

November 30, 2023 | 9 AM

Academic and Student Affairs

Licensure Pass Rate

Board of Trustees | Licensure Pass Rate Meeting
Trustee Nicole Washington, ASA Chair



Licensure Pass Rate Improvement Plans

1. Doctor of Pharmacy (PharmD) Program
2. Doctor of Physical Therapy (DPT) Program
3. Juris Doctor (JD) Program
4. Spotlight Presentation: Bachelor of Nursing (BSN) Program

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 (BSN Program)

Key Highlights:

1. The School of Nursing program continues to maintain admission criteria for incoming cohorts that align with other Nursing Programs in the SUS. The program has enhanced the admission process with requirements of minimal proficiency Level on the TEAS standardized assessment.
2. The School of Nursing program has implemented curricular changes to enhance retention and graduation rates.

Key Takeaways:

- The School of Nursing scored 100% for first time passage rates in the 2nd quarter 2023 with a current first-time pass rate of 82.46% for 2023.
- The School of Nursing revised the early identification of high-risk students and success coaching to support and provide focused and concept focus study methods.
- The School of Nursing program has increased opportunities for application and clinical reasoning activities through Experiential Learning.
- The School of Nursing program continues to seek additional clinical partners to improve the application of learning experiences.



Strike, Strike, and Strike Again!



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Health Professions Recruitment Update

Mr. Gus Mitchell, Director of Health Professions

Recruitment Update

November 11th- Health Sciences Tailgate (FAMU vs Lincoln, CA)

November 14th – 19th - President's Tour (Tampa, Orlando)

Thursday, November 16th - Health Sciences Luncheon/Mixer

- Tampa, FL (Ruth's Chris Steakhouse)

Innovations

November - Health Professions GRE Workshop Series


- 12 Week GRE Test Prep Initiative
- Increasing enrollment of native students in graduate programs

Health Sciences goes international with GlobalED

- Health Sciences explores medical practices in Seville, Spain
- June – July 2024

Health Profession explores Augmented/ Virtual Reality

- Recruiters engaging prospective students with Meta Quest
- Maximizing the Meta-verse



FAMU FLORIDA A&M UNIVERSITY
HEALTH PROFESSIONS






**HBCU FOR
HEALTH SCIENCES**

BESTCOLLEGES
2023 BEST HBCUS FOR HEALTH SCIENCE MAJORS

FAMU TODAY FOR A HEALTHIER TOMORROW

College of Pharmacy & Pharmaceutical Sciences, Institute of Public Health

Key Performance Indicators

Metrics	Rationale for Use	Current Data	Goal	Trend	Key Update	
ADMISSIONS						
Admissions Metric	The cohort science and mathematics quality and level of prepared average GPA provides an assessment of the overallness of the entering cohort.	(F21 / F22 / F23) 3.34 / 3.22 / <u>3.24</u>	(F21 / F22 / F23) >3.25 / >3.30 / <u>>3.30</u>		Pharmacy program faculty review the incoming UG GPA in science and math courses to assess predictive preparedness.	
RETENTION						
Program Completion Rates	ACPE annually monitors the progression trends of the graduating class for accredited programs. Programs must remain below established thresholds.	<u>Academic Dismissals</u> (21' / 22' / 23') 5% / 1% / <u>4%</u>	<u>Overall Attrition</u> (21' / 22' / 23') 49% / 39.3% / <u>34%</u>	<u>Dismissals (22' / 23')</u> < 6% / < 6% <u>Attrition (22' / 23')</u> < 24% / < 24%		Academic dismissals and overall attrition trending down. Continuing to monitor and act accordingly.
READINESS 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.	<u>FAMU (National)</u> (21' / 22' / 23') 306 (343) / 295 (345) / <u>302 (330)</u>			PCOA retired in June 2023	
Comprehensive Examination	The program administers the Comprehensive Exam to learners during their final semester (P4). A minimum score of 75% is required to pass; Learners are given five opportunities.	<u>% of Cohort Passing - 3rd Attempt</u> (Sp 21' / 22' / 23') 91% / 95% / <u>96%</u>	Spring 2023: > 90% Spring 2024: > 90%		Examination pass rate is above goal and continually increasing.	
NAPLEX Scores	Candidates are allowed a maximum of five attempts on the North American Pharmacist Licensure Examination (NAPLEX).	<u>FAMU (National)</u> (20' / 21' / 22') 80% (87%) / 90% (84%) / <u>85% (80%)</u>	<u>State Averages (22')</u> USF: 87.5%. UF: 85.9% PBA: 80%. NSE: 78.9% Larkin: 66%		The pharmacy program has an established pass rate goal for 2024 and are implementing curricular and clinical processes to exceed the goal in the 2024.	
ACCREDITATION						
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.			

