

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
September 30, 2021 (continuation of August 26, 2021 meeting)



Focus

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

Monthly Meetings

- March:** Enrollment Management
- April:** Faculty Excellence
- May:** Recap (held during June 2 ASA committee meeting)
- June:** No meeting
- July:** Resources
- August:** Student Success

Periodic Updates on *First-Time Pass Rate Improvement Plans*

- Submitted to BOG in Fall 2020
- Outline Strategies and Best Practices
 - ✓ Licensure Exam Outcomes
 - ✓ Admissions
 - ✓ Curriculum and Assessment (focus on diagnostics & predictors)
 - ✓ Student Progression
 - ✓ Faculty Development
 - ✓ External Assistance

Nursing

Nursing - Licensure Exam Outcomes

NCLEX First-Time Passage Rates

	2019	2020	2021 (1st & 2nd Quarter Only)
Examinees	93	78	34
First-time Pass Rate	63.44%	66.67%	64.71%
State Benchmark (Overall)	71.86%	68.83%	69.83%
State Benchmark (Baccalaureate)	88.84%	86.50%	86.08%
National Benchmark (Overall)	88.18%	87.53%	85.30%
National Benchmark (Baccalaureate)	91.22%	90.96%	88.57%

2021 Score Breakdown:

- 75% pass rate for December 2020 and Spring 2021 graduates (21/28)
- Majority of Spring 2021 graduates will take exam in third quarter (ends Sept.)

Year	Fall (Admitted/Applied)	Spring (Admitted/Applied)
2017	51/112 - 46%	50/89 - 56%
2018	38/83 - 46%	42/90 - 47%
2019	36/87 - 41%	32/70 - 46%
2020	44/74 - 59%	28/59 - 47%
2021	45/77 - 58%	25/41 - 60%

Students are admitted to the program twice annually, during the fall and spring semesters.

Application Deadlines:

- May 1st - 15th for Fall admissions
- October 1st - 15th for Spring admissions

Test of Essential Academic Skills (TEAS) Administered for the first time at FAMU in Fall 2020

Purpose: Predictor of readiness for success in nursing programs

Content Areas:

- Reading (64 minutes)
- English/Language Usage (28 minutes)
- Science (63 minutes)
- Math (54 minutes)

Timed: ~ 3.5 hours

Questions: 170

Individual Performance Profile ATI TEAS



Individual Name:	JOHN D STUDENT	Test Date	9/5/2016
Institution:	Your Institution	Attempt	1 of 1
Program Type:	ADN	Days Since Last Attempt:	0

Scores

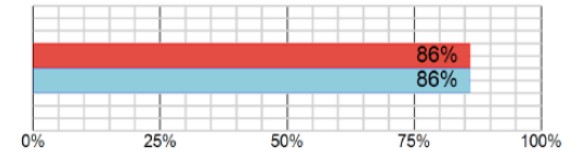
Total Score:

79.3%

Academic Preparedness Level: **Advanced**

National Mean: 65.6% All ADN Programs Mean: 66.1%

Percent of students who scored at or below your score



Reading Score:

87.2%

Math Score:

90.6%

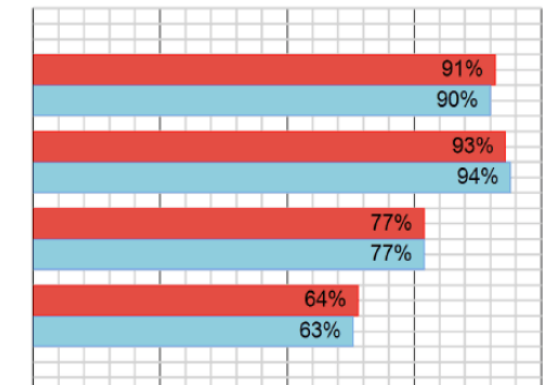
Science Score:

68.1%

English and Language Usage Score:

70.8%

Percent of students who scored at or below your score



TEAS Results

	Fall 2020 N=44	Spring 2021 N=25	Fall 2021 N=45
Exemplary	0	0	1
Advanced	7	3	13
Proficient	30	22	31
Basic	7	0	0
Developmental	0	0	0

SON has set the Benchmark for future cohorts at the level of Proficiency

Forty-three percent (43%) of students who scored at the level of Basic in Fall 2020 repeated Level 1 in Spring 2021

Performance on TEAS Topic Areas

	Fall 2020	Spring 2021	Fall 2021
Reading	72.4%	72.4%	74%
English & Language Usage	75.5%	63.1%	71.5%
Math	75.5%	81.2%	84.5%
Science	57%	62%	71.5%

SON will be monitoring students' individual performance throughout the program and on the NCLEX to determine if cut scores are needed in subject areas

GPA Averages			
	Fall 2020	Spring 2021	Fall 2021
Pre-req	3.46	3.45	3.59
Cum	3.56	3.55	3.63
College Algebra	3.34	3.23	3.36
Statistics	3.42	3.50	3.52
A&P I lecture	3.65	3.65	3.36
A&P I Lab	3.62	3.57	3.63
A&P II lecture	3.68	3.84	3.50
A&P II Lab	3.57	3.69	3.75
Micro	3.62	3.84	3.80
Micro Lab	3.60	3.84	3.72
Chemistry**	2.88	3.19	3.61

Nursing - Curriculum (Current)

Updates Since 2020:

- Integrated additional ATI resources and assessments
- Mapped curriculum to BSN and QSEN
- Enhanced alignment of clinical and didactic curricula
- Integration of simulation experiences and evaluations into courses at all levels of curriculum

