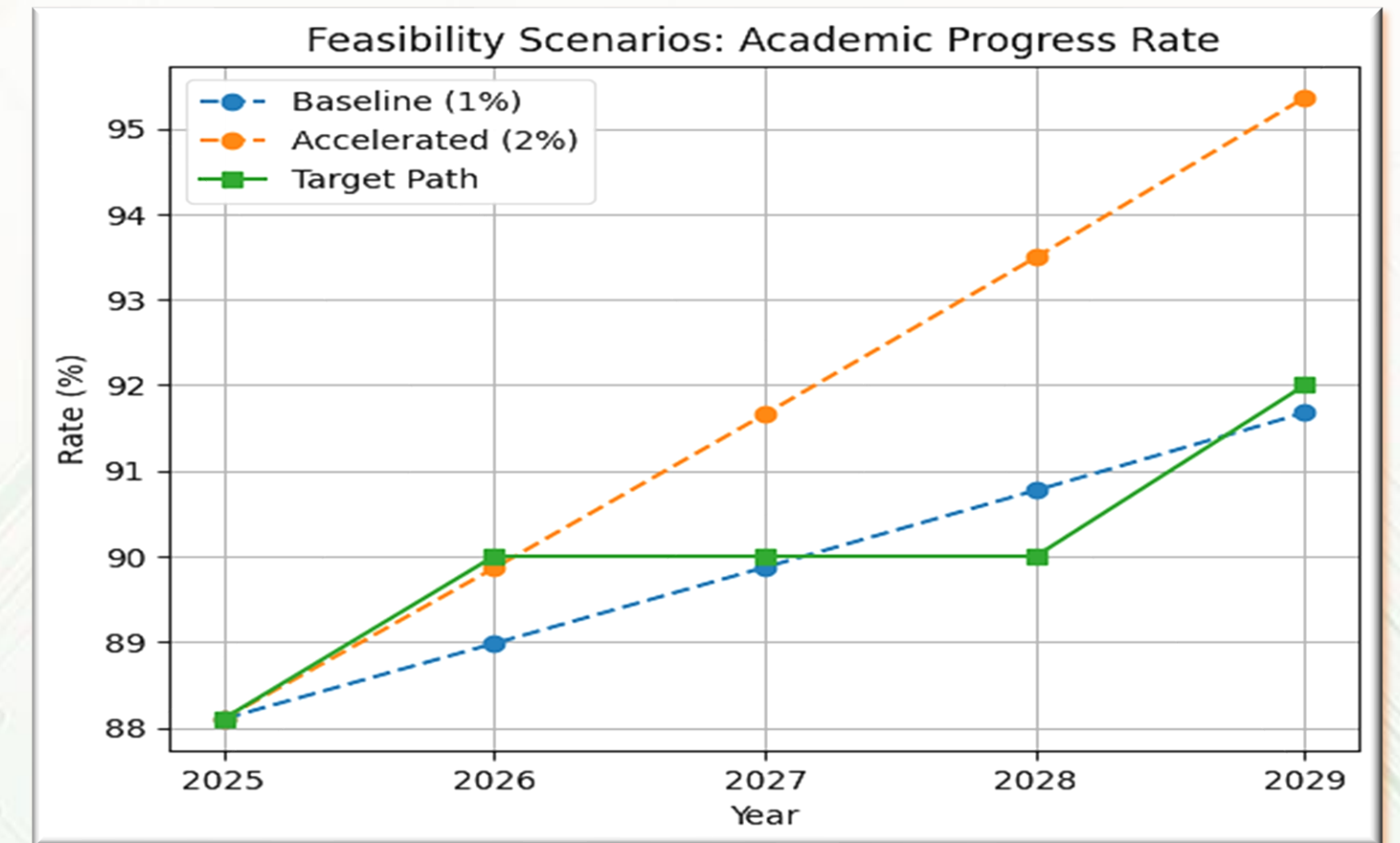