PharmD Licensure Preparation Strategies







- College purchases RxPrep Course book and Online Access for entering P4 student pharmacists
- Provide study guide for P4 student pharmacists.
- Require students to take monthly cumulative examinations per the study guide.
- Provide a 3 day Live Remote NAPLEX Review.
- Following the review, the students engage in self-directed study for the remainder of the month.
- College purchases 1 Pre-NAPLEX and Pre-MPJE voucher for each P4 student pharmacist.
- Require P4 student pharmacists to take and pass the Comprehensive Examination with 75% or better in April - 3 attempts in the Spring semester.
- College purchases Pass NAPLEX Now course book, online access 7 day remote review for at risk student pharmacist.



**Pictured graduating student pharmacists*

Doctor of Physical Therapy

Key Performance Indicators

Metrics	Rationale for Use	Current Data (Fall 21' / 22' /23')		Goal	Trend	Key Update
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> 302 / 301.7 / 299	<u>GRE-Quantitative</u> 151 / 151 / 149	GRE-Total: 300 GRE-Quantitative: 150	 	Maintain minimum admission profile requirements. Enhanced interview process.
Undergraduate 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> 3.29 / 3.24 / 3.39	<u>Last 60 Hours</u> 3.52 / 3.50 / 3.44	Cumulative: 3.5 Last 60 Hours: 3.5		
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> 3.59 / 3.51 / TBD		First –Semester: 3.3		Early identification of foundational deficits addressed with tutoring and remediating.
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> 91.7% / 100% / TBD		Progression Rate: 95%		
READINESS OUTCOMES						
Diagnostic Exams	The program administers comprehensive exams to each cohort throughout the curriculum to assess student mastery of content and readiness to progress.	<u>Cohort 2021 (2nd year): Comprehensive Skills Check-Off (1st / 2nd / 3rd Attempts)</u> 35% (8/23) / 57% (13/23) / 100% (23/23)		<u>Cohort Average</u> 2nd yr. Cohort: perform patient care with less than 50% assist (CPI) 3rd yr. Cohort: 90%+ first-time pass rate		Enhanced tracking and monitoring of comprehensive exit exam and first-time pass rate with clinical experiences. Immediate Action Items:
National Physical Therapy Examination	The National Physical Therapy Examination is administered by the Federation of State Board of Physical Therapy 3 times per year. Graduates of accredited physical therapy schools are eligible for registration.	<u>Annual First-Time Pass Rates</u> 82% / 79.2% / 77.0% (National) 87.9% / 84.9% / 86.3%	<u>FAMU Ultimate Pass Rate</u> 100% / 91.7% / 86.7% <u>National Ultimate Pass Rate</u> 98.7% / 97.1% / 88.7%	Annual First-Time Pass Rate (3-Year Ave.) 2023: 90% (90%) 2022: 90% (90%) 2021: 90% (88%)		Curricula embedded Final Frontier NPTE Preparatory course. "Return2Campus" Exit Comprehensive Examination (PEAT)
ACCREDITATION						
CAPTE	The DPT Program is accredited by the Commission on Accreditation in Physical Therapy Education (CAPTE).	The program is fully accredited through 2024.	CAPTE Requirement Standard 1C2: Ultimate licensure pass rates are at least 85%, averaged over two years.			

Doctor of Physical Therapy: Immediate Action Plan

➤ Secure Test-taking/Examination Consultant

- To increase Ultimate Pass Rate for Cohort 2020 (graduated 2023)
- To achieve 90%+ First Pass Rate for Cohort 2021 (graduating 2024)

➤ Return2Campus

- Cohort 2021 will return from clinical rotations 2 weeks prior to graduation for intensive test taking boot camp with consultant.