Note: Curriculum is being phased out

SEMESTER ONE		
Course Number	COURSE TITLE	CREDITS
NUR 3126	Pathophysiological Concepts I	3
NUR 3064	Health Assessment	3
NUR 3064L	Health Assessment Lab	1
NUR 3138	Promoting and Maintaining Wellness	3
NUR 3133L	Foundations of Clinical Practice	2
		12
SEMESTER TWO		
Course Number	COURSE TITLE	CREDITS
NUR 3326	Nursing Care of the Adult Client	3
NUR 3326L	Nursing Care of the Adult Client: Clinical	3
NUR 3825	Introduction to Professional Nursing	3
NUR 3145	Pharmacology I	3
		12
SEMESTER THREE		
Course Number	COURSE TITLE	CREDITS
NUR 3431	Care of Women & the Childbearing Family	3
NUR 3431L	Care of Women & the Childbearing Family: Clinical	2
NUR 3505	Promoting Mental Health of Self & Others	2
NUR 3505L	Promoting Mental Health of Self & Others: Clinical	3
NUR 3169	Evidence-Based Practice	2
		12
SEMESTER FOUR		
Course Number	COURSE TITLE	CREDITS
NUR 4267	Advanced Nursing Care of the Adult Client	3
NUR 4267L	Advanced Nursing Care of the Adult Client: Clinical	3
NUR 4358	Nursing Care of Children and their families	3
NUR 4358L	Nursing Care of Children and their families: Clinical	3
		12
SEMESTER FIVE		
Course Number	COURSE TITLE	CREDITS
NUR 4671	Promoting the Health of Populations	3
NUR 4671L	Promoting the Health of Populations: Clinical	2
NUR 4827	Leading and Managing in Complex Systems	3
NUR 4828	Professional Career Development Seminar	2
NUR 4948L	Professional Transition Practicum	2
		12

Nursing - Curriculum (New)

Revision (Effective Fall 2021 for new admits):

- 8-week curriculum
- Added lab, skills and simulation in all courses containing experiential learning components

Goals:

- Improve student content management
- To provide theory content mastery, prior to full immersion into clinical to increase confidence, functional abilities and ultimately clinical judgement competence
- Allows more efficient use of faculty

SESSION	COURSE NUMBER	COURSE TITLE	CREDIT HOURS	
1ST SEMESTER				
1 st 8 Weeks	NUR 3064	Health Assessment	3	Fall 2021
	NUR 3138	Promoting & Maintaining Wellness	3	
2 nd 8 Weeks	NUR 3064L	Health Assessment Lab	1	
	NUR 3825	Introduction to Professional Nursing	3	
16 Weeks	NUR 3126	Pathophysiology for Nurses	3	
	NUR 3133L	Foundations of Clinical Practice	2	
Total Credit Hours			15	
2ND SEMESTER				
1 st 8 Weeks	NUR 3326	Nursing Care of the Adult Client	3	Spring 2022
2 nd 8 Weeks	NUR 3505	Promoting the Mental Health of Self & Others	3	
16 Weeks	NUR 3145	Pharmacology for Nursing	3	
	NUR 3326L	Nursing Care of the Adult Client: Clinical	3	
	NUR 3505L	Promoting the Mental Health of Self & Others: Clinical	3	
Total Credit Hours			15	
3RD SEMESTER				
1 st 8 Weeks	NUR 3431	Care of Women & the Childbearing Family	3	Summer 2022
	NUR 4671	Promoting the Health of Populations	3	
2 nd 8 Weeks	NUR 3169	Evidence-Based Practice	2	
16 Weeks	NUR 3431L	Care of Women & the Childbearing Family: Clinical	2	
	NUR 4671L	Promoting the Health of Populations: Clinical	2	
Total Credit Hours			12	
4TH SEMESTER				
1 st 8 Weeks	NUR 4267	Advanced Nursing Care of the Adult: Clinical	3	Fall 2022
	NUR 4358	Nursing Care of Children & Their Families	3	
16 Weeks	NUR 4267L	Advanced Nursing Care of the Adult: Clinical	3	
	NUR 4358L	Nursing Care of Children & Their Families	3	
Total Credit Hours			12	
5TH SEMESTER				
1 st 8 Weeks	NUR 4827E	Leading & Managing in Complex Systems	3	Spring 2023
2 nd 8 Weeks	NUR XXXX	Nursing Elective Course	3	
16 Weeks	NUR 4828	Professional Career Seminar	2	
	NUR 4948L	Professional Transition Practicum	2	
Total Credit Hours			7-10	

Nursing - Diagnostics (Overview by Semester)