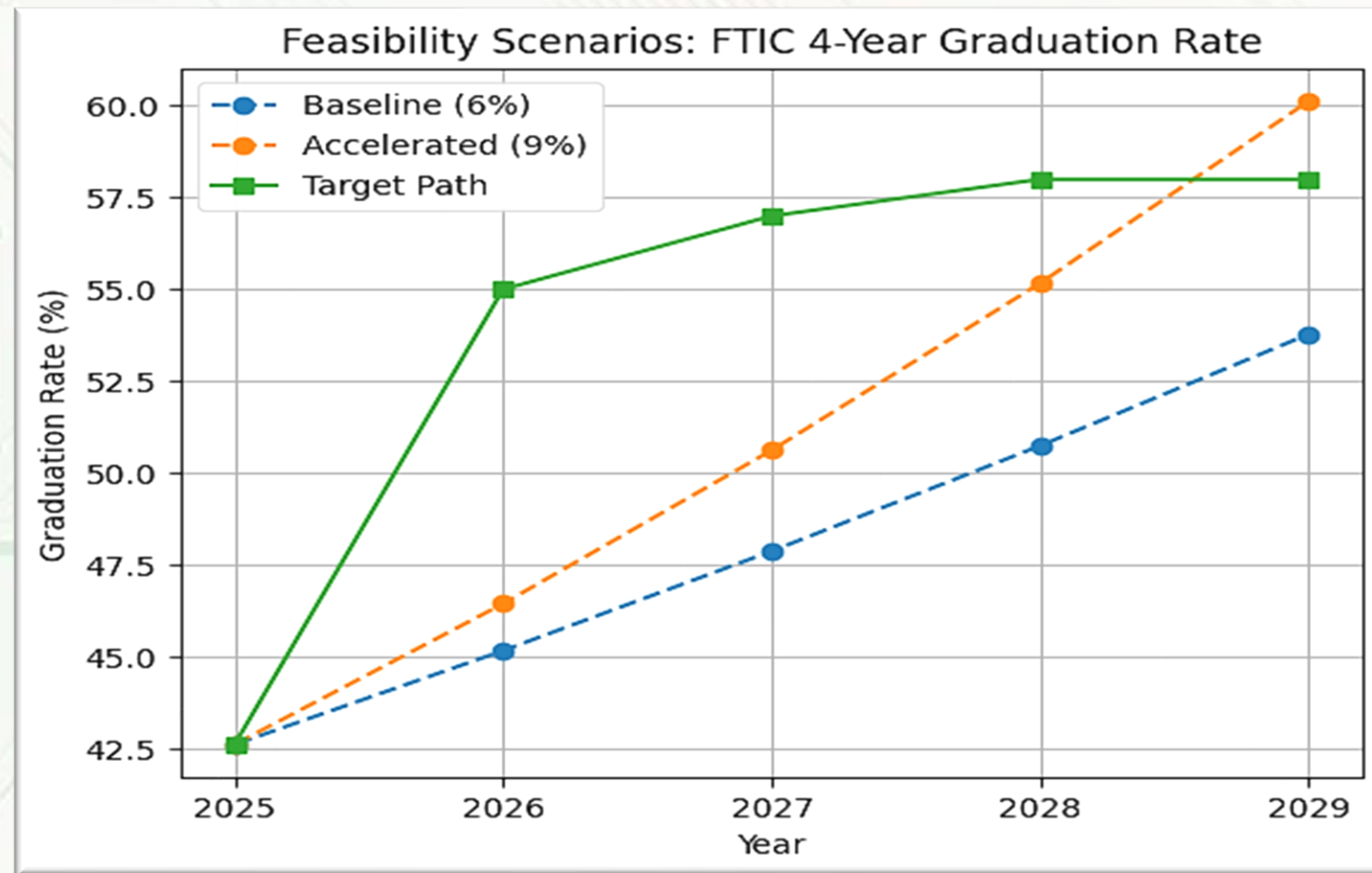
## Performance Projections

