

Licensure Pass Rate | March 2023

Bachelor of Nursing (BSN) Program

Doctor of Physical Therapy (DPT) Program

Doctor of Pharmacy (PharmD) Program

Juris Doctor (JD) Program

Board of Trustees | Licensure Pass Rate Meeting

March 23, 2023 | 9 AM

Trustee Nicole Washington, ASA Chair



Licensure Pass Rate Improvement Plans

Focus

Provide an analysis on **Key Performance Indicators** contributing to intended program improvement outcomes.

Today's Meeting | School of Nursing Spotlight

Key Highlights:

1. The SON's revised curriculum is resulting in increased NCLEX pass rate success, evidenced by the cohort scores for 2022.
2. The NCLEX will change. The first Next Gen NCLEX will be given on April 1, 2023.
3. Nursing education is moving to competency-based. The SON is actively developing the CBE curriculum for launch in 2024.

Key Takeaways:

- The pre-licensure BSN program has been approved for an extension of probation.
- We are actively working to prepare students and past graduates for NCLEX Next Gen readiness.
- We have a significant need for additional faculty and success coaches to support student outcomes.



Recruitment Data

Nursing

Pre-Pharmacy

Allied Health Sciences

KPIs

Admissions
Retention
Readiness Outcomes
Accreditation

Metric	Rationale for Use	Current Data		Goal	Trend
Admissions					
Admissions Exam (GRE)	The Graduate Record Exam (GRE) is a standardized exam that assesses analytical writing, verbal reasoning and quantitative reasoning skills. Applicant rates (cumulative score greater than 300 and quantitative score greater than 147 are positive predictors).	<u>GRE-Total</u> Fall 2022: 301.7 Fall 2021: 302 Fall 2020: 302.32	<u>GRE-Quantitative</u> Fall 2022: 151 Fall 2021: 151 Fall 2020: 151.12	<u>GRE-Total</u> ³300 <u>GRE-Quantitative</u> ³150	↔
UG GPA	Analysis of historical cohort data indicates a positive correlation of licensure pass rates with cumulative GPA and GPA earned over the last 60 hours of the undergraduate record	<u>Cumulative</u> Fall 2022: 3.24 Fall 2021: 3.29 Fall 2020: 3.49	<u>Last 60 Hours</u> Fall 2022: 3.5 Fall 2021: 3.52 Fall 2020: 3.51	<u>Cumulative</u> ³3.5 <u>Last 60 Hours</u> ³3.5	↓ ↔
Retention					
GPA of First Year Cohort	Analysis of historical cohort data indicates a positive correlation of licensure pass rates with first semester (fall) GPA	<u>First-Semester</u> Fall 2022: 3.51 Fall 2021: 3.59 Fall 2020: 3.52		<u>First -Semester</u> ³3.3	↑
Cohort Progression Rates	Monitors percentage of students in each entering cohort who remain on track with the program curriculum and graduate on time (program takes three years to complete)	<u>Cohort</u> Fall 2022: 100% Fall 2021: 91.7% Fall 2020: 92%		<u>Progression Rate</u> ³95%	↑
NPTE Readiness and Outcomes					
Diagnostic Exams	Beginning with the 2022 academic year, the program implemented comprehensive exams to each cohort during the spring semester to assess student mastery of content and readiness to progress.	<u>Spring 2022</u> 2nd yr. Cohort: Comprehensive Skills Check-Off 1 st attempt: 0% (0/22) 2 nd attempt: 68% (15/22) 3 rd attempt: 100% (22/22) 3 rd yr. Cohort: Comprehensive Exit Examination 1 st attempt: 42% (10/24) 2 nd attempt: 83% (20/24) 3 rd attempt: 100% (24/24)		<u>Cohort Average</u> 2 nd yr. Cohort: perform patient care with less than 50% assist (CPI) 3 rd yr. Cohort: 90%+ first time pass rate	
NPTE Scores	The National Physical Therapy Exam (NPTE) is administered four times per year (January, April, July, and October). The FL BOG tracks the three-year average in the annual Accountability Plan.	<u>Annual First-Time Pass Rates (National)</u> 2022: 79.2% (86.1%) 2021: 82% (88%) 2020: 88% (91%)	<u>3-Year Average (National)</u> 2022: 83% (88.4%) 2021: 85.5% (90%) 2020: 83% (91%)	<u>Annual First-Time Pass Rate (3-Year Ave.)</u> 2022: 90% (90%) 2021: 90% (88%) 2020: 90% (83%)	↓
Accreditation Status					
CAPTE	The DPT Program is accredited by the Commission on Accreditation in Physical Therapy Education (CAPTE).	The program is fully accredited through 2024.			