BSN Nursing Program Level Metrics

NOTE: Levels = Semesters by Cohort

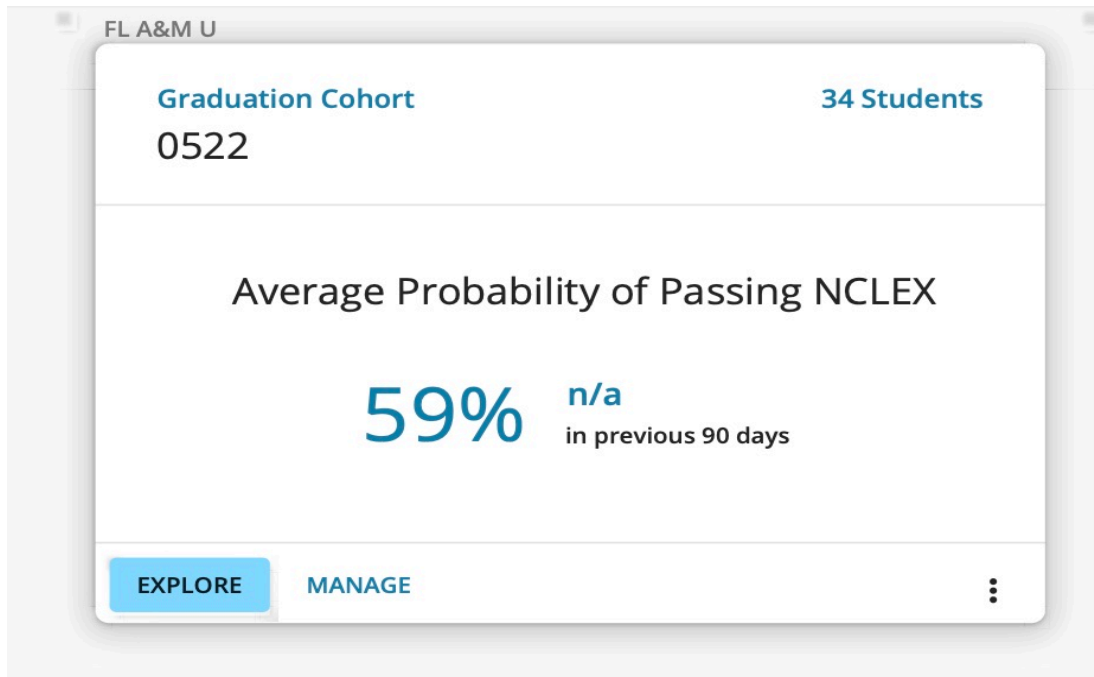
Level 1					Level 2				Level 3					Level 4				Level 5				
3126	3064	3064L	3138	3133L	3326	3326L	3825	3145	3431	3431L	3505	3505L	3169	4267	4267L	4358	4358L	4671	4671L	4827	4828	4948L
Pathophysiology	Health Assessment	Health Assessment Lab	Promoting & Maintaining	Foundations of Clinical Practice	Adult Health	Adult Health Clinical	Nursing Concepts & Practice	Pharmacology	Women & Childbearing	Women & Childbearing	Mental Health	Mental Health Clinical	Evidence-based Practice	Advanced Med-Surg	Advanced Med-Surg	Pediatrics	Pediatrics Clinical	Population Health	Population Health Clinical	Leadership & Management	Professional Development	Professional Transition Clinical
ATI Content Exams: - TEAS (Sophomore Year) (90% of Student will attain Level 2 proficiency) - Critical Thinking - Pretest (3064) (90% of Student will attain Level 2 proficiency) - Nutrition for Nursing (3138) (90% of Student will attain Level 2 proficiency)					ATI Content Exams: - Fundamentals of Nursing (3326) (90% of Student will attain Level 2 proficiency) - Customized Med-Surg (3326) (90% of Student will attain Level 2 proficiency)				ATI Content Exams: - Mental Health (3505) (90% of Student will attain Level 2 proficiency) - Maternal-Newborn (3431) (90% of Student will attain Level 2 proficiency)					ATI Content Exams: - Med/Surg (4267) (90% of Student will attain Level 2 proficiency) - Peds (4358) (90% of Student will attain Level 2 proficiency) - Pharmacology (4267) - (90% of Student will attain Level 2 proficiency)				ATI Content Exams: - Community/Population Health (4671) (90% of Student will attain Level 2 proficiency) - Leadership (4827) (90% of Student will attain Level 2 proficiency) - Comprehensive Predictor (90% of Student will attain Predictor Value (90 th Probability) (4828)				

BSN Nursing Program Level Metrics Non-Standardized & Experiential Assessments

Level 1					Level 2				Level 3					Level 4				Level 5				
3126	3064	3064L	3138	3133L	3326	3326L	3825	3145	3431	3431L	3505	3505L	3169	4267	4267L	4358	4358L	4671	4671L	4827	4828	4948L
Pathophysiology	Health Assessment	Health Assessment Lab	Promoting & Maintaining	Foundations of Clinical Practice	Adult Health	Adult Health Clinical	Nursing Concept Practice	Pharmacology	Women & Childbearing	Women & Childbearing Clin	Mental Health	Mental Health Clinical	Evidence-based Practice	Advanced Med-Surg	Advanced Med-Surg	Pediatrics	Pediatrics Clinical	Population Health	Population Health Clinical	Leadership & Management	Professional Development	Professional Transition Clinical
Signature Assessments					Signature Assessments				Signature Assessments					Signature Assessments				Signature Assessments				
<p>SKILLS TEST OUT - Fundamentals skills test out (3133L) (90% of students pass on the first attempt)</p> <p>MED-CALC TEST - Med-Calc (3133L) (90% of students pass on the first attempt)</p>					<p>SKILLS TEST OUT - Focused skills test out (3426) (90% of students pass on the first attempt)</p> <p>MED-CALC TEST - Med-Calc (3431) (90% of students pass on the first attempt)</p> <p>SIMULATION - Simulation (NUR3825) (90% of students pass with "S" on the first attempt)</p>				<p>SKILLS TEST OUT - Focused skills test out (3431) (90% of students pass on the first attempt)</p> <p>MED-CALC TEST - Med-Calc (3431) (90% of students pass on the first attempt)</p> <p>SIMULATION - Simulation (3431)/(3505) (90% of students pass with "S" on the first attempt)</p> <p>QEP - Final EBP Project (QEP) – Writing - (3169) (90% of students pass on the first attempt)</p>					<p>SKILLS TEST OUT - Focused skills test out (90% of students pass on the first attempt)</p> <p>MED-CALC TEST - Med-Calc (4267L; 4358L) (90% of students pass on the first attempt)</p> <p>SIMULATION - Simulation (4267)/(4358) (90% of students pass with "S" on the first attempt)</p>				<p>SKILLS TEST OUT - Focused skills test out (90% of students pass on the first attempt)</p> <p>MED-CALC TEST - Med-Calc (4671L; 4948L) (90% of students pass on the first attempt)</p> <p>SIMULATION - Simulation (4671 & 4827) (90% of students pass with "S" on the first attempt)</p> <p>QEP - Communication (QEP)– (4671L) Patient education (90% of students pass on the first attempt)</p>				