Metric	2020-21	2021-22	2022-23	2023-24	2024-25	Trend
Employed/Enrolled (\$40K+)	60.1	67.8	66.9	69.8	72.5	Improving ↑
Median Wages	37,000	39,500	43,700	45,800	46,700	Strong ↑
Cost to Student	-620	-17,790	1,170	-1,300	-3,700	Stable ↑
FTIC 4-Year Grad Rate	27.0	28.4	35.0	41.0	42.8	Strong ↑
Academic Progress Rate	84.2	82.8	81.8	87.4	88.8	Rebound ↑
UG Degrees in PSE	24.97%	20.9%	25.51%	24.76%	25.73%	Stable ↑
Pell Access Rate	59.3%	56.8%	57.3%	56.6%	60.7%	Strong ↑
Grad Degrees in PSE	42.17%	42.14%	44.31%	45.76%	41.13%	Slight Dip ↓
AA Transfer 3-Year Grad	68.6	61.6	60.5	59.6	60.7	Rebound ↑
Pell 6-Year Grad Rate	52.0	57.4	49.8	48.5	57.3	Rebound ↑
AA Degrees from SUS	338	341	290	327	368	Improving ↑

# Student Success Metrics Trend

## Performance Projections

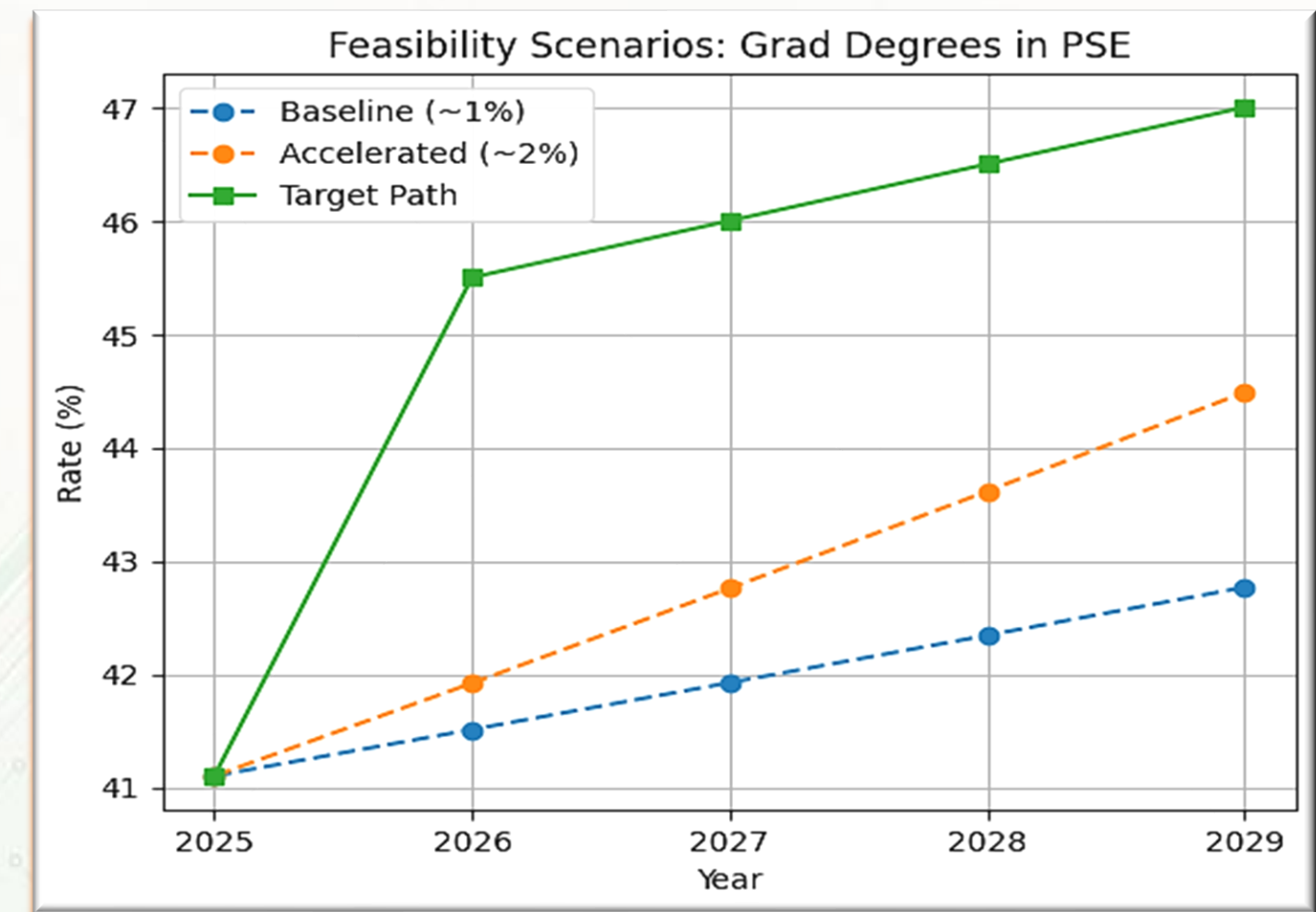
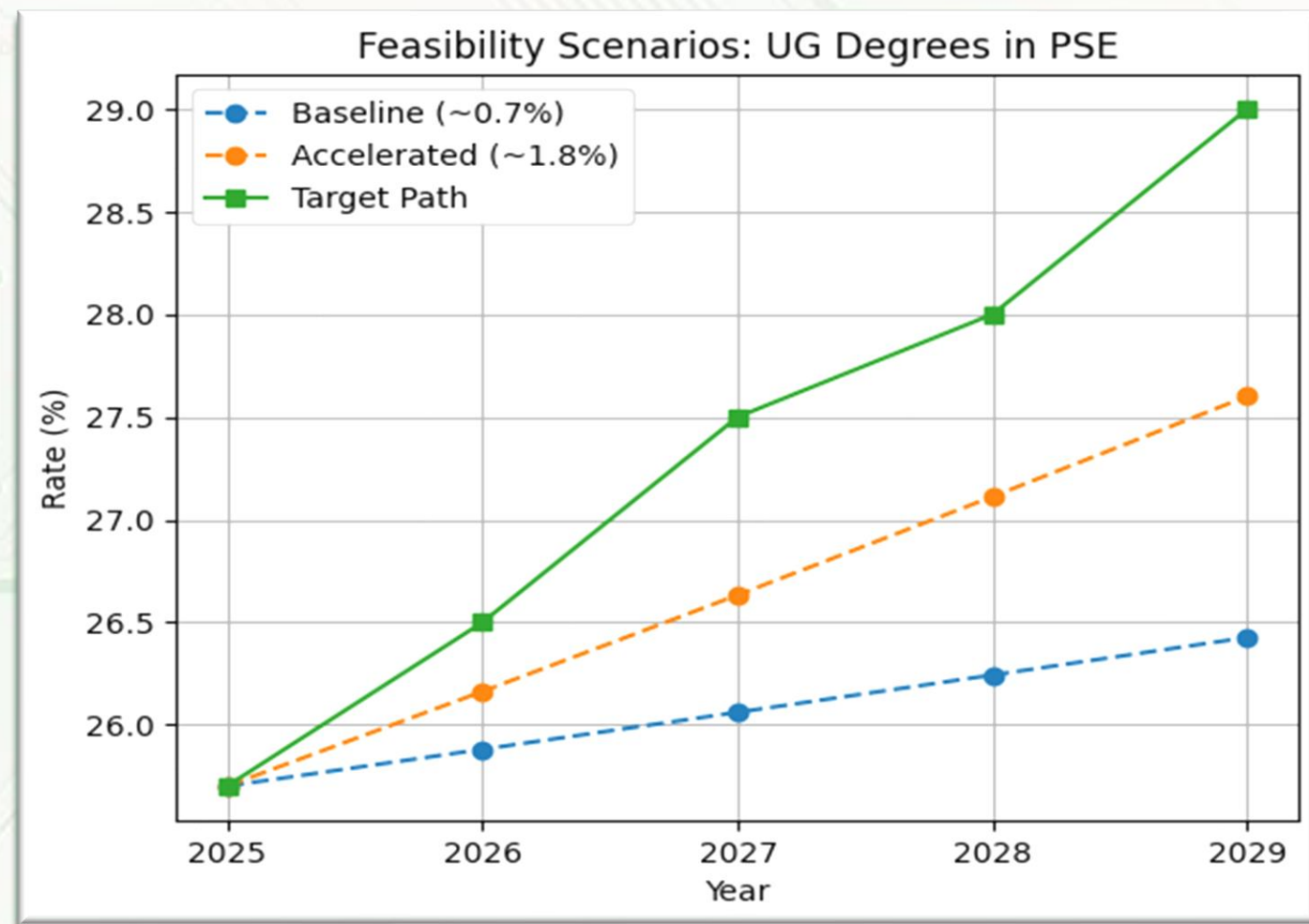
Metric	2020	2021	2022	2023	2024	FAMU Goal	SUS Median	Trend
FTIC 4-Year Grad Rate	27.0	28.4	35.0	41.0	42.6	48–50%	~55%	▲ Strong
Academic Progress Rate	84.2	82.8	81.8	87.4	88.1	90%+	~89–90%	▲ Improving
Pell 6-Year Grad Rate	52.0	57.4	49.8	48.5	57.3	60%+	~65%	▲ Rebound



