Licensure Pass Rate Improvement Plan Updates

Bachelor of Nursing (BSN) Program
Doctor of Physical Therapy (DPT) Program
Doctor of Pharmacy (PharmD) Program

FAMU Board of Trustees
Academic and Student Affairs Committee Meeting
December 1, 2021
Focus of Monthly Meetings

**Focus**
- Updates on Progress to Achieve and Sustain Academic Excellence in FAMU’s Health Professions Programs
- Timely Updates (Licensure Exam Scores, Accreditation Actions, etc.)

**Today’s Meeting**
Overview of institutional strategy and approaches for improving student success outcomes
- Pre-Enrollment
- Student Preparation for Program Entry
- Program Matriculation
Background and Context

Student Recruitment and Enrollment
- Lacking dedicated staffing for recruitment
- Enrollment declines in Pharmacy and Nursing
- Need to increase academic profile of entering cohorts
- Source of students:
  - PharmD: 52% from FAMU
  - BSN: 80% from FAMU
  - DPT: 28% from FAMU

Student Success
- Sustained compliance with accreditation standards
- First-time licensure pass rates lag behind SUS peers
Key Points in the Student Lifecycle

**Pre-Enrollment**
- Outreach
- Recruitment

**Student Preparation for Program Entry**
- Admissions
- Student Engagement and Development
- Collaboration with STEM Programs

**Program Matriculation**
- Targeted Initiatives
- Faculty Development
Health Professions Recruitment Team

- Coordinated, holistic recruiting approach for the health professions programs
- Established fall 2021
- 5 full-time FTE
- Currently advertising to fill new positions (anticipated spring 2022 start dates)
- Managed through the Office of the Provost

Key Strategies

- Targeted K-12 and AA transfer student outreach and recruitment
- Early and ongoing engagement with FAMU undergraduates
- Expansion of curricular and co-curricular activities for student development
- Expanded marketing and PR (digital, print, social media, etc.)
- Increased presence at recruiting events and showcasing of academic program offerings
Pre-Enrollment, cont.

Health Professions Recruitment Team

Targeted Programs

Pharmacy          Health Sciences
Nursing           Cardiopulmonary Science
Physical Therapy  Healthcare Management
Occupational Therapy  Public Health

ROI and Measures of Success

- Increased academic profiles of entering cohorts
- Higher licensure exam first-time passage rates
- Increased enrollment and degree production
- Increased capacity to address Florida’s workforce and community needs
- Increased awareness of the “FAMU Health” brand
- Increase in program rankings and enhanced reputation
Preparation for Program Entry

**Admissions**
- Raise admission criteria
- Use diagnostic tools to evaluate applicants
- Identify deficiencies for remediation

**Nursing**
- Implemented TEAS in Spring 2021
  - Used as diagnostic for incoming students to assess readiness
- Increased Minimum GPA Requirements
  - Average GPA in majority of science and math courses show increases for Fall 2021 cohort

**Pharmacy**
- Implemented PharmCAS in 2019-20
  - Applications have increased from 226 to 405 over the past two years
- Increased Minimum GPA Requirements
  - Fall 2021 admits have highest overall GPA, Science GPA, and Math GPA over the past six years

**Physical Therapy**
- Established Minimum GRE and GPA Requirements
  - Fall 2021 admits exceed minimum GRE and GPA (last 60 hrs) targets

<table>
<thead>
<tr>
<th>GPA of Admits</th>
<th>Fall 2020</th>
<th>Spr 2021</th>
<th>Fall 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-Req</td>
<td>3.46</td>
<td>3.45</td>
<td>3.59</td>
</tr>
<tr>
<td>Chemistry GPA</td>
<td>2.88</td>
<td>3.19</td>
<td>3.61</td>
</tr>
<tr>
<td>A&amp;P I Lecture</td>
<td>3.65</td>
<td>3.65</td>
<td>3.36</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>GPA of Admits</th>
<th>Fall 2019</th>
<th>Fall 2020</th>
<th>Fall 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Math GPA</td>
<td>3.11</td>
<td>3.13</td>
<td>3.37</td>
</tr>
<tr>
<td>Science GPA</td>
<td>3.18</td>
<td>3.19</td>
<td>3.24</td>
</tr>
<tr>
<td>Overall GPA</td>
<td>3.23</td>
<td>3.23</td>
<td>3.31</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>GPA of Admits</th>
<th>Fall 2019</th>
<th>Fall 2020</th>
<th>Fall 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRE Quant.</td>
<td>151</td>
<td>151</td>
<td>151</td>
</tr>
<tr>
<td>GPA - cum.</td>
<td>3.43</td>
<td>3.49</td>
<td>3.38</td>
</tr>
<tr>
<td>GPA - last 60 hr</td>
<td>3.49</td>
<td>3.51</td>
<td>3.51</td>
</tr>
</tbody>
</table>
Preparation for Program Entry, cont.

Student Engagement and Development
- Peer mentoring
- Targeted academic support
- Accelerated remediation
- Professional development
- Collaboration with STEM feeder programs
  - Exploring offering special sections of foundational math, chemistry, physics and biology courses

<table>
<thead>
<tr>
<th>Nursing</th>
<th>Pharmacy</th>
<th>Physical Therapy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-Nursing Course (zero credit)</td>
<td>Math Boot Camp</td>
<td>Senior Level Capstone Project</td>
</tr>
<tr>
<td>• Target freshman and sophomore pre-nursing students</td>
<td>• Scheduled for Summer 2022 (prior to matriculation into pre-pharmacy program)</td>
<td>• Clinical shadowing</td>
</tr>
<tr>
<td>• Foundational skills and socialization to nursing education</td>
<td>• 25 participants</td>
<td>• Assistance with submission of DPT program application</td>
</tr>
<tr>
<td>Living Learning Community (LLC)</td>
<td></td>
<td>Curriculum Enhancements</td>
</tr>
<tr>
<td>• 28 participants in 2020</td>
<td></td>
<td>• Integration of GRE Prep-STEP registration and practice within curriculum</td>
</tr>
<tr>
<td>• 92% with GPA&gt;3.0; 53% with GPA &gt;3.5</td>
<td></td>
<td>• Implement Applied Kinetic Anatomy course</td>
</tr>
</tbody>
</table>
Targeted Initiatives

- Short-term efforts to assist students with licensure exam preparation
- Faculty-focused initiatives to enhance student instruction and training

**Nursing**

**End-of-Program Living Learning Initiative**
- Intensive NCLEX prep for graduates immediately prior to sitting for the exam

**Intrusive Remediation**
- Coaches and RN Remediation Specialists

**Pharmacy**

**Joint NAPLEX Preparation Elective Course**
- Students from FAMU, TSU and CSU

**Faculty Development**
- Funding for Eminent Scholars to assist math and chemistry faculty with pedagogy to enhance foundational learning and knowledge retention

**Physical Therapy**

**External Partnerships (Upstream Rehab)**
- Case-based review of clinical content facilitated by clinicians who are American Orthopedic Manual PT Fellows

**Faculty Development**
- Enhanced pedagogy through use of active learning instructional strategies by all DPT faculty
Questions?