➤ Embedded NPTE Preparatory Course

- Cohort 2021 will participate in Final Frontier NPTE Preparatory Course prior to graduation.







➤ Exit Comprehensive Examination

- Cohort members must successfully pass Divisional Comprehensive Examination.
- Structured 8 week boot camp required before additional attempts.

Strike, Strike, and Strike Again!

College of Law

Key Performance Indicators

Metrics	Rationale for Use	Current Data (20' / 21' / 22')	Goal	Trend	Key Update
ADMISSIONS					
LSAT (median)	LSAT scores are correlated with bar passage rates. COL medians are significantly lower than peers.	COL: 147/ 149/ 150 SUS Peers: 161/ 163/ 165	COL Fall 2023: 150/151		Finalized data demonstrates the COL exceeded goals for Fall 2023, with a median LSAT of 151 and median UGPA of 3.51. A student with those credentials has a 80% probability of first-time bar pass.
UG GPA (median)	Undergraduate GPAs are correlated with Bar passage rates. COL medians are significantly lower than peers.	COL: 3.3/ 3.42/ 3.41 SUS Peers: 3.74/ 3.79/ 3.82	COL Fall 2023: 3.45		
RETENTION					
Utilization of Academic Support Resources	The College offers academic support resources throughout its curriculum. Best practices suggest incentivizing utilization.	<u>% of students completing ≥ 80% AS Orientation:</u> Fall 2023: 95%	COL Fall 2023: ≥ 90%		The COL rolled out a new pre-matriculation product this Fall. In addition, the COL is putting a assessment measures in place for recently deployed initiatives.
Non-Academic Attrition Rates	Measures the percent of students in good standing who leave COL after the first year.	2022-2023: 0.96%	< 5%		
READINESS OUTCOMES					
Bar Exam	The Bar Exam is administered two times per year. The pass rate on the February exam is typically lower.	July 2023: 41.7% February 2023: 40% July 2022: 56%	Incremental progress toward 80% first-time bar pass.		The COLs first-time in Florida bar pass rate was not in line with predictions. Preliminary data analysis suggests a negative impact of online instruction in the foundational curriculum
ACCREDITATION					
ABA	The Juris Doctor program is accredited by the Council of the American Bar Association Section of Legal Education and Admissions to the Bar (the "Council").	The College is in full compliance with the ABA Standards. The College reports to the ABA three times a year: (1) annual report (October); (2) Bar Report (February); (3) Employment Report (April).	Maintaining full compliance with the Standards.		The College's next comprehensive visit is scheduled for a academic year 2028-2029.

College of Law: Recent Initiatives

- Improved tracking of Florida first-time takers
- Meetings with faculty, staff, students, and alumni:
 - Planning faculty development aimed at improvements in course design, pedagogy, and assessment
- New Associate Provost resident in the College of Law
- Provost/Academic Affairs 30-60-90 day action plan implementation and accountability