# Programs of Strategic Emphasis (PSE) Trend

*Performance Projections*

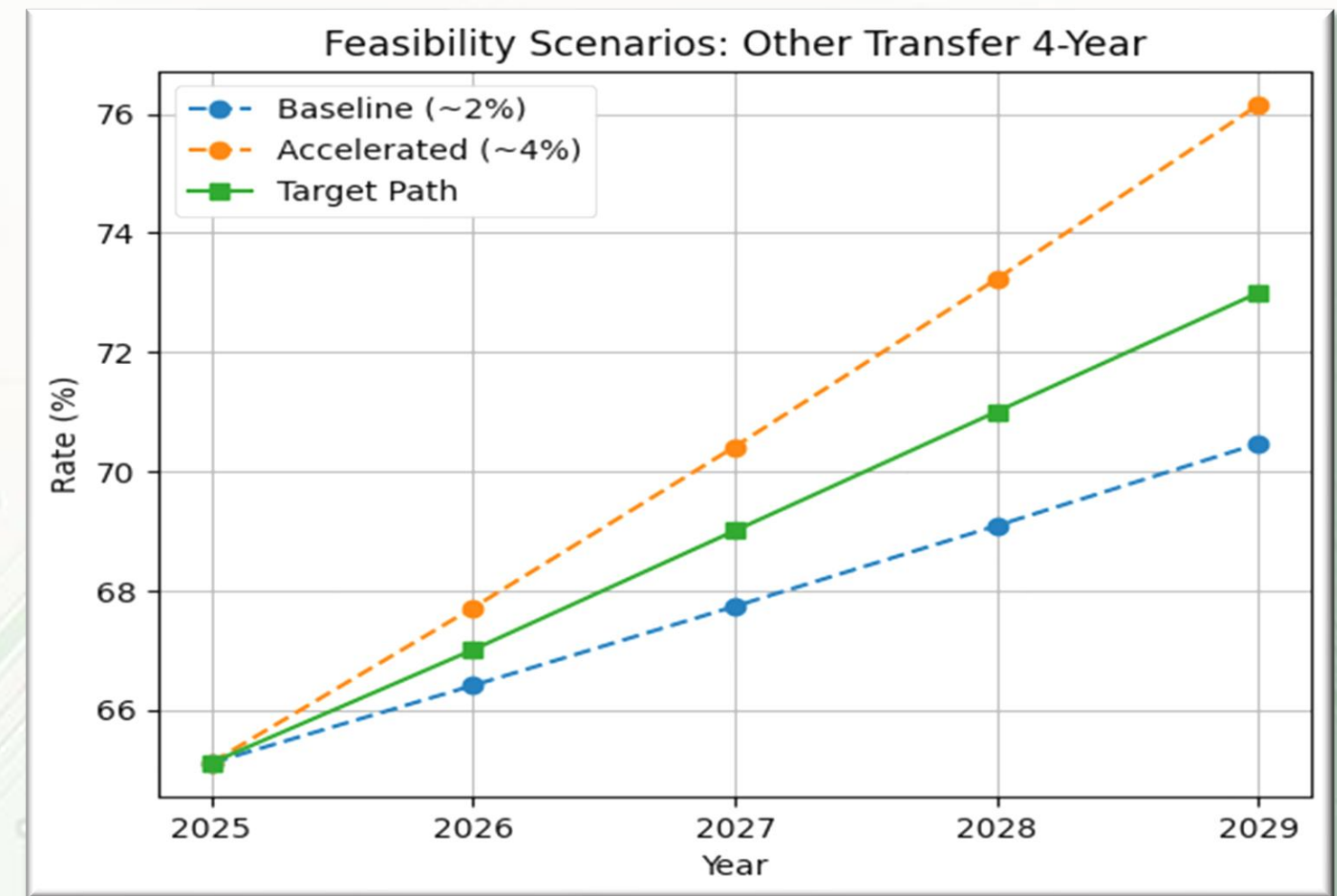
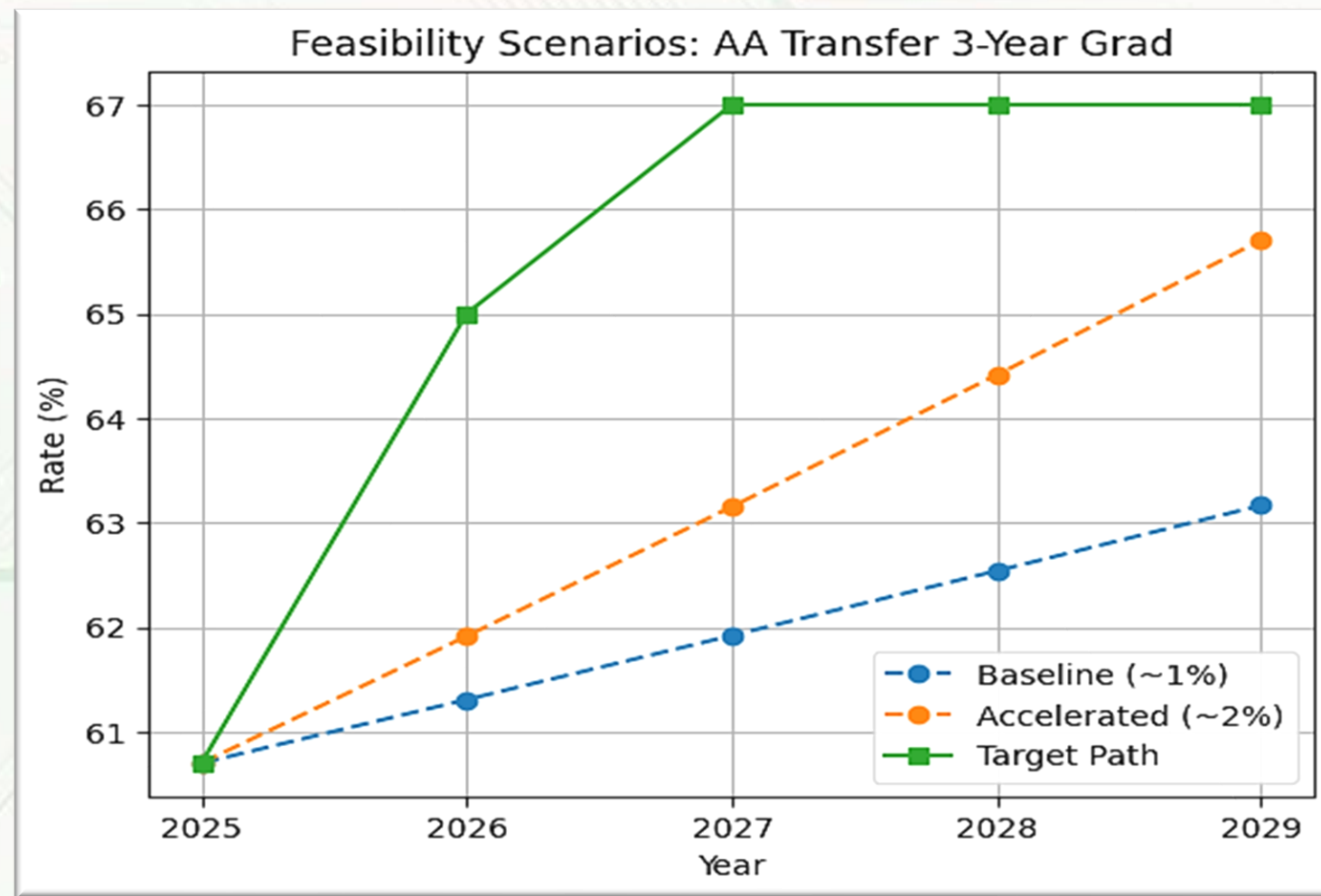
Metric	2020	2021	2022	2023	2024	FAMU Goal	SUS Median	Trend
UG Degrees in PSE	25.0%	21.0%	25.5%	24.8%	25.7%	28–30%	~30–32%	▲ Stable
Grad Degrees in PSE	42.2%	42.1%	44.3%	45.8%	41.1%	48–50%	~50–52%	▼ Watch



