Programs of Strategic Emphasis:
2023 Update

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Vice Chancellor for Academic & Student Affairs
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www.flbog.edu
### Section 1001.706, Florida Statutes

Revised in 2021 to task the Board with:

- Adopt the criteria to determine value for & prioritization of degree programs as established by the Credentials Review Committee
- Review programs of emphasis **every 3 years** to ensure alignment with Credentials Review Committee

### How do we implement the statute?

- Board staff developed a methodology that incorporates the data sources & components established by the **Credential Review Committee** in August 2022
  - Analysis of **unfilled openings** in the state
  - Thresholds for **entry wages**
  - Thresholds for **job growth**
## Comprehensive review of all occupations in Florida requiring a bachelor’s degree or higher

<table>
<thead>
<tr>
<th>State workforce needs</th>
<th>Key Questions</th>
<th>Data Source</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• What are the annual openings for the next 8 years in the state by occupation?</td>
<td>• Florida Commerce Long-term Projections 2022-2030*</td>
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<table>
<thead>
<tr>
<th>Degrees produced</th>
<th>Key Questions</th>
<th>Data Source</th>
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<tr>
<td>• What degree programs are linked to those occupations?</td>
<td>• Florida CIP-SOC Crosswalk*</td>
<td></td>
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<tr>
<td>• How many graduates does the state produce?</td>
<td>• Degrees produced from all Florida postsecondary sectors</td>
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<table>
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<tr>
<th>Gap analysis</th>
<th>Key Questions</th>
<th>Data Source</th>
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<td></td>
<td>• After considering graduates produced, how many unfilled openings are needed by occupation?</td>
<td>• Use above data sources to determine unfilled openings</td>
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</table>

*Recognized in statute as an approved data source
Prioritized degree programs using future workforce needs & wages

We looked at occupations that met certain criteria

**Thresholds**
- Occupations had to have minimum unfilled openings
  - Bachelors: 100
  - Masters & Specialist: 50
  - Doctorate: 25

**Growth in Jobs**
- Occupations had to be projected to grow faster than average from 2022-2030
  - Growth rate for next 8 years: 8.6%

**Entry Wages**
- Occupations linked to bachelors degrees had to have entry wages exceeding
  - ($40k)

Aligned with the Board’s 2025 Strategic Plan
Board staff discussed the Programs of Strategic Emphasis methodology & list with multiple stakeholders

Governor's REACH Office
Florida Department of Education
Florida Chamber of Commerce
Florida Department of Economic Opportunity
Florida Council of 100
CareerSource Florida
Florida Credentials Review Committee
Florida Talent Development Council
Legislative Staff
What was the process for universities to provide feedback?

- **June**: Board staff sent draft list & methodology to universities for review & comment.

- **Universities must use the following to request programs be added to the list**
  - Local/regional demand
  - Evolving/emerging fields
  - Supplemental data
  - Industry support

- **August**: Universities submitted:
  - Programs to be added
  - Programs to be removed
  - Feedback on methodology
What type of feedback did universities provide?

**Programs to be removed**
- Inactive programs that have similar curriculum to existing programs

**Programs to be added**
- New connection to occupation in demand
- Documented regional demand
- Pathways towards graduate programs on the list

**Feedback on Methodology**
- Broader inclusion of programs
- Review graduate outcome data to better identify pathway programs
- Consider programs for career advancement
What are the misconceptions about Programs of Strategic Emphasis?

<table>
<thead>
<tr>
<th>Misconception</th>
<th>FACT</th>
</tr>
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<tbody>
<tr>
<td>Programs not on the list will be shut down by the Board</td>
<td>The Board does <strong>NOT shut down</strong> programs not on the Programs of Strategic Emphasis List</td>
</tr>
<tr>
<td>Programs not on the list are not important</td>
<td><strong>Boards of Trustees</strong> have authority to <strong>terminate</strong> bachelors &amp; masters programs</td>
</tr>
<tr>
<td>The Board only funds programs on the list</td>
<td><strong>Programs of Strategic Emphasis</strong> are a <strong>narrowly focused list of programs</strong> that support workforce shortages in FL &amp; that <strong>support the Board’s strategic goals</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Boards of Trustees &amp; university leadership</strong> allocate funding for academic programs</td>
</tr>
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</table>
Why are the Programs of Strategic Emphasis important?

**Board of Governors**
- Provides highly qualified talent to support Florida’s critical workforce shortages
- Ensures graduates going into shortage fields have well-paying salaries

**Universities & Boards of Trustees**
- Provides a planning tool to produce graduates in degrees supporting Florida’s critical workforce shortages
- PBF provides incentive to continue or improve producing degrees to fill shortages

**Students**
- Earning a degree in 1 of these areas allows graduates to easily find a well-paying position in their field
- Ensures a return on investment for student’s time & money spent to earn degree
Still **important programs** across the System

All academic programs approved in the System

- Quality programs
- Stringent approval process
- Meet Florida workforce needs
- Measured in PBF metrics

% of graduates employed or continuing education

4-year graduation rate

1. Median salary 1 year after graduation
2. Academic progress rate

Programs of Strategic Emphasis

- Filling Florida workforce shortages & higher wages for students
- Measured in PBF metrics 6 & 8

What about programs not on the list?
What is next?

January
Initial discussion with Board on focus areas

February - June
Initial analyses & feedback from stakeholders

June - August
University & stakeholder review

August - October
Board staff reviews feedback

November
Board considers updated list for approval

Board staff met with

University Leadership & Staff
- University Presidents July 24
- University Provosts July 6, August 2 & 9
- University academic staff July 6
- One-on-one with university staff (multiple)

Key Stakeholders
- Legislative staff
- Florida Chamber
- Florida Council 100
- Governor’s REACH Office
- Florida Commerce
- CareerSource
- Dept. of Education
What happens after list is approved by the Board?

November 2023
Board considers updated list for approval

if approved

Budget & Finance to consider
updates to PBF, timeline, & scoring

Budget & Finance plan for adoption will determine
when new data appears in Accountability Plans

Sample Implementation Scenario

November 2024
Budget & Finance approves revisions
to PBF

November 2024
New Programs of Strategic Emphasis
effective with 2024-25 degrees awarded

June 2026
2024-25 degrees awarded included
in 2026 Accountability Plan

November 2026
Section 1001.706 requires the Board
review Programs of Emphasis every 3 years