School of Nursing

Metrics	Rationale for Use	Current Data	Goal	Trend	Key Update
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.	<u>Proficiency (F22/S23/F23)</u> 100% / 100% / 100%	<u>Proficiency (F22/S23/F23)</u> 95% / 95% / 95%		Maintaining the above admission requirements. Nursing utilizes the TEAS test and GPA in science and math to assist in the admission process to assess student readiness for the nursing program.
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.	<u>GPA (F22/S23/F23)</u> 3.45 / 3.53 / 3.55	<u>GPA (F22/S23/F23)</u> 3.50 / 3.50 / 3.50		
RETENTION					
GPA of First-Year Cohort	First-semester and first-year GPAs provide an assessment of student mastery of content.	<u>First-Semester GPA (F20/F21/F22)</u> 3.00 / 2.80 / 3.15	<u>First-Semester GPA (F20/F21/F22)</u> >3.20 / >3.30 / >3.30		The rigor of the program changed from 16 weeks to 8 weeks sessions. Resources such as 1:1 success coaching and remediation are in place to assist students in adjusting. The change from 70% to 75% weighted exam average to pass the course was implemented. Data after Fall 2023 will reflect four semesters.
		<u>End of FY GPA (F20/F21/F22)</u> 3.20 / 2.76 / 3.17	<u>End of FY GPA (F20/F21/F22)</u> > 3.50 / > 3.50 / >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.	<u>Graduating Cohort (F21/S22/F22)</u> 79% / 70% / 76%	<u>Graduating Cohort (21/22/23)</u> 80% / 85% / 85%		
READINESS 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 (S22/F22/S23)</u> 95% / 92% / 95%	<u>Graduating Cohort (S22/F22/S23)</u> > 85% / >85% / >85%		ATI Predictor exam predicts NCLEX exam readiness and success. 1st, 2nd, & 3rd quarter - 2023 NCLEX pass rate is 82.46%.
NCLEX Scores	The National Council Licensure Examination (NCLEX) Exam is administered four times per year.	<u>FAMU (National) by Quarter (20/21/22)</u> 66.67% / 62.30% / 68.18% (90.96%) / (86.06%) / (82.95%)	<u>Graduating Cohort (20/21/22)</u> >85% / > 85% / >85%		
ACCREDITATION & REGULATION					
ACEN FL Board of Nursing	- The BSN program is accredited by the Accreditation Commission for Education in Nursing (ACEN) - The FL BON regulates all pre-licensure nursing education. Requires annual pass rate of 10% of the national average..	- Accredited through 2026 - Probation through 2023. Review in Jan. 2024	Continued accreditation w/o conditions		

Bachelor of Science in Nursing - Focus

- Accreditation Commission for Education in Nursing (ACEN): Continuing Accreditation (Next evaluation visit Spring 2026)
- Florida Board of Nursing: - Probationary status – Next review January 2024
- Current NCLEX Pass rate: 82.46% (Current National Average 90.16%)
- Admission: ATI TEAS Test - 100% at Proficiency Level; GPA – 3.50 or higher

Overall NCLEX Review:

Pass Rate – 2021: **62.30%**
(Annual)

Pass Rate – 2022: **68.18%**
(Annual)

Pass Rate – 2023: **82.46%**
(1st, 2nd, & 3rd Qtr.)



Strategic Goal/Plan for Continue:

- Increased experiential learning opportunities.
- Individualized student remediation
- Curriculum revision
- NCLEX Fees Coverage
- 1st time NCLEX Pass Stipend
- Outreach - alumni who has not tested

Bachelor of Science in Nursing



Report 4 – Jurisdiction Program Summary of all First-Time Candidates Licensed in All Jurisdictions



Pearson VUE's reporting database includes all exam records from 2002 to present.

NCSBN Confidential

FL - FLORIDA A & M UNIVERSITY - BS (US70509800)

NCLEX-RN

NCSBN Education Program	NCSBN Education Program City	NCSBN Graduation Date	01/01/2023 - 03/31/2023				04/01/2023 - 06/30/2023				07/01/2023 - 09/30/2023				Total			
			Total Delivered	Total Passed	Total Failed	% Pass Rate	Total Delivered	Total Passed	Total Failed	% Pass Rate	Total Delivered	Total Passed	Total Failed	% Pass Rate	Total Delivered	Total Passed	Total Failed	% Pass Rate
FL - FLORIDA A & M UNIVERSITY - BS (US70509800)	TALLAHASSEE	05/2023	0	0	0	0.00%	28	28	0	100.00%	1	0	1	0.00%	29	28	1	96.55%
		12/2021	3	0	3	0.00%	0	0	0	0.00%	1	0	1	0.00%	4	0	4	0.00%
		12/2022	24	19	5	79.17%	0	0	0	0.00%	0	0	0	0.00%	24	19	5	79.17%
	Total		27	19	8	70.37%	28	28	0	100.00%	2	0	2	0.00%	57	47	10	82.46%

Strike, Strike, and Strike Again!