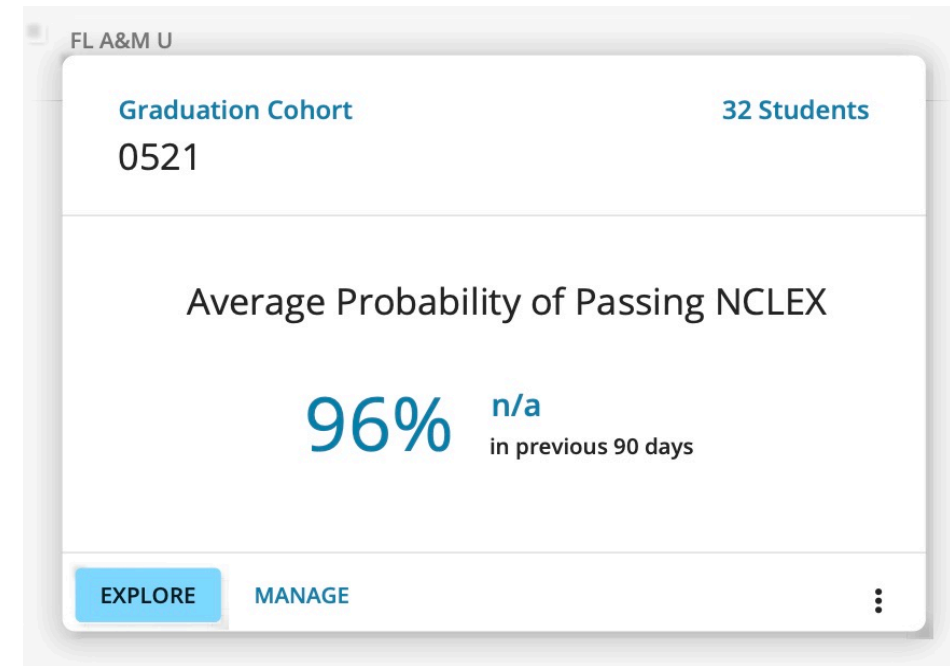
****NOTE:** Clinical judgment assessment part of simulation evaluation

**ATI used to assess NCLEX readiness of cohorts at various points in the curriculum
(examples shown below)**



Fall 2020 Entering Cohort:

- **NCLEX readiness assessed after three semesters**



Fall 2019 Entering Cohort:

- **NCLEX readiness assessed in last semester**

Nursing - Curriculum Diagnostics (Example)

Summer 2021 Incoming Level 4 (N=25) Content Area Assessed: Maternal - Newborn		
ATI Proficiency Level	Individual Score Required for Proficiency Level	% and # of Group at Proficiency Level
Level 3	81.7% - 100%	4.0% (1)
Level 2	66.7% - 80.0%	20.0% (5)
Level 1	55.0% - 65.0%	48.8% (12)
Below Level 1	0.0% - 53.3%	28.0% (7)

Results used to identify gaps in content mastery and in course curricula

Incoming Level 4:

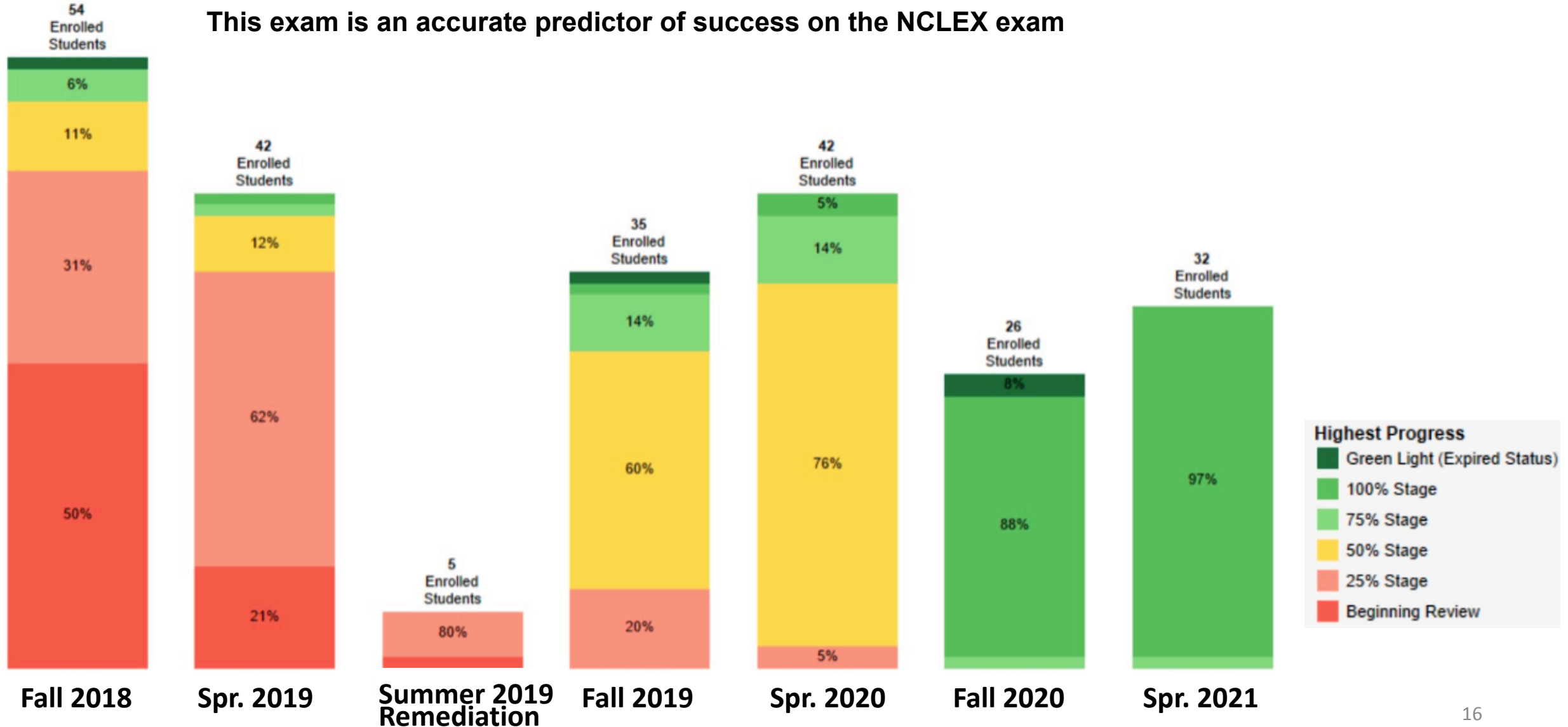
- Data capture
- Data tracking
- Data usage