Key Updates:

Admissions:
Increased admission profile
Enhanced interview process

Recruitment:
Strategies implemented to identify high achieving undergraduate scholars

Licensure Exam:
Enhanced tracking and monitoring of first time pass rate with clinical experiences and implementation

CoPPS, IPH | Key Performance Indicators

Metric	Rationale for Use	Current Data	Goal	Trend	
Admissions					
Admissions Exam	The Pharmacy College Admission Test (PCAT) is a standardized test that helps identify qualified applicants.	The FAMU PharmD program planned to require the PCAT for the Fall 2023 entering cohort for assessment purposes only. PCAT to retire in January 2024.			
UG GPA (Science and Math)	The cohort science and mathematics average GPA provides an assessment of the overall quality and level of preparedness of the entering cohort.	Fall 2022: 3.22 Fall 2021: 3.34 Fall 2020: 3.16 Fall 2019: 3.17 Fall 2018: 3.18	Fall 2021: > 3.25 Fall 2022: > 3.30 Fall 2023: > 3.30	↔	
Retention					
Failure Rates in Critical Courses	Success rates in critical courses helps to assess student mastery of foundational knowledge and readiness for the NAPLEX.	PHA 3102 – Drug Delivery I 2022: 1.11% 2021: 5.1% 2020: 2.3% 2019: 2.3%	53% of failures in this course do not graduate. Fall 2022: < 6%	↓	
		PHA 3106 – Drug Delivery II 2022: 10.5% 2021: 0% 2020: 1.2% 2019: 0%	32% of failures in this course do not reach the third year of the program. Spring 2023: < 6%	↑	
Program Completion Rates	ACPE annually monitors progression trends of the graduating class for accredited programs. Programs must remain below established thresholds. *Overall attrition includes delayed graduation, withdrawals, and dismissals for each graduating class.	Academic Dismissals 2022 Graduates: 1% 2021 Graduates: 5% 2020 Graduates: 8% 2019 Graduates: 8% 2018 Graduates: 3%	Overall Attrition* 2022 Graduates: 43% 2021 Graduates: 49% 2020 Graduates: 25% 2019 Graduates: 19% 2018 Graduates: 14%	Academic Dismissals 2023 Graduates: < 6% 2022 Graduates: < 6% Attrition 2023 Graduates: < 24% 2022 Graduates: < 24%	↓
NAPLEX Readiness and Outcomes					
Diagnostics	The program administers the Pharmacy Curriculum Outcomes Assessment (PCOA) in the P3 year to assess the effectiveness of the didactic curriculum with respect to preparing learners for the NAPLEX.	FAMU (National) 2023: Pending 2022: 295 (345) 2021: 306 (343) 2020: 321 (344) 2019: 308 (348)	PCOA to retire as of June 2023. Achieve the national average.	↓	
Comprehensive Exam	The program administers the Comprehensive Exam to learners during their final semester (P4). A minimum score of 75% is required to pass; they are given five opportunities.	Percent of Cohort Passing by the Third Attempt Spring 2022: 95% Spring 2021: 91% Spring 2020: 43% Spring 2019: 60%	Spring 2023: > 90% Spring 2024: > 90%	↑	
NAPLEX Scores	Candidates are allowed a maximum of five attempts on the North American Pharmacist Licensure Examination (NAPLEX).	FAMU (National) 2022: 85% (80%) 2021: 90% (84%) 2020: 80% (87%) 2019: 79% (87%) 2018: 75% (89%)	2020: 85% 2021: 85% 2022: 85% 2023: 85%	↔	
Accreditation Status					
ACPE	The PharmD program is accredited by the Accreditation Council for Pharmacy Education (ACPE)	The program is fully accredited through June 2024. The next onsite evaluation is scheduled for Spring 2024.			







