

# President's Annual Goals for 2021-22 (Definitions)

## Goal 1: Four-year Graduation Rate/Student Retention

- 1.1 Increase the University's four-year graduation rate (PBF metric) to 38%.
- 1.2 Increase second-year retention rate to 90.0%.

### Definitions:

- *Graduation Rate: First-time-in-college (FTIC) students who started in the Fall (or summer continuing to Fall) term and were enrolled full-time in their first semester and had graduated the University by the summer term of their fourth year. FTIC includes early admits full-time and part-time students admitted as degree-seeking students prior to high school graduation.*
- *Retention Rate: This metric is based on the percentage of first-time-in-college (FTIC) students who started in the Fall (or summer continuing to Fall) term and were enrolled full-time in their first semester and were still enrolled in the same institution during the Fall term following their first year.*

## Goal 2: Licensure Pass Rate

Develop and execute action plans that deliver first-time licensure pass rates of:

- 2.1 Nursing to 80%
- 2.2 Law to 80%
- 2.3 Pharmacy to 88%
- 2.4 Physical Therapy to 87%

### Definitions:

- *In addition to earning the degree, specific programs require certification and/or licensure to practice in the field.*
- *Calculation: The annual total number of graduates who sat for the examination and received a passing score in the first attempt divided by the total number of graduates who sat for the exam the same year.*
- *The FAMU programs included:*
  - *Nursing: National Council Licensure Examination for Registered Nurses (NCLEX)*
    - *The NCLEX exam is a standardized exam that each state board of nursing uses to determine whether a candidate is prepared for entry-level nursing practice.*
  - *Pharmacy: North American Pharmacist Licensure Exam (NAPLEX)*
    - *The NAPLEX measures a candidate's knowledge of the practice of pharmacy.*
  - *Physical Therapy: National Physical Therapy Examination (NPTE)*
    - *The NPTE exams reflect the level of performance required to provide minimally safe and competent physical therapy services by physical therapists and physical therapist assistants. Individuals scoring at or above the passing score have met the performance standard and are eligible for licensure.*
    - *Graduation Year Results are for students who graduated in a given calendar year and took the exam. The reports do not consider what year a student tested, only what year the student graduated.*
  - *Occupational Therapy: National Board of Certification in Occupational Therapy (NBCOT)*
    - *NBCOT exams are constructed to measure the entry-level competence of candidates who have met eligibility requirements for certification and have the necessary knowledge of occupational therapy to practice.*

## President's Annual Goals for 2021-22 (Definitions)

### Goal 3: Annual Giving

Increase annual giving to \$12M.

#### Definition:

- *Annual Giving - The sum of the present value of all gifts (including outright and deferred gifts) received for any purpose (restricted and non-restricted) within the fiscal year running from July 1 to June 30.*

### Goal 4: R&D Expenditures

Increase total R&D expenditures to \$43M.

#### Definition:

- *Total Science & Engineering Research Expenditures, including federal research expenditures reported by the National Science Foundation (NSF). Based on the guidance from NSF, the University excluded some training and education grants and student stipends, which had been included in our totals for previous years and in this year's forecast. As a result, the R&D expenditures reported on the NSF survey may show a variation compared to the original goal.*

### Goal 5: Organizational Leadership

- 5.1 Strategy Development - Develop a comprehensive and forward-looking strategic plan with input from various stakeholders for BOT and BOG consideration.
- 5.2 Talent Acquisition, Development, Retention, Succession and Organizational Effectiveness
- 5.3 Create Culture of Accountability (performance matters)/Produce Customer Service Improvement Initiative

#### Definitions:

- *Strategy: The five-year strategic plan is the roadmap to enhance student success, meet state performance metrics to fund higher education, and fulfill FAMU's institutional mission as an 1890 land-grant institution dedicated to the advancement of knowledge, resolution of complex issues, and the empowerment of citizens and communities. The objective is to develop and recommend the FAMU Strategic Plan 2022-27 narrative, metrics, and key performance indicators.*
- *Effectiveness: A critical success factor in implementation is assuring a pipeline of talent to focus on work most vital to the success of our great institution. As such, an inclusive process for talent management of our employees will assure deliberate planning in identifying critical positions within our organization and developing action plans for individuals to assume those positions. In the long term, succession planning, underpinned by career development, will support effective replacement planning (short term) and transition planning (longer-term) of personnel throughout all levels of the University, thereby strengthening continuity and the overall capability of Florida A&M University.*
- *Accountability: Adherence to the compliance and accountability mandates that the university president must follow and lead by example. The goal is to make processes and services an excellent experience for our customers (students, faculty, staff members, visitors, alumni, and any other individual or group interaction). The service and process improvement strategies will work together to provide results.*

# President's Annual Goals for 2021-22 (Definitions)

## Goal 6: University Budget/Fiscal Management

- 6.1 Financial Health - Strengthen the University's financial health by achieving or exceeding a minimum debt coverage ratio less than or equal to 1.0.
- 6.2 Strategic Resource Allocations - Develop and align resource allocations to adequately support the University's annual strategic priorities in all areas, including athletics.

### Definitions:

- *Fiscal Health: Monitoring and evaluating the University's financial health to ensure financial resources are appropriately managed based on the three standards below.*
  - *Cash Standard - Is the university solvent or insolvent?*
  - *Revenue and Expense Standard - Does the operating revenue equal to or exceed its operating expenses?*
  - *Balance Reporting Standard - Does the University maintain a positive cash balance in each fund type?*
- *Resource Allocation: The University identified the following annual strategic priorities. These priorities align with the University's mission, 2017-2022 Strategic Plan, and the Board of Governors' strategic plan and initiatives. The University will allocate performance-based funding to support these initiatives.*
  - *Academic Advisement*
  - *Student Success Initiatives*
  - *Transfer Services*
  - *Student Financial Support*
  - *Faculty and Staff Retention*
  - *Security Infrastructure Upgrades*
  - *Technology Infrastructure Upgrades*
  - *Strategic Initiatives*
  - *Operations (Finance)*
  - *Operations (Academic Affairs)*

## Goal 7: Internal/External Relations

Continue to expand relationship-building with key stakeholders, including students, faculty, staff, Boards, alumni, elected officials (local, state, national), corporations, and the local community.

### Definition:

- *Embrace opportunities to gauge the pulse of numerous stakeholders, including FAMU Faculty, Staff, Students, Alumni, and Community Stakeholders. Continue to have positive engagement with our faculty, students, staff, and external constituents, considering that we must offer an exceptional educational experience for our students. Maintain a strong commitment toward engaging our alumni and external stakeholders in communities nationwide.*