MATERNAL-NEWBORN				
Content Area	FAMU	US BSN Program Mean	Strengths	Areas of Opportunity
Management of Care	46.0	N/A	N/A	Establishing Priorities
Safety & Infection Control	64.0	N/A	Accident/Error/Injury Prevention	Standard Precautions/Transmission precautions/Surgical Asepsis
Health Promotion & Maintenance	60.6	69.9%	Ante/Intra/Postpartum & Newborn Care Lifestyle Choices	Health Promotion/ Disease Prevention Health Screening
Psychosocial Integrity	36.0	N/A	Substance Abuse & Other	Family Dynamics
Basic Care & Comfort	61.0	N/A	Elimination Nutrition & Oral Hydration	Non-Pharmacological Comfort
Pharmacological & Parental Therapies	62.2	69.9%	Adverse Effects/ Contraindications/ Side Effects/Interactions Dosage Calculation Expected Actions/Outcomes	Medication Administration
Reduction of Risk Potential	66.0	65.5%	Changes/Abnormalities in Vital Signs Diagnostics Laboratory Values System Specific Assessment	Potential for Complications of Diagnostic Potential for Complications from Surgical Procedures & Health Alterations
Physiological Adaptation	56.9	66.5%	Alterations in Body Systems Unexpected Responses to Therapies	Medical Emergencies

Nursing - NCLEX Predictor Score Trends

The program administers the VATI to students during the final semester

This exam is an accurate predictor of success on the NCLEX exam



Doctor of Physical Therapy (DPT)

DPT - Licensure Exam Outcomes

Results on National Physical Therapy Examination (NPTE)

FAMU						Summary Performance for All U.S.-Accredited Candidates	
Graduation Year	Group	Number of Candidates	Number of Passing Candidates	Pass Rate	Mean Scale Score passing score \geq 600	Pass Rate	Mean Scale Score
*2020	First Time	24	21	87.5%	653.1	91.3%	674.0
	Ultimate	24	22	91.7%	657.3	97.6%	678.2
2019	First Time	22	19	86.4%	653.1	90.5%	669.8
	Ultimate	22	22	100.0%	663.2	99.2%	675.6

*Graduates have five opportunities to take the licensure exam

Accreditation requirement: 85% ultimate pass rate

New Cohort (Fall)	GRE		Undergraduate GPA								
	Total Goal: ≥ 300	Quant Goal: ≥ 150	Last 60 Hrs Goal: ≥ 3.50	CUM Goal: ≥ 3.50	A & P	Bio	Chem	Math	Physics	Sci	Sci-Math
2021	301	151	3.52	3.42	3.14	3.26	2.98	3.16	3.22	3.18	3.13
2020	302	151	3.47	3.47	3.2	3.17	3.01	3.22	3.11	3.13	3.13
2019	304	151	3.49	3.43	3.35	3.33	2.92	3.27	3.15	3.26	3.26

The Fall 2021 entering cohort exceeds the FAMU minimum GRE and GPA (last 60 hours) targets

Nationwide, the cumulative GPA of enrolled students ranges 3.1-3.9; averages 3.6

Our goal continues to be selecting the best candidates with an eye on those with more robust basic sciences and math GPAs

Content Areas Tested on Licensure Exam	FAMU Mean Scale Score	Peers Mean Scale Scores
Physical Therapy Examination	681.8	672.9
Foundations for Evaluation, Differential Diagnosis, and Prognosis	654.0	664.7
Interventions	646.6	665.5
Non-system Domains	622.5	641.2
Total	653.1	661.7

Licensure examination results are used to inform student mastery of content and to identify gaps in the curriculum
 Content area gaps are addressed when remapping the curriculum

1 st Time Takers Content Areas	2021 PEAT (n=21)	2020 PEAT (n=21)	2019 NPTE (n=23)	2018 NPTE (n=22)
Systems	Mean Scale Score	Mean Scale Score	Mean Scale Score	Mean Scale Score
Cardiovascular & Pulmonary Systems	598.7	619.4	660.7	654.9
Musculoskeletal System	633.3	624.6	657.8	717.2
Neuromuscular & Nervous Systems	605	615.7	656.0	608.0
Integumentary & Lymphatic Systems	665.4	650.1	640.3	648.6
Other Systems	592.6	617.4	671.9	680.0
First time Takers Pass Rate	TBD	87.5%	86.4%	72.7%

Practice Exam and Assessment Tool (PEAT)

Designed to help prepare graduates for the NPTE

Results used to identify gaps in content mastery

Provided to FAMU DPT graduates for the first time in 2020 (was voluntary prior to 2020)