Key Updates:

Admissions:

Pharmacy program faculty review the incoming UG GPA in science and math courses to assess predictive preparedness.

Licensure Exam:

The pharmacy program has an established pass rate goal for 2023 and are implementing curricular and clinical processes to exceed the goal in the 2024.

Metric	Rationale for Use	Current Data		Goal	Trend
Admissions					
LSAT (median)	LSAT scores are correlated with Bar passage rates. COL medians are significantly lower than peers.	FAMU Fall 2022: 150 Fall 2021: 149 Fall 2020: 147 Fall 2019: 146	SUS Peers Fall 2022: 165 Fall 2021: 163 Fall 2020: 161 Fall 2019: 160	Fall 2023: 150	
UG GPA (Median)	Undergraduate GPAs are correlated with Bar passage rates. COL medians are significantly lower than peers.	FAMU Fall 2022: 3.41 Fall 2021: 3.42 Fall 2020: 3.30 Fall 2019: 3.11	SUS Peers Fall 2022: 3.82 Fall 2021: 3.79 Fall 2020: 3.74 Fall 2019: 3.71	Fall 2023: 3.40	
Size of Entering Cohort	Reducing the size of the cohorts will allow the COL to be more selective in admissions and increase the efficacy of resources allocated for instruction and academic support.	FAMU Fall 2022: 132 Fall 2021: 129 Fall 2020: 112 Fall 2019: 209		Fall 2023: 130 Fall 2024: 130	
Retention/Completion					
Utilization of Academic Support Resources	The College offers a slate of academic support resources to build skills necessary for academic success and bar passage, beginning in orientation and continuing through the 3L year. The literature on best practices recommends investing in and incentivizing utilization of academic success resources to improve bar passage rates.	% of incoming students completing ≥80% AS Orientation:^[1] 2022: 94.7% 2021: 63.6% 2020: 83.9% 2019: 94.3%		Increase the percentage of students utilizing support resources.	
Non-Academic Attrition Rates	Measures the percentage of students in good standing who leave COL after the first year (many are recruited by other law schools)	2021-2022: 4.54% 2020-2021: 3.57% 2019-20: 4.62% 2018-19: 8.8%		2020-21: <5% 2021-22: <5% 2022-23: <5%	
Bar Exam Preparation and Outcomes					
Bar Exam	The Bar Exam is administered two times per year. The pass rate on the February exam is typically lower.	February 2022: 56.0% 2021: 70.6% 2020: 48.7% 2019: 45.5%	July 2022: 52.6% 2021: 56.8% 2020: 61.7% 2019: 61.1%	2020: 70% 2021: 75% 2022: 80%	

Key Updates:

Admissions: The incoming cohort of Fall 2022 came in with a 75% probability of first-time bar pass, based on our data analysis.

Recruitment: The credentials of the incoming cohort of Fall 2023 is trending higher than Fall 2022.

Bar Outcomes: Results of the bar exam administered in February 2023 will be released April 11, 2023.

