Metric	2024 Score & Data	2025 Score & Data	Measurable Goals	March 2026 Update	Goal Met Not Met
1. Percent of Bachelor's Graduates Enrolled or Employed ($40,000+)	**10** Excellence: 70.3% Improvement: 6.4%	**6** Excellence: 70.5% Improvement: 0.2%	Embed career readiness into the curriculum, creating a career-readiness culture across the university, leveraging all faculty and staff resources to prepare students for post-graduate success. Promote student awareness and acquisition of transferable, marketable skills through a new program offering micro credentials and digital badges for proficiency in the competencies championed by the National Association of Colleges and Employers (NACE). This initiative, which is FGCU's Quality Enhancement Plan, is designed to increase the career readiness of our graduates in response to ever-changing workforce needs.	To elevate our performance on this metric, FGCU developed a comprehensive student Career Flight Plan, a map of how to embed career readiness into the curriculum. As part of that effort, FGCU increased utilization of AI resources to assist students with resume writing and interview preparation. Nearly 250 faculty and staff have been trained to serve as Career Champions to better support students in becoming career ready. These faculty and staff are critical to FGCU's development of a career-readiness culture. FGCU has promoted student awareness and acquisition of transferable, marketable skills through the Skills Advantage: From Campus to Career program, which confers micro credentials and digital badges to students. Digital badges help students develop core skills in demand by employers and improve their interview skills. In the first year of the Skills Advantage program, FGCU trained 24 faculty across the university and another 6 faculty in a cohort for the humanities, arts, and social science. These faculty designed and implemented over 30 skill-focused course assignments and were trained in best practices for teaching marketable skills like critical thinking, communication, and teamwork.	
4. Four-Year Graduation Rate (Full-Time FTIC)	**2** Excellence: 42.3% Improvement: 0.1%	**6** Excellence: 45.3% Improvement: 3.0%	Deploy an enhanced customer relationship management (CRM) system (Slate for Student Success, branded as Wings Up) that will leverage all available support staff to provide the right support, to the right student, at the right time. Strengthen the care management model by developing and deploying more predictive analytical tools and artificial intelligence to "triage" students who are not likely to persist or complete. Integrate student engagement and Canvas utilization data into the CRM to create a 360-degree view of student behavior and performance. Provide all incoming FTIC students with a 4-year curriculum map and utilize a new tool, Ellucian Smart Plan, to ensure that all students develop and adhere to a plan designed to graduate in four years. Implement a multi-year enrollment plan for new and continuing students designed to: 1. Recruit a class of FTIC students who are academically prepared for success at FGCU. 2. Schedule classes to meet student demand. 3. Utilize AI agents to recruit, admit, and enroll students. 4. Optimize class size and increase course seat availability in FTIC gateway and key milestone courses and support academic sequences that contribute to continuous enrollment in fall, spring, and summer terms.	FGCU's efforts to improve retention and graduation rates are inter-related and mutually reinforcing, linked by the development of a strategic enrollment plan and our care management approach to student success. Given this synergy, the initiatives below impact Metric 4 (FTIC 4-year graduation rate), Metric 5 (Academic Progress Rate, APR, retention to 2nd year with a GPA over 2.0), Metric 9a (3-year FCA AA Transfer Graduation Rate) and Metric 9b (Pell Recipient 6-year Graduation rate). Some of the projects have been completed, others are well-underway, and all will be completed as projected by Fall 2026. The development of the university's first multi-year strategic enrollment plan serves as the foundation of our entire student success plan. While the plan is scheduled for completion by the end of Spring 2026, FGCU has already: -Finalized and presented a White Paper on the efficacy of student success pathways to President's Cabinet, which was used to inform improvements in FGCU's use of predictive analytics and program support in the undergraduate recruitment cycle. -Reset admissions standards and enrollment targets for 2026-2027 and enhanced recruiting and scholarship practices to yield a more FGCU-ready cohort. -Deployed the AI features of our customer relationship management (CRM) platform (Wings Up) to recruit, admit, and enroll more FGCU-ready students, including efforts to triage students not likely to persist or complete.	