Strategic Implementation

➤ **Pre-Nursing:**

- LLC (Living Learning Community)
- ATI TEAS Test Prep
- School wide activities (Convocation, socials, etc.)
- SON Academic Affairs advisors

➤ **Professional Nursing:**

- Curriculum revision - implemented Fall 2022. First Cohort graduate Spring 2024
- Clinical rotational experiences offered throughout the curriculum in a variety of practice settings
- Skills Refresher
- Clinical Preceptorship
- Integration of intensive reviews throughout curriculum
- VATI
- NCLEX Predictor Exam
- NCLEX Reviews
- Experiential Learning (Success Coaches, Simulation, Skills lab, etc.)
- Civitas
- Faculty Development



Strike, Strike, and Strike Again!

Strategic Implementation

➤ Professional Nursing:

- Mandatory Integration of intensive reviews are embedded in the curriculum.
 - Pathophysiology 2nd semester(1st) week
 - Pharmacology Concepts 3rd semester(15th week)
 - Medical Surgical Nurse Review 4th Semester (1st week)
- Experiential Learning (Success Coaches, Simulation, Skills lab, etc.)
- Civitas
- Seminar Course (Last semester)
 - Assessment Technologies Institute (ATI) –Capstone Testing and Review (in class)
 - Virtual ATI (VATI) during preceptorship
- NCLEX Predictor Exam (Success passage 90% of probability passing NCLEX)
- NCLEX Reviews (Mandatory 3 - 4 days review)
- Post Graduation access to ATI review and U World for NCLEX.
- Additional Post Graduation review is being considered.

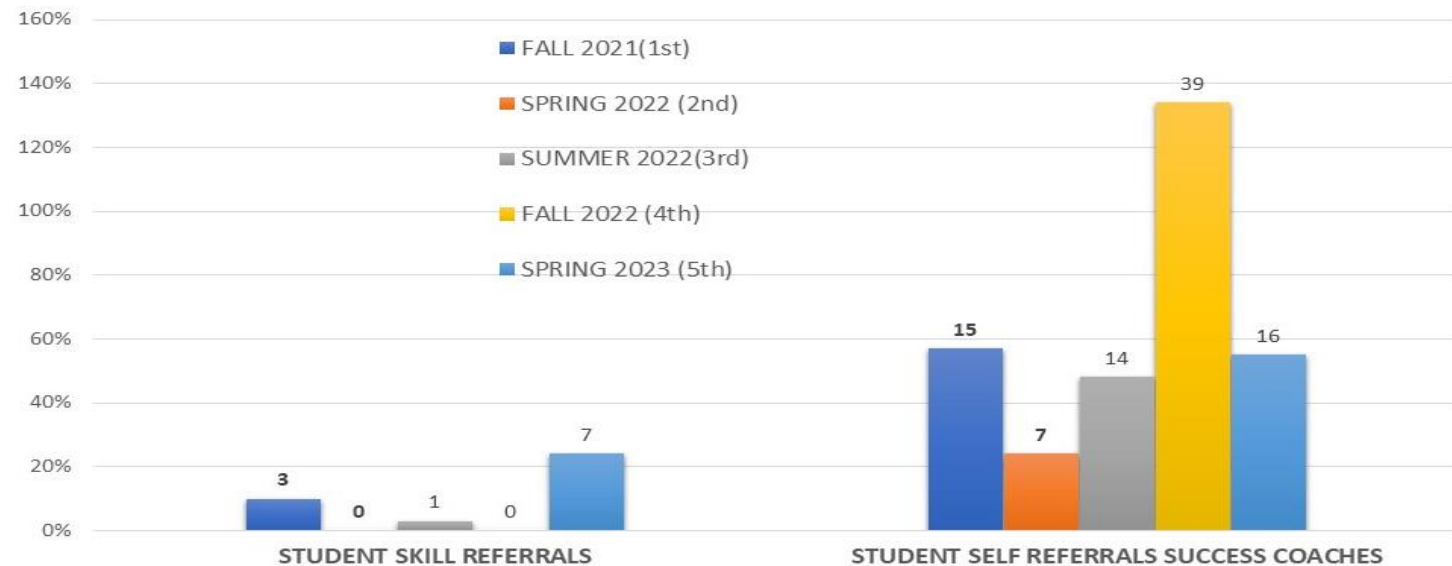


SUCCESS SUPPORT FOR STUDENTS

Faculty referred High Risk Students to Success Coaches:

1. Students earn <75% on Unit Exams.
 2. Level 2 and below on Standardized course specific assessment.
 3. Students are unsuccessful in skill application.
- Faculty completes Civitas referral to signal SON Academic Adviser.
 - Students can self-refer to Success Coaches.
 - During this cohort's 4th semester, an increased utilization of student self-referral to success coaches was noted. Several students self-referred more than once during the semester.
 - Cohort = 29 students.