1. Calculated by incoming cohort in Fall of the referenced year.

School of Nursing | Key Performance Indicators

Metric	Rationale for Use	Current Data		Goal	Trend
Admissions					
Admissions Exam	The ATI Test of Essential Academic Skills (TEAS) is a diagnostic test for nursing applicants. It provides an assessment of student readiness for the rigors of the nursing program.	Fall 2022 100% Proficiency Fall 2021: 100% Proficiency Spring 2021: 81% Met Proficiency		2021: 95%	↑
UG GPA (Science and Math)	The cohort science and mathematics average GPA provides an assessment of the overall quality and level of preparedness of the entering cohort.	Spring 2022: 3.58 Fall 2021: 3.55 Spring 2021: 3.45	Fall 2020: 3.46 Fall 2019: 3.42 Fall 2018: 3.21 Fall 2017: 3.31	2020: 3.4 2021: 3.5	↑
Retention					
GPA of First-Year Cohort	First semester and first-year GPA provide an assessment of student mastery of content.	First-Semester Fall 2022 3.15 Fall 2021: 3.80 Fall 2020: 3.00	Fall 2019: 3.42 Fall 2018: 3.21 Fall 2017: 3.31	Fall 2020: >3.20 Fall 2021: >3.30	↓
		End of First Year Fall 2021: 3.10 Fall 2020: 3.20	Spring 2019: 3.23 Spring 2018: 3.34	Fall 2020: >3.50 Fall 2021: >3.50	↓
Program Completion Rates	Program completion is measured from the time students enter the program until they graduate upon completing the remaining 60 credits of professional level nursing courses in five semesters.	<u>Graduating Cohort</u> Fall 2022: 48% Spring 2022: 34% Fall 2021: 79% Spring 2021: 86%	Fall 2020: 94% Spring 2020: 74% 2019: 74% 2018: 77%	<u>Graduating Cohort</u> 2020: 75% 2021: 80% 2022: 85%	↑
NCLEX Readiness and Outcomes					
NCLEX Predictor Exam	The program administers the ATI Comprehensive Predictor Exam to students during their final semester. This exam is an accurate predictor of success on the NCLEX exam.	<u>Graduating Cohort</u> Fall 2022: 92% Spring 2022: 95% Fall 2021: 92% Spring 2021: 97%	Fall 2020: 97% Spring 2020: 76.9% Fall 2019: 65.9% Spring 2019: 69.4%	<u>Graduating Cohort</u> Fall 2020: >80% Spring 2021: >85%	↑
NCLEX Scores	The National Council Licensure Examination (NCLEX) Exam is administered four times per year.	<u>Current Year by Quarter</u> 2022: 68.18% (82.95%) 2021: 62.30% (86.06%) 2020: 66.67% (90.96%)	<u>FAMU (National)</u> 2019: 63.44% (91%) 2018: 82% (92%) 2017: 64% (90%)	2020: 80% 2021: 85% 2022: 85%	↑
Accreditation & Regulatory Status					
ACEN	The BSN program is accredited by the Accreditation Commission for Education in Nursing (ACEN)	Accredited without conditions through 2026.			
FL BON	The Florida Board of Nursing regulates the pre-licensure BSN program.	Probation extended X1 year.			

Key Updates:

Admissions:

The SON has implemented ATI diagnostic tests to review and assess student program readiness.

Recruitment:

The SON works independently and in collaboration with the Health Professions Recruitment Team to recruit potential nursing students.

Licensure Exam:

The SON is implementing consistent testing strategies and course exam predictors to identify anticipated pass rates.

Nursing - Overview

- ☑ Probation extension given for 2023
- ☑ NCLEX Success
- ☑ Pipeline Student Management



