

**FGCU Student Success Plan
2022-23 Performance-Based Funding - March 2023 Update**

Metric	2021 Score & Data	2022 Score & Data	Measurable Goals	March 2023 Update	Goal Met Not Met
1. Percent of Bachelor's Graduates Employed (earning \$30,000+) and/or Continuing their Education (1 Yr after Graduation)¹	9 Excellence: 70.6 Improvement: 2.2%	4 Excellence: 64.2% Improvement: 0.1%	1. Transferable Skills Badging Initiative will launch university wide in Fall 2022 that aligns with the 8 Career-Readiness Competencies.	FGCU launched its Transferrable Skills Badging Initiative in the Fall 2022 term with 10 new badges created. These badges align with the National Association of Colleges and Employers (NACE) competencies.	<div style="background-color: #00b050; color: white; padding: 5px; text-align: center;">Goal Met</div>
			2. Academic Advisors, Student Success Counselors, Department Chairs / Program Chairs and faculty will communicate directly with graduating seniors.	Faculty, Program Directors and Department Chairs have engaged in the following over the last 6 months to enhance awareness of graduate programs: welcome messaging to all students, classroom contacts with seniors, alumni-student interaction to provide testimonials of the value of a grad degree, guiding applications to programs, various events, direct outreach to honors students with >75 credits, social media advertising, and virtual learning sessions with interested seniors. Academic Advisors & Student Success Counselors have communicated post-bacc opportunities with students through individual meetings.	
			3. In August 2022, CDS will launch outreach plan for prospective graduates to improve interview skills, resume & portfolio development.	Outreach plan was created and integrated into Fall 2022 Senior Capstone class presentations. It was also marketed through various social media channels as well as LinkedIn. The outreach plan was also integrated into the graduating senior survey email, and every section of SLS 2302 that is taught.	
			4. Fully implement Career Readiness Plan.	During the Fall 2022 term, an initial Career Champions cohort of 40 faculty and staff was launched. Workshops were held to educate Career Champions on CDS resources and how to integrate CDS resources and services into courses/assignments. Additionally, a new location on campus has been identified to better support career & workforce readiness for our students (i.e. Employer Interview rooms, Azul's Attire – professional clothing closet, Recruitment Event Space).	
			5. Pilot program created in Fall 2022 term to infuse Service Learning across select lower-level courses.	Pilot program was completed during the Fall 2022 term where S-L was integrated into 20 University Transition courses and 5 additional courses. Course Coordinators and/or Instructors of the courses will meet throughout the Spring 2023 term to discuss successes and challenges. Student reflections will be reviewed to ensure knowledge of the S-L frameworks is present. Documented hours will also be assessed.	
4. Four Year Graduation Rate (Full-Time FTIC)²	10 Excellence: 41.4% Improvement: 5.7%	2 Excellence: 42.1% Improvement: 0.7%	1. Hire 5 Student Success Counselors in needed areas across the Colleges/Schools through re-allocation of existing funds.	Eleven Student Success Counselors were hired as of December 2, 2022.	<div style="background-color: #00b050; color: white; padding: 5px; text-align: center;">Goal Met</div>
			2. Create content and implement marketing campaign for academic support services for students.	The Center for Academic Achievement (CAA) and the Digital Learning office implemented a new course module in Canvas that summarizes all of the academic support services available for students using the Quality Matters course design standards. Faculty are able to integrate this module specifically into their course pages.	
			3. Consolidate existing tutoring, supplemental instruction, learning assistant and academic coaching student support programs under Center for Academic Achievement	CAA has re-assessed the delivery of its tutoring, supplemental instruction, and academic coaching in an effort to optimize services to students. Improved partnerships have been developed with the Math Tutoring Center and the Learning Assistants program to ensure efficiencies are gained in offering these services.	