>90% of 2020 graduates who took the PEAT passed the NPTE on the first attempt

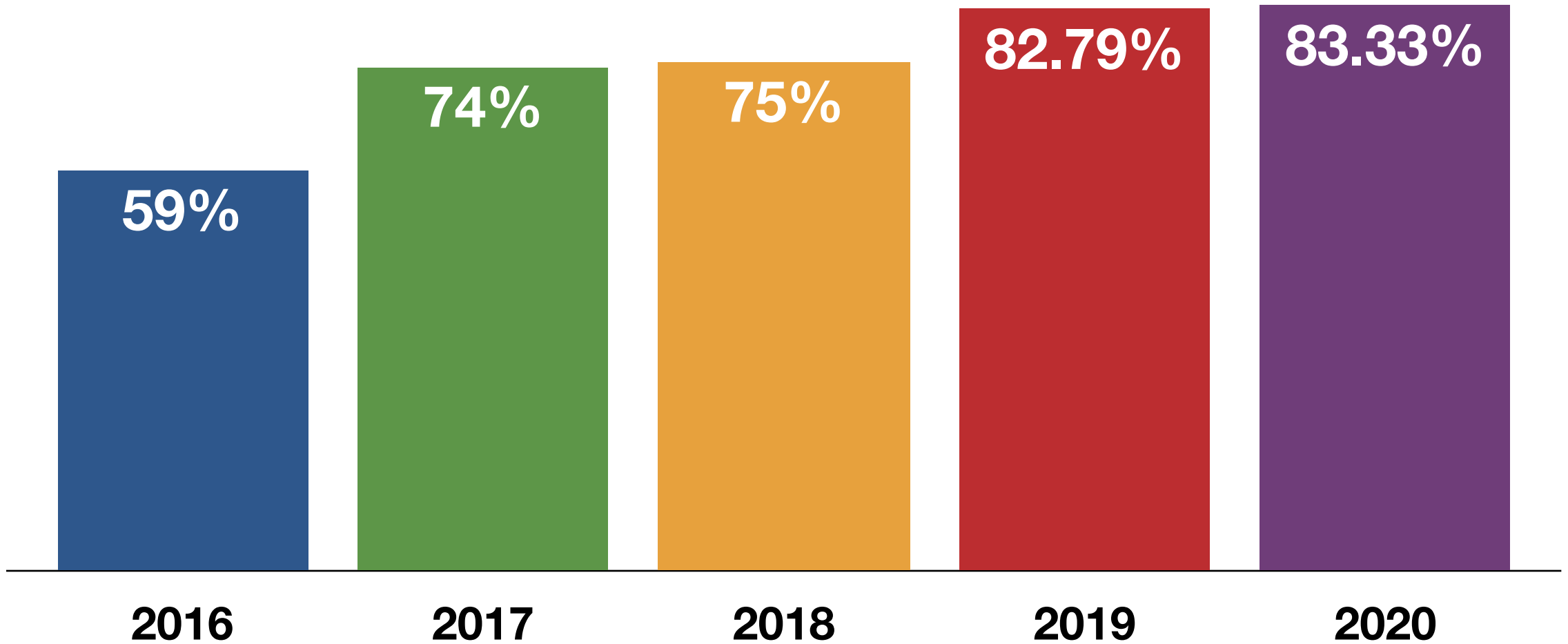
Comprehensive Exams Rollout

In 2020-21, began administering comprehensive exams during the spring semester to assess student mastery of content and readiness to progress

- Potentially to be used as a “high stakes” exam as we collect more data and have increased confidence in the reliability and validity of the examinations
- Administered to 3rd year cohort in Spring 2021:
 - Class average score: 2021=77.1%
 - Nationwide average: 2021= 68.2%
- To be implemented with 1st and 2nd year cohorts in Spring 2022

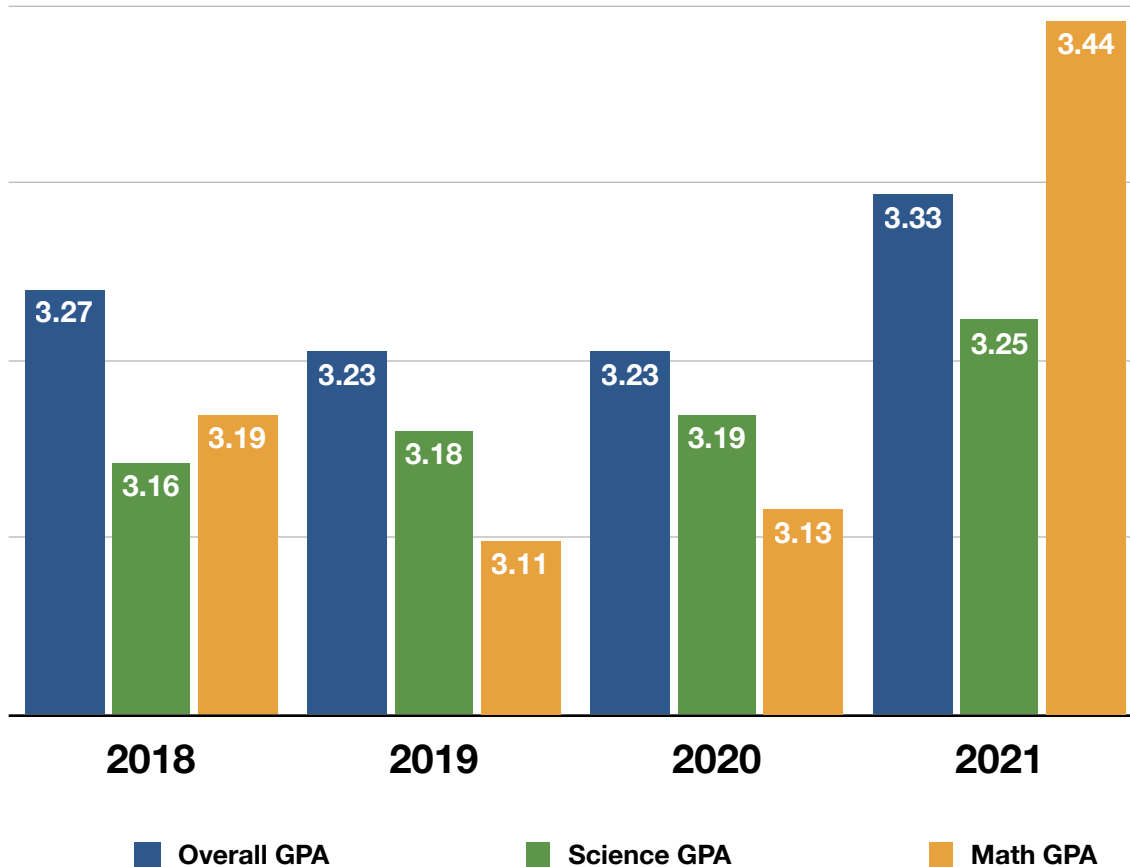
Doctor of Pharmacy (PharmD)