UTILIZATION OF EARLY IDENTIFICATION SYSTEM COHORT SPRING 2023 (29 STUDENTS)

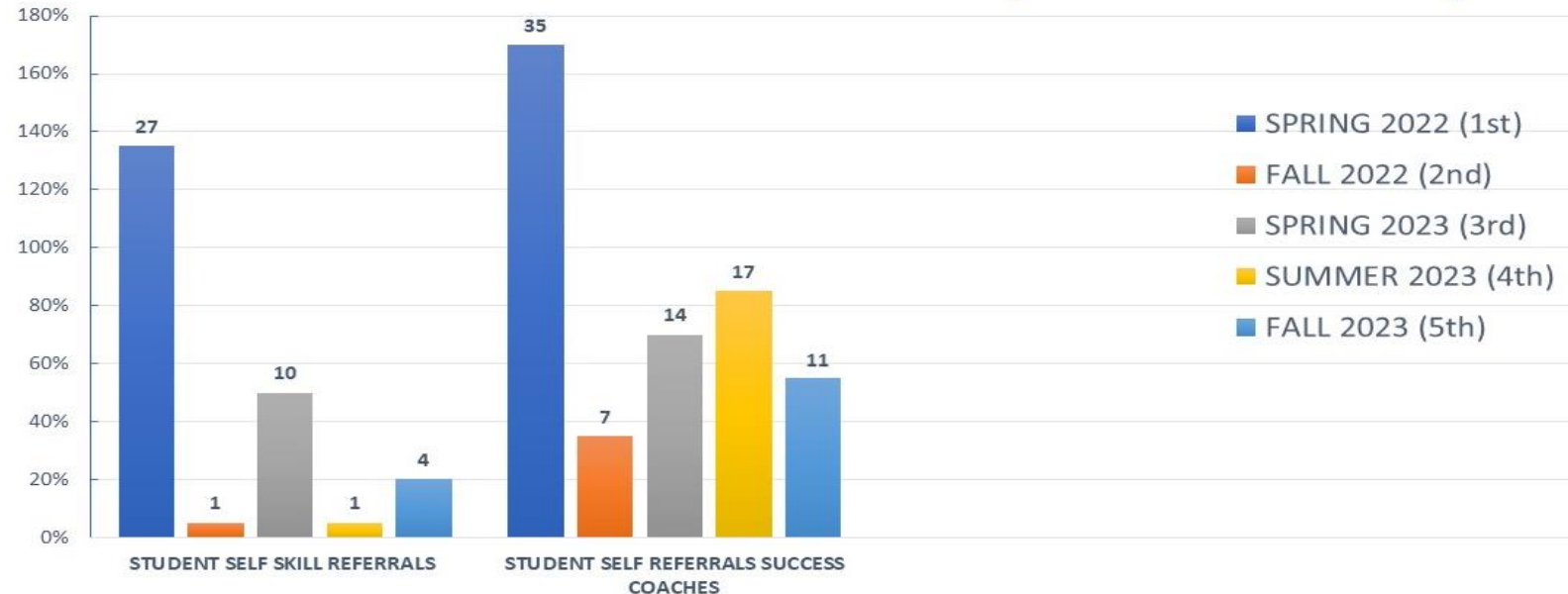


SUCCESS SUPPORT FOR STUDENTS

Faculty referred High Risk Students to Success Coaches.

1. Students earn <75% on Unit Exams.
 2. Level 2 and below on Standardized course specific assessment.
 3. Students are unsuccessful in skill application.
- Faculty completes Civitas referral to signal SON Academic Adviser.
 - Students also self-refer to Success Coaches.
 - Current Cohort has utilized service more throughout matriculation.
 - Faculty total referral were 39, which indicates that students were referred more than once.
 - The plan is to develop a tracking system to determine the impact of success coaching on specific course concepts and the improvement of course scores.
 - Cohort = 20 students.