QSEN, 2020

Curricular Focus	Clinical Preparation	Assessment/Outcomes
<p>NCLEX Focus:</p> <ul style="list-style-type: none"> • Increasing faculty preparation for the Next Generation • NCLEX practice for students with NGN test items • Continued individual student tracking and early risk identification and interventions • Emphasizing/Normalizing mental health support 	<p>On Campus Experiences</p> <ul style="list-style-type: none"> • Skills Lab • Simulation • Case Studies <p>NEW:</p> <ul style="list-style-type: none"> • Working on placing unfolding case into courses • Pop-up reviews • Piloting a new clinical tool that is more objective 	<p>Diagnostic & NCLEX Simulation</p> <ul style="list-style-type: none"> • NEW: ATI Content Mastery Exams (L1-L5) (various courses) w/ NGN items <p>Clinical Skills Assessment</p> <ul style="list-style-type: none"> • Lab skills, Simulation orientation, testing skills (L1) • Semester Skills & Testing Refresher (L1- L5) • Simulation <p>Comprehensive Predictor Exam (L5)</p> <p>Licensure Exam Preparation</p> <ul style="list-style-type: none"> • Virtual ATI Predictor (L5) <p><i>** (Note: L indicates Level)</i></p> <p>End-of-Program Learning Community – Revised</p>

Nursing - Areas of Focus

Curricular & Assessments

Graduated Cohorts:

Management of past cohort non-testers

- Planning for regional NCLEX reviews
- Individual support until NCLEX is taken

Enrolled Cohorts:

- Updating Assessments and Practicing NGN Questions
- Preparing for the move to competency-based education in 2024

Experiential Learning

- Strengthening experiential learning opportunities
- More success coaches needed
- Ensuring adequate clinical placements as competition increases

Pipeline Student Management

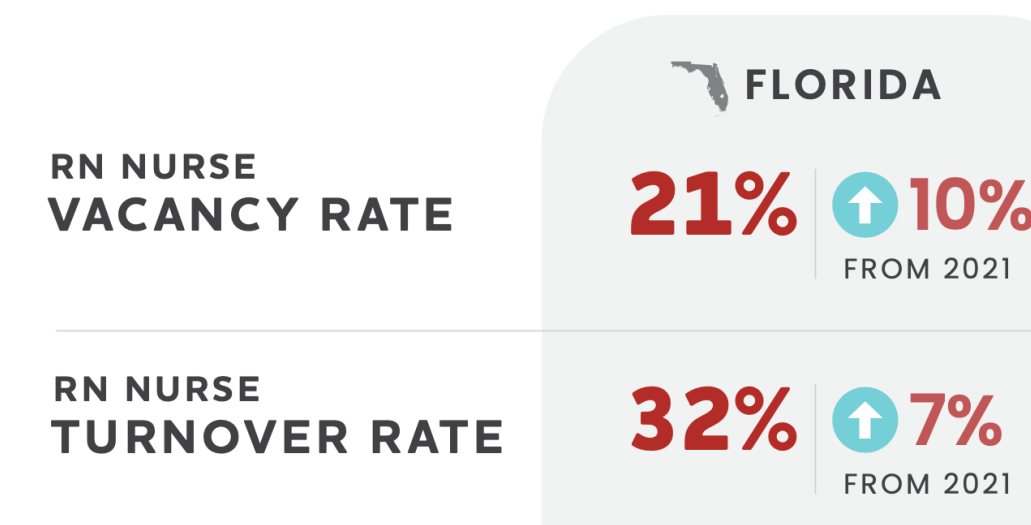
- Capacity Assessment; Exposure & Socialization; Level setting expectations

Faculty Retention and Recruitment:

- Provision of development activities and supports
- Advertisements/Recruitment Firms



Ross-Fisher, (March,, 2021). CBE for educator prep programs. Retrieved from, <https://robertarossfisher.com/category/competency-based-education/>



*IHS Markit 2021 | Florida Nurse Workforce Projections—2019 to 2035

Questions?



FLORIDA A&M UNIVERSITY

Founded in 1887 as the State Normal College for Colored Students, Florida Agricultural and Mechanical University (FAMU) is the only historically state supported educational facility for African Americans in Florida. It has always been co-educational. In 1890, the second Morrill Act was passed. This enabled the school to become the Black Land Grant College for the State of Florida. west of its original location