NAPLEX First-Time Pass Rates (2021 results not yet available)



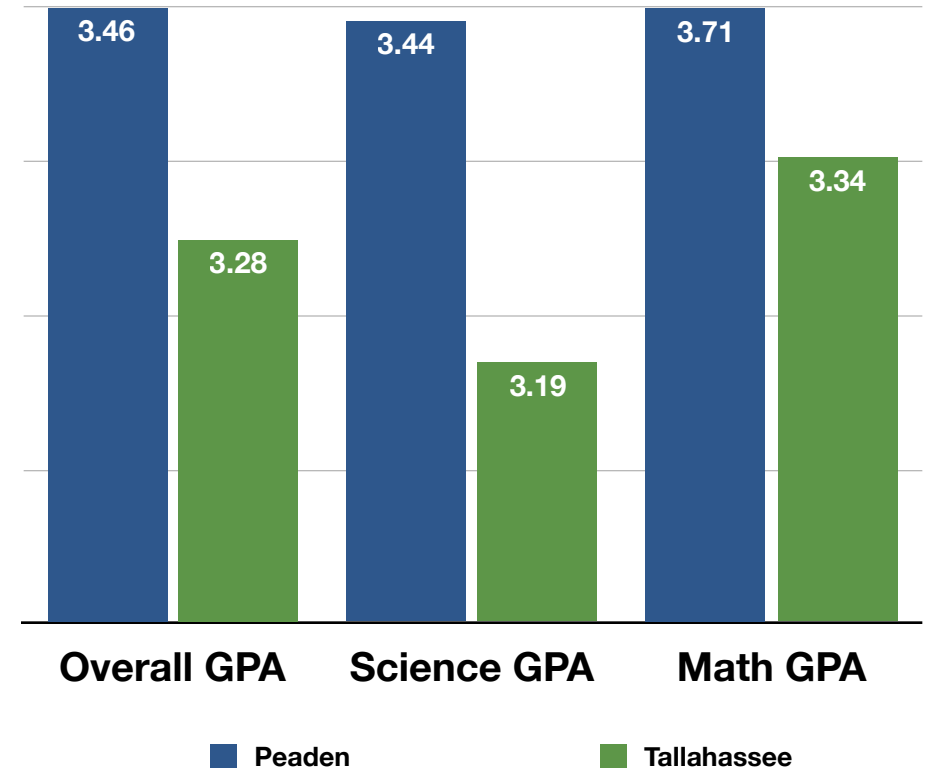
PharmD - Admissions (GPA)

PharmD P1 Admit Profile Trends



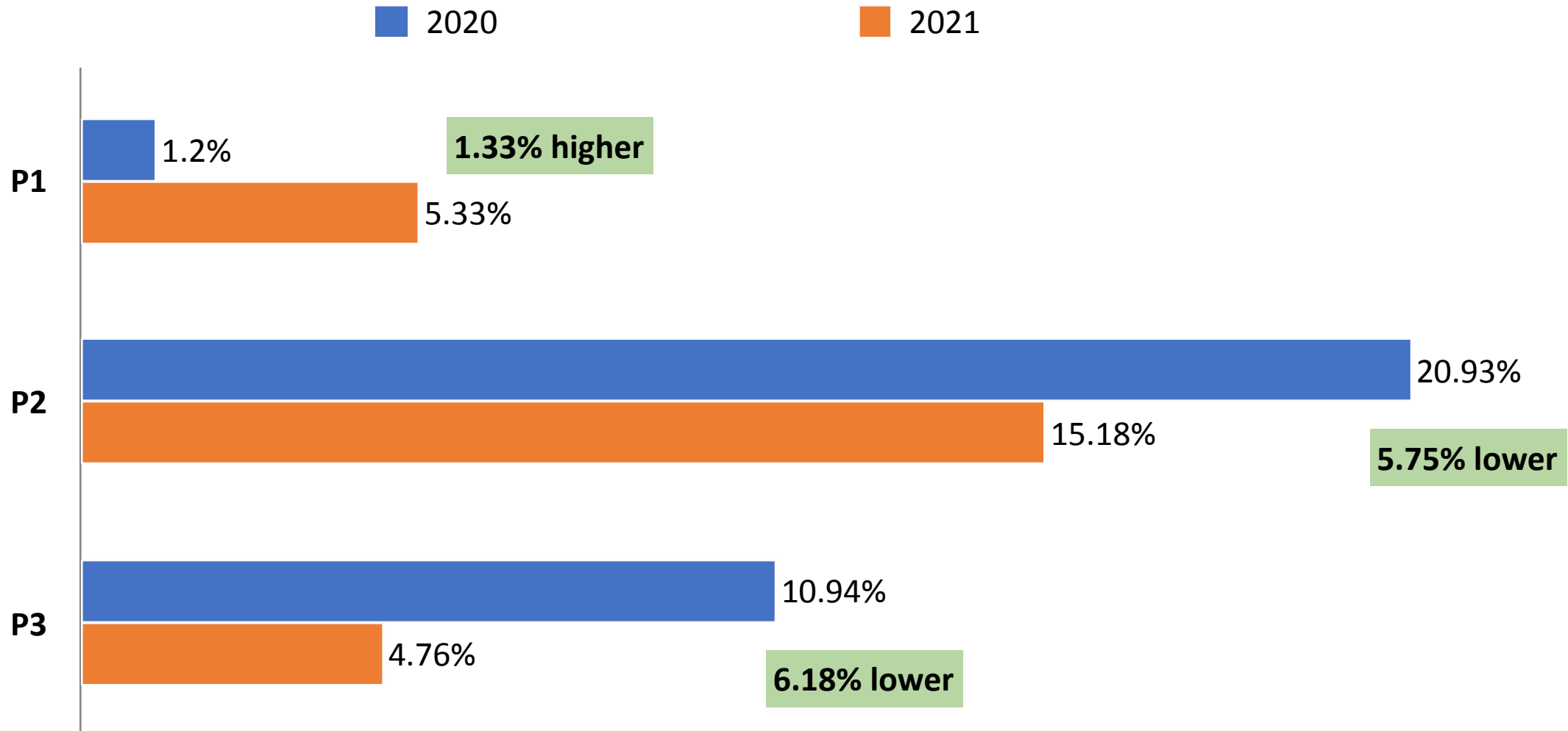
Fall 2021 Cohort GPAs are highest in recent years

