Programs of Strategic Emphasis: 2023 Update

Ms. Emily Sikes
Assistant Vice Chancellor for Strategic Initiatives & Economic Development

September 20, 2023
www.flbog.edu
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

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

*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
- Legislative Staff
- Florida Council of 100
- CareerSource Florida
- Florida Credentials Review Committee
- Florida Talent Development Council
What was the process for universities to provide feedback?

- **Local/regional demand**
- **Evolving/emerging fields**
- **Supplemental data**
- **Industry support**

**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>
</thead>
<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><strong>FALSE</strong></td>
<td><strong>Boards of Trustees</strong> have authority to <strong>terminate</strong> bachelors &amp; masters programs</td>
</tr>
<tr>
<td>Programs not on the list are not important</td>
<td>Programs of Strategic Emphasis 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><strong>FALSE</strong></td>
<td><strong>Boards of Trustees &amp; university leadership</strong> allocate funding for academic programs</td>
</tr>
<tr>
<td>The Board only funds programs on the list</td>
<td><strong>FALSE</strong></td>
</tr>
</tbody>
</table>

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

**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

**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

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