5. Academic Progress Rate (2nd Year Retention with GPA Above 2.0)	**1** Excellence: 78.8% Improvement: 0.8%	**3** Excellence: 80.5% Improvement: 1.7%	Incorporate predictive analytical models into the Slate for Student Success (Wings Up) platform to facilitate earlier and more timely interventions. Engage with DataKind, an external partner, to deploy an AI-powered advising support platform developed to identify students in need of timely interventions and equip advisors with actionable insights to keep learners on track to graduate. Incorporate Learning Management System (LMS) data into predictive models and Wings Up and facilitate instructors' utilization of the early alert systems in Wings Up. Utilize course mapping tools (Ellucian SmartPlan) to forecast student demand and schedule courses over the fall, spring, and summer terms to empower students to enroll in and complete 30 credit hours. Implement a mathematics placement test as a means of advising and directing students into classes and degree programs for which they are prepared. Increase the number of Gateway Course Coordinators to scale up successful strategies to decrease DFW rates in high-impact courses. Launch communication and marketing strategies to create the expectation that all students will complete 30 hours per year.	-Engaged the services of Encoura, a consultant specializing in enrollment planning and management, to assist with refining the university's value proposition, conducting research, and assisting in the development of the multi-year enrollment plan. -Enhanced and rebranded our summer bridge program, Eagle Summer Start, to provide selected students with an academic ladder that will promote their persistence and completion. -Revamped our Eagle View Orientation program to emphasize the academic experience and attract and retain more FTIC and transfer students prepared for timely graduation. -Engaged Ad Astra to deploy a sophisticated course forecasting platform to enhance current efforts to optimize class size, increase course seat availability, and support academic sequences for continuous enrollment in fall, spring and summer terms. To drive further improvements in student persistence and completion, FGCU made significant progress in initiatives proposed in the Student Success Plan for 2025, including: -Enhanced and expanded utilization of Wings Up, our customizable CRM platform that empowers faculty and staff with comprehensive data and AI to provide the right support, to the right student, at the right time.	
9a. Three-year graduation rate for AA transfer students.	**0** Excellence: 57.5% Improvement: -0.3%	**2** Excellence: 59.5% Improvement: 2.0%	Revise and increase number of MOUs outlining BOT-approved admissions requirements and 2+2 advising degree plans built with strategic FCS partner institutions. Increase sections and course seat availability in gateway and other key courses taken in the first post-transfer semester and support academic sequences that contribute to continuous enrollment. Enhance support for AA transfer students through the coordinated care management model that is designed to provide more timely and efficient care to students. Provide all incoming transfer students with a degree map and utilize a new tool, Ellucian Smart Plan, to ensure that all transfer students develop and adhere to a plan designed to graduate in three years. Utilize and fully build out College Source Transfer Evaluation Software (TES) to ensure that all transfer students enter FGCU "major-ready," i.e., having completed course prerequisites and prepared to complete the major of their choice.	-Collaborated with colleges on the development of Wings Up campaigns to support college communication with students about academic milestones, course performance, and other academic matters. -Engaged the services of DataKind to develop a predictive model that will estimate the likelihood of a timely graduation after a student completes 60 credit hours, with projected deployment in Fall 2026. -Developed another four predictive models that are being incorporated into Wings Up in Spring 2026. -Integrated student engagement data, early alert data, and data from the learning management system (Canvas) into Wings Up to produce 360-view of students and empower staff to identify students not likely to persist or complete. -Encouraged academic units and faculty to fully utilize the Canvas learning management system to enhance early alerts and data supporting Wings Up. -Initiated implementation of Ellucian Smart Plan to provide all incoming FTIC students with a 4-year curriculum map and clear plan to graduate in four years. Smart Plan will also produce curriculum maps for transfer students. -Formed the Eagle Persistence and Completion (EPAC) Team, a cross-functional team empowered to coordinate and direct interventions, while the Student Success	
