



Programs of Strategic Emphasis: 2023 Update

Dr. Christy England

Vice Chancellor for Academic & Student Affairs

August 29, 2023

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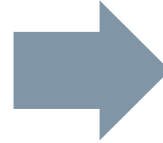
Why do we need to update Programs of Strategic Emphasis?



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**

How did we develop the methodology?



Comprehensive review of all occupations in Florida requiring a bachelor's degree or higher



State workforce needs

Key Questions

- What are the annual openings for the next 8 years in the state by occupation?

Data Source

- Florida Commerce Long-term Projections 2022-2030*



Degrees produced

- What degree programs are linked to those occupations?
- How many graduates does the state produce?

- Florida CIP-SOC Crosswalk*
- Degrees produced from all Florida postsecondary sectors



Gap analysis

- After considering graduates produced, how many unfilled openings are needed by occupation?

- Use above data sources to determine unfilled openings

*Recognized in statute as an approved data source

How did we refine the program list?



Prioritized degree programs using future workforce needs & wages

We looked at occupations that met certain criteria

Thresholds

Occupations had to have minimum unfilled openings

100

Bachelors

50

Masters &
Specialist

25

Doctorate

Growth in Jobs

Occupations had to be projected to grow faster than average from 2022-2030

8.6%

Growth rate for
next 8 years

Entry Wages

Occupations linked to bachelors degrees had to have entry wages exceeding

\$40k

Aligned with the Board's
2025 Strategic Plan

Who provided feedback?



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



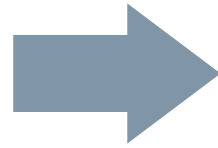
Legislative Staff

What was the process for universities to provide feedback?



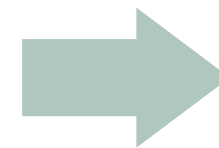
June

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?



Misconception

FACT

Programs not on the list will be shut down by the Board

FALSE



The Board does **NOT shut down** programs not on the Programs of Strategic Emphasis List

Boards of Trustees have authority to **terminate** bachelors & masters programs

Programs not on the list are not important

FALSE



Programs of Strategic Emphasis are a **narrowly focused list of programs** that support workforce shortages in FL & that **support the Board's strategic goals**

The Board only funds programs on the list

FALSE



Boards of Trustees & university leadership allocate funding for academic programs

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



What about programs not on the list?



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

1 | % of graduates employed or continuing education

4 | 4-year graduation rate

2 | Median salary 1 year after graduation

5 | Academic progress rate

Programs of Strategic Emphasis

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

What is next?



January

Initial discussion
with Board on
focus areas

February - June

Initial analyses &
feedback from
stakeholders

June - August

University &
stakeholder review

Board staff met with

August - October

Board staff reviews
feedback

November

Board considers
updated list for
approval

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)

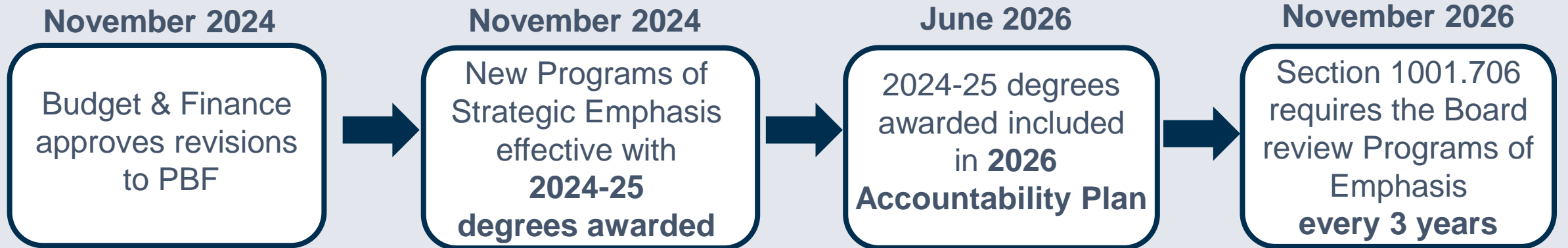
Key Stakeholders

- 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?



Sample Implementation Scenario





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