UTILIZATION OF EARLY IDENTIFICATION SYSTEM COHORT DECEMBER 2023 (20 STUDENTS)

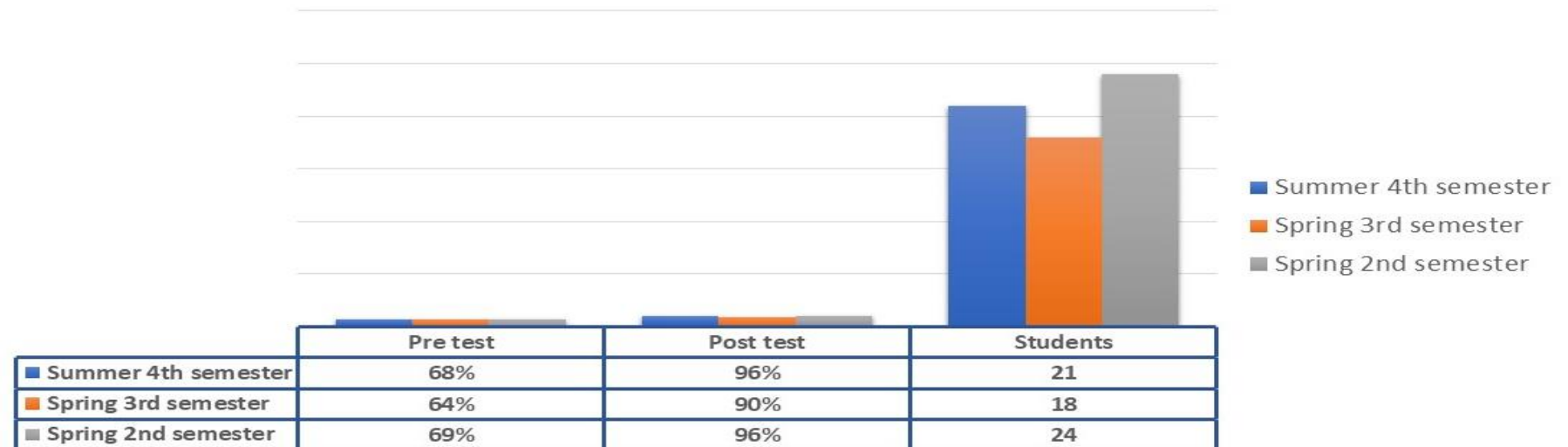


Experiential Learning Opportunities

- During the first two weeks of each semester, each cohort is designated a day to participate in a skill refresher.
- Each refresher objectives are designed to facilitate the reinforcement of skills acquired.
- Clinical/Didactic faculty input is provided to experiential team of areas for student improvement.
- Faculty assist during students' rotations to multiple stations as a resource. Peer to Peer facilitation is utilized for team building and leadership development.

Clinical Skill Refresher Effectiveness

Student Performance 2023



Clinical Partnerships

Clinical Curriculum

1st Semester:

- Foundations of Clinical Practice Lab

2nd Semester:

- Nursing Care of Adult I: Clinical
- Promoting Mental Health: Clinical

3rd Semester:

- Care of Women, Child, & Childbearing Family: Clinical
- Promoting the Health of Populations: Clinical

4th Semester:

- Nursing Care of Adult II: Clinical
- Professional Transition Practicum

Clinical Practice Experience

1st Semester:

- Westminster Oaks
- Center Point Health & Rehab.
- TMH Rehab.

2nd Semester:

- HCA Hospital
- TMH Hospital
- Florida State Mental Health
- Apalachee Center

3rd Semester:

- HCA Hospital
- TMH Hospital
- Gadsden County Health Department
- Capital Health Plan
- Big Bend Hospice
- Neighborhood Medical Center, Inc.

4th Semester:

- HCA Hospital
- TMH Hospital



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Academic and Student Affairs

Licensure Pass Rate

Board of Trustees | Licensure Pass Rate Meeting
Trustee Nicole Washington, ASA Chair