9b. Six-year graduation rate of Pell Grant recipients	**0** Excellence: 51.7% Improvement: -4.0%	**1** Excellence: 52.7% Improvement: 1.0%	Implement actions noted in Metric 1, 4, 5, and 9a. Incorporate Learning Management System (LMS) data into predictive models and Wings Up, and facilitate instructors' utilization of the early alert systems in Wings Up.	Council, college deans, and department chairs continue to offer strategic guidance to promote higher levels of performance on graduation and retention metrics. -Established an Academic Advising Task Force to oversee the development of a strategic academic advising plan that will feature two new AI tools, a virtual student success coach and a curriculum coach, both scheduled for pilot projects in Summer	

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			Strengthen the care management model by developing and deploying more predictive analytical tools and artificial intelligence to "triage" students and identify students who are not likely to persist or complete.	2026. -Enhanced our care management approach through the deployment of specially trained Student Success Advocates, the "case managers" of a customized and systematic care model, including Wings Up, that has produced dramatic results at other universities. -Developed plans to implement a mathematics placement test in Summer 2026 as a means of advising and directing students into undergraduate classes and degree programs for which they are best prepared. -Increased the coordination and support for Gateway Course Coordinators with a Provost Faculty Fellow dedicated to scaling up strategies to enhance learning and reduce DFW rates in highimpact courses. -Launched a Take 15 marketing campaign in October 2025 to create the expectation that all undergraduate students register for and complete 30 credit hours per year. -Revised and strengthened 2+2 academic pathways with our Florida College System (FCS) partners for admission into specific majors, with agreements and advanced discussions with Broward College, Florida Southwestern State College, Pasco Hernando State College, St. Petersburg College, and South Florida State College. -Explored transfer evaluation software to expedite admissions processes and place transfer students on a path to success in their desired major, with a projected deployment of Fall 2026. -Deployed Brainfuse 24/7 online student tutoring platform to ensure students have continuous support in a wide range of courses with an emphasis on general education courses and highdemand upper-level courses.	
8. Percentage of Graduate Degrees Awarded within Programs of Strategic Emphasis	4 Excellence: 47.1% Improvement: -3.4%	3 Excellence: 44.5% Improvement: -2.6%	Provide centralized academic oversight over graduate admissions, graduate advising, and graduate studies. Support faculty and program leaders in curriculum and program development to respond to Florida's workforce demands for graduates. Recruit and enroll more graduate students into programs of strategic emphasis.	To elevate our performance on this key metric, FGCU incentivized students to move into graduate programs designated as Programs of Strategic Emphasis (PSE). In the Lutgert College of Business, students enrolled in the Master of Business Administration (MBA) program had the opportunity to move to the MBA in Business Analytics, a PSE program started fall 2025. FGCU will continue to explore organizational structures and resources to centralize oversight over graduate admissions, advising, and graduate studies while advancing a priority objective in our Strategic Enrollment Plan, which is to increase enrollment in graduate PSEs. To attain this goal, we collaborate with faculty to focus program development and resources on enrollment growth in programs that respond to Florida's workforce demands for graduates. For example, two new master's programs under development at FGCU are PSEs. Program development incorporates expertise from FGCU's Regional Economic Research Institute (RERI) to align academic programs with PSEs and regional and state employment indicators. By surpassing the PBF threshold in 2026, FGCU has validated the value of the approach it has taken, placing student success at the center of all that we do as we continue to innovate to promote stronger performance outcomes. The significant strides we have already taken—developing a strategic enrollment plan and enhancing a care management model that utilizes predictive analytics and artificial intelligence to provide all students with timely and appropriate guidance—give us every confidence that our Eagles will continue to soar when given the opportunity to do so. We will establish FGCU as a national model for student success at a regional comprehensive public university.	