Accountability Report:

Improvement Action Plans for Florida Gulf Coast University’s Performance Based Funding Metrics
Metric 2

<table>
<thead>
<tr>
<th>Median Wages of Bachelor’s Graduates Employed Full-time in Florida</th>
<th>2012-13</th>
<th>2013-14</th>
<th>CHANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$35,300</td>
<td>$35,200</td>
<td>-0.3%</td>
</tr>
</tbody>
</table>

Current Actions

1. Expanded internships and Co-op 6 experiences through centralized coordination
2. Career counseling on majors and salaries
3. Collaboration with regional business community to identify desired traits of graduates and job projections
4. Career readiness programming for humanities and social sciences students
5. Workforce Development Grants
6. Year-1 QEP initiatives
Metric 2

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Future Actions

1. GCRP
2. Years 2-5 QEP efforts to strengthen critical thinking, writing, and information literacy of graduates
3. Enhance Career Management System
4. Pursue addition of Workforce Development grant-eligible programs

Benchmarks of Progress

1. Provide 4,800 potentially eligible students with applications to participate by December 2016
2. Annual QEP update of results to the BOT in July
3. Review and selection of a vendor by December 2016
4. Add 3-5 new programs by August 2016
Metric 3

<table>
<thead>
<tr>
<th>Cost per Bachelor’s Degree</th>
<th>2010-14</th>
<th>2011-15</th>
<th>CHANGE</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>$29,390</td>
<td>$30,080</td>
<td>2.3%</td>
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Current Actions

1. Increased course section size
2. Increased use of instructors and adjunct faculty
Metric 3  

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Future Actions

1. Negotiating new metric with the BOG
2. Implement Interdisciplinary Studies (IDS) degree option
3. GCRP
4. Extended course schedule

Benchmarks of Progress

1. Measure success under new metric methodology according to BOG schedule
2. Promote degree completion through IDS degree; target annual graduation of 100 students to start by May 2017
3. See Metric 2
4. Implement 7:30 a.m. class start times August 2016
## Metric 4

<table>
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<tr>
<th>Six-Year Graduation Rate for First-time-in-College (FTIC) Students</th>
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<tbody>
<tr>
<td>2008-14</td>
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<tr>
<td>48.78%</td>
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### Current Actions

1. Improved advising through Degree Works program
2. Additional first year and faculty advisors
3. Classes held in residence hall
4. Residence hall Living-learning communities
5. Recruitment of better academically prepared students
6. Expansion of Honors Program
7. Workforce Development Grants up to $10K support seniors in their last year of study in eligible fields
8. Student Support Services Grant
9. University Transitions and Effective Learning courses
10. Increased peer mentoring and Student Ambassador programs
11. Partial tuition waivers for high-achieving, out-of-state students
### Metric 4

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<td>2008-14</td>
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**Future Actions**

1. Implement aggressive graduation policy
2. GCRP to reduce transfer-out rate and incentivize students to finish within 4 years
3. Continued analysis of data to inform future efforts
4. Student tracking
5. Intrusive advising
6. Explore the establishment of Enrollment Management Division
7. Pursue creation of an Honors College

**Benchmarks of Progress**

1. Policy will be in place by Aug 2016
2. See Metric 2
3. Have dashboard in place by June 2016
4. Implement Degree Works Student Planner module by June 2016
5. Advising initiatives in place by August 2016
6. Recommendations to BOT by August 2016
7. Feasibility study by January 2017
Current Actions

1. New academic programs for implementation 2016:
   a) Public Health
   b) Forensic Science
2. Workforce development grants
3. SSS STEM
4. WiSTEM living and learning community
5. Career counseling across divisions
Future Actions

1. Address GAP program categories
2. New academic programs for implementation between 2017-2020:
   a) Real Estate
   b) Construction Management
   c) Supply Chain Management
   d) Business Analytics and Health Informatics
   e) Entrepreneurship
3. Globalization Initiative
4. GCRP

Benchmarks of Progress

1. Propose CIP code amendments to BOG by June 2016
2. Award 25 additional degrees annually in areas of strategic emphasis (expect initial impact of new degrees in 2020-2021)
3. Initial program proposal by February 2017
4. See Metric 2

<table>
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<tr>
<th>Metric 6</th>
<th>Bachelor’s Degrees Awarded within Programs of Strategic Emphasis</th>
<th>2013-14</th>
<th>2014-15</th>
<th>CHANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>45.15%</td>
<td>44.73%</td>
<td>-0.4%pts</td>
</tr>
</tbody>
</table>
### Current Actions

1. Pre-college programs to attract low socio-economic students (CROP, GEMS, Scholars Program, Summer STEM, and SRO)
2. Need-based scholarships to supplement Pell Grant awards
3. Step Ahead- summer program enrolls students early and helps prepare them for first fall term
4. Student Support Services (SSS) programs- provides academic and social support
5. Early Alert program
6. CAA programming
Metric 7

<table>
<thead>
<tr>
<th>Metric 7</th>
<th>University Access Rate</th>
<th>FALL 2013</th>
<th>FALL 2014</th>
<th>CHANGE</th>
</tr>
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<tbody>
<tr>
<td></td>
<td></td>
<td>35.01%</td>
<td>33.80%</td>
<td>-1.2%pts</td>
</tr>
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Future Actions

1. Expand targeted recruitment efforts to high achieving students
2. Additional scholarship support
3. Student tracking and support for at-risk students
4. Intrusive advising systems
5. Increase CAA academic support and online resources

Benchmarks of Progress

1. Additional targeting of top 30-40% of Florida seniors, juniors, and sophomores in designated areas.
2. Increase of 5% in 2016-2017
3. See Metric 4
4. See Metric 4
5. Online resources developed and available by December 2016
### Current Actions

1. Implementation of Doctor of Nursing Practice Fall 2016
2. Master’s in Engineering planned to begin Fall 2017
3. Master’s in Physician Assistant Studies to begin Summer 2017
4. Improved graduate admissions processes

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## Metric 8

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### Future Actions

1. New Academic Programs:
   a) M.S. Biology (2020)
   b) M.S. Healthcare Administration (2020)
   c) M.Ed. Technology (2019)
   d) Doctorate in Occupational Therapy (2020)
2. Tuition waiver programs for out-of-state students (2016)

### Benchmarks of Progress

1. Align Work Plan target dates with program implementation
2. Seek appropriate level change and complete other SACSCOC processes required to implement new programs