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4. Four Year Graduation Rate (Full-Time FTIC)² (cont.)	10 Excellence: 41.4% Improvement: 5.7%	2 Excellence: 42.1% Improvement: 0.7%	4. Invest additional funding up to \$200,000 to expand tutoring, supplemental instruction, learning assistants and an online peer tutoring platform prior to Fall 2022	During the 2022-2023 AY, FGCU has invested over \$560K in funds towards the following: a pilot online tutoring platform, expanding the Learning Assistants program, funding Boot Camps, and supporting Course Coordinators overseeing high DFW courses.	<div style="background-color: #008000; color: white; text-align: center; padding: 5px;">Goal Met</div>
			5. Identify up to 14 high-enrollment courses with highest DFW rates (grades of D, F and withdraw) and appoint Course Coordinators by Fall 2022.	Fifteen courses were identified and coordinated by 14 faculty members who were appointed during the Spring 2022 term.	
			6. For Fall 2022, six (6) additional immersion programs.	A total of 7 pre-semester immersion programs were offered prior to the start of the Fall 2022 term. They included: Business, Resort & Hospitality Management, Pre-Med, Education, Engineering, Sustainability, and Academic Research.	
			7. Set summer tuition goals for Colleges / Schools at 105% of previous year.	Summer '22 only achieved 102% of Summer '21 (2% ↑), no revenue was shared.	
			8. Create, revise and implement new Academic Progression Policies. Modify existing policy and practice to increase credit earned from prior learning in more FGCU classes.	Existing credit for prior learning policy and practices have been revised and improved. Twenty-seven prospective prior learning assessment (PLA) students were advised by through end of the Fall 2022 term. Four students earned a total of 39 credit hours through PLA, while 5 students are still progressing during the Spring 2023 term.	
			9. Expand partnership, finalize MOU, and create enrollment targets with State College of Florida and South Florida State College. Assess enrollment and student persistence one year after transfer from articulated institutions vs the non-Destination FGCU FCS partner institutions.	FGCU finalized MOUs and enrollment targets with State College of Florida and South Florida State College during the Fall 2022 term. FCS Transfer AA students from Destination FGCU earned, on average, 1.5 more credit hours during their first term (11.1) than FCS AA students from other FCS institutions (9.6). Cumulative (3.23) and term GPA (3.1) was also higher for Destination FGCU students compared to non-Destination FGCU students (3.08, 3.09, respectively). Retention and persistence data will be assessed in Fall 2023.	
			10. Implement fourth year cohort with Bonita Springs and second year cohort with Gateway High Schools and identify one additional candidate high school for dual enrollment with FGCU. As well as expand enrollment with other existing high schools within SWFL and assess incoming freshman performance from dual enrollment compared to non-dual enrolled student body from the same cohort.	The 4th year cohort with Bonita Springs HS and the 2nd year cohort with Gateway HS were implemented during the Fall 2022 term. Additionally, FGCU has developed a new dual enrollment partnership with Babcock Ranch HS in Fall 2022 and a part-time dual enrollment program with Collier County Schools. The Early College Programs office meets with the career counselors of these high schools to expand recruitment of high school to enroll in FGCU Dual Enrollment ACE Program. The Director has delivered information meetings for students in the Immokalee Foundation Program, Foundation for Lee County Schools programs, and several area high schools during the Fall 2022 term. Program information meetings are scheduled to occur throughout the Spring 2023 term as well. FGCU also expanded the number of scholarships offered to Florida Southwestern State College Collegiate High Schools in Clewiston, Moore Haven, and Labelle. For Fall 2022 we awarded scholarships to 71 students. Since Fall 2018, FGCU has been assessing key student success measures: retention, APR, 4-yr graduation rate, hours earned in year 1, and first term cumulative GPA. Dual enrolled students from the Fall 2022 cohort demonstrated a higher Fall-to-Spring retention rate of 100% compared to non-dual enrolled students within the same cohort (94.6%). Collectively, across the student success measures, dual-enrolled students significantly outperform non-dual enrolled students from the same cohort over the past 3 years.	

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5. Academic Progress Rate (2nd Year Retention w/ GPA Above 2.0)	3 Excellence: 76.7% Improvement: 1.5%	0 Excellence: 76.8% Improvement: 0.1%	See goals 1-10 for Metric 4.	See update 1-10 for Metric 4.	
9a. Two-Year Graduation Rate for FCS Associate in Arts Transfer Student	3 Excellence: 41.9% Improvement: - 0.8%	3 Excellence: 40.3% Improvement: - 1.6%	See goals 1-2 and 8-10 for Metric 4.	See update 1-2 and 8-10 for Metric 4.	
9b. Six-Year Graduation Rate for Students who are Awarded a Pell Grant in their First Year	3 Excellence: 50.1% Improvement: 3.5%	1 Excellence: 51.5% Improvement: 1.4%	See goals 1-10 for Metric 4.	See update 1-10 for Metric 4.	

¹From 2021 to 2022, this metric increased the wage threshold from \$25,000 to \$30,000 and increased benchmark thresholds.

²From 2021 to 2022, this metric increased benchmark thresholds.