# Transfer Student Success Trend

*Performance Projections*

Metric	2020	2021	2022	2023	2024	FAMU Goal	SUS Median	Trend
AA Transfer 3-Year Grad	68.6	61.6	60.5	59.6	60.7	65-70%	~65-68%	▼ Monitor
Other Transfer 4-Year	51.8%	53.4%	59.0%	66.1%	65.1%	68-70%	~62-65%	▲ Strong



# Presidential Strategic Framework Summary

Major Category	Sub-Goals	# of Sub-Goals	Total Weighting	
Enhance Student Success & Experience	<ul style="list-style-type: none"> <li>FTIC Undergraduate Enrollment</li> <li>Graduate (Master's)</li> <li>PhD/R1 Doctoral</li> <li>Professional Doctoral</li> </ul> <p><b>Student Recruitment (20%)</b></p>	<ul style="list-style-type: none"> <li>Performance on Professional Licensure and Certification Exam First-Time Passage Rates</li> <li>Grow Total Research Expenditures</li> <li>Doctoral Endowment Growth</li> <li>Research Doctorates Awarded</li> <li>Endowed Chairs &amp; Professorships</li> </ul> <p><b>R1 Readiness &amp; Research (10%)</b></p>	<b>13</b>	<b>55%</b>
	<ul style="list-style-type: none"> <li>Student Retention (PBF-5)</li> <li>Access (PBF-7)</li> <li>Post-Transfer Retention</li> <li>Student Financial Aid Processing</li> </ul> <p><b>Retention, Access &amp; Licensure (25%)</b></p>			
Fiscal Accountability	<ul style="list-style-type: none"> <li>Annual Philanthropy by (<math>\geq 5\%</math> YoY)</li> <li>Grow non-tuition revenue (<math>\geq 5\%</math>)</li> <li>Student Support Allocation (<math>\geq 50\%</math>)</li> <li>Infrastructure/Tech Allocation (<math>\geq 25\%</math>)</li> </ul> <p><b>Philanthropy Goals (20%)</b></p>	<b>4</b>	<b>20%</b>	
Organizational Management	<ul style="list-style-type: none"> <li>Executive Senior Leadership (10%)</li> <li>Athletic Department (5%)</li> </ul>	<b>2</b>	<b>15%</b>	
Brand, Reputation & Community Engagement	<ul style="list-style-type: none"> <li>Hold engagement events in key Florida markets to highlight FAMU's impact.</li> <li>Enhance national visibility to maintain #1 Public HBCU and Top 100 status.</li> <li>Expand branding for the Marching 100 and Athletics.</li> <li>Engage NAA, top chapters quarterly; 12+ alumni events beyond Tallahassee.</li> </ul>	<b>4</b>	<b>5%</b>	
Operational Excellence	<ul style="list-style-type: none"> <li>Achieve +3% cost recovery through operational efficiencies.</li> <li>Technology modernization planning (AI, data integration, compliance tracking, cybersecurity)</li> </ul>	<b>2</b>	<b>5%</b>	

# Presidential Framework Alignment to PBF & SUS 30

## Student Success & Experience (55%)

**PBF:** FTIC Enrollment → Access; Retention (PBF-5) → Progression; Pell (PBF-7) → Access; Licensure → Outcomes

**SUS30:** Graduation & retention; Access & affordability; Workforce readiness

## Fiscal Accountability (20%)

**PBF:** Efficiency supports cost per degree & sustainability

**SUS30:** Financial sustainability; Non-tuition revenue; Infrastructure & tech

## Organizational Leadership & Culture (15%)

**PBF:** Enables all performance metrics

**SUS30:** Accountability; Talent & leadership stability

## Brand, Reputation & Engagement (5%)

**PBF:** Supports reputation & demand

**SUS30:** Rankings; Community & alumni engagement

## Research, R1 Readiness & Economic Impact

**PBF:** Research expenditures; Doctoral degrees

**SUS30:** R1 advancement; Research growth; Economic impact

## DRS Oversight & Governance (5%)

**PBF:** Data integrity & performance tracking

**SUS30:** Data-driven decisions; Governance & compliance

# Dashboard & Scorecards



## KEY PERFORMANCE INDICATORS

Click images to open details. Actual KPI sequence may vary.