Fall 2021 Admit Profile Per



Notable gap between campuses

PharmD - Failure Rates Per Semester



Pharmacy Curriculum Outcomes Assessment (PCOA)

- 2020 phasing in new curriculum
- Adopted as a high-stakes exam for the class of 2021
- Passage allows for progression to P4 year
- Accounts for 25% of final grade in Pre-APPE readiness
- Can be used as an early indicator of licensure exam success (per analysis by the College's Assessment Committee)
- Learners receive their personal score reports in early summer

Curricular Effectiveness

- Faculty receive aggregated learner results for their speciality area discipline in order to gauge the overall effectiveness of content delivery

Improving Programmatic Outcomes

- Identifies at-risk learners for additional instruction during P4 year
- Correlation analysis identifies associations between in-course results (e.g., quizzes and exams) and PCOA success

PharmD - PCOA Results

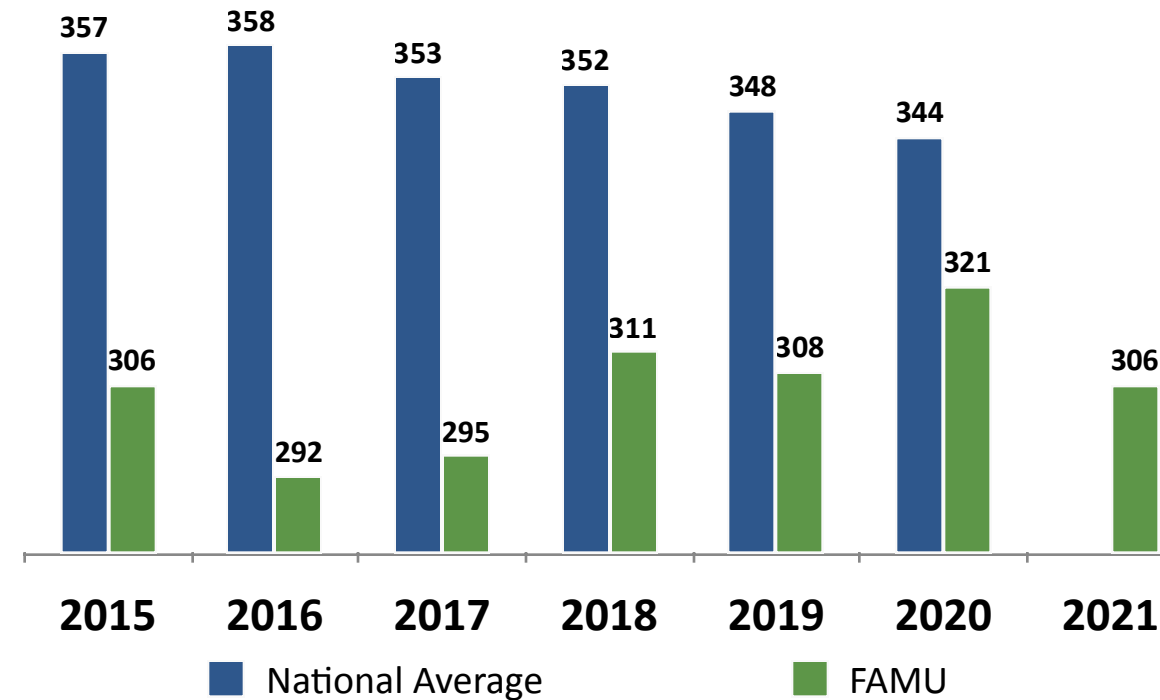
PCOA Content Area	2019 Average	2020 Average	2021 Average
Basic Biomedical Sciences*	309	302	300
Pharmaceutical Sciences	309	321	298
Social/Behavioral/Administrative Pharmacy	296	327	313
Clinical Sciences	315	325	312

*Analysis in 2020 discovered a significant correlation between a learner's exam scores in the Drug Delivery course sequence



Course	Percentage of Learners Passing this Course on Time While Not Matriculating to the PCOA	Percentage of Learners NOT Passing this Course on Time While Not Matriculating to the PCOA
Drug Delivery I	11.9%	52.9%
Drug Delivery II	14.1%	31.6%

PCOA Trends - Overall Scores



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