

Florida Gulf Coast University



STUDENT SUCCESS PLAN 2025

MONITORING REPORT
BOT APPROVED | FEBRUARY 12, 2026

The FGCU Student Success Plan for 2025 reflected a maturation of campus-wide efforts, fortifying and enhancing previous initiatives into a university-wide care management approach to student success grounded in expanded predictive analytics, artificial intelligence, utilization of a customer relations management tool, and strategic enrollment planning and management. We are confident the value added by those previous efforts will be demonstrated when the official data from the State University System of Florida Board of Governors (BOG) is confirmed later this year. FGCU raised its total PBF score to 67 points in 2025, from a score of 63 in 2024. We project FGCU's PBF performance in 2026 will exceed the 70-point threshold.

FGCU is well-positioned to drive further improvements in student outcomes and performance-based funding metrics on its path to excellence. The initiatives presented to the FGCU Board of Trustees and approved by the BOG in September 2025 have been completed or they are well-underway. Through these and other efforts, FGCU continues to innovate student success and produce even stronger student outcomes in alignment with the university's strategic plan and the 2030 State University System of Florida Strategic Plan.



Current Performance on Performance-Based Funding Metrics

Table 1. Performance Based Funding Results, 2024-2025

EXCELLENCE	6	10	10		10	6	3		10
IMPROVEMENT			6	3			2	1	

Table 2. Performance Based Funding Detail View, 2024-2025

Points	EXCELLENCE (Achieving System Goals)										
	10	9	8	7	6	5	4	3	2	1	
Key Metrics Common to All Universities											
1	Percent of Bachelor's Graduates Employed (\$40K+) and/or Continuing their Education 1 Yr. after Graduation	80%	77%	74%	71%	68% 70.5%	65%	62%	59%	56%	53%
2	Median wages of Bachelor's Graduates Employed Full-time 1 Yr. after Graduation	\$40,700 \$48,900	\$38,200	\$35,700	\$33,200	\$30,700	\$28,200	\$25,700	\$23,200	\$20,700	\$18,200
3	Net Tuition & Fees per 120 Credit Hours	\$9,000 \$8,300	\$10,000	\$11,000	\$12,000	\$13,000	\$14,000	\$15,000	\$16,000	\$17,000	\$18,000
4	4 Year Graduation Rate Full-time FTIC	65%	62%	59%	56%	53%	50%	47%	44% 45.3%	41%	38%
5	Academic Progress Rate (APR) 2 nd Yr. Retention with GPA Above 2.0	90.0%	88.8%	87.5%	86.3%	85.0%	83.8%	82.5%	81.3%	80.0% 80.5%	78.8%
6	Bachelor's Degrees Awarded in Areas of Strategic Emphasis (includes STEM)	50.0% 53.6%	47.5%	45.0%	42.5%	40.0%	37.5%	35.0%	32.5%	30.0%	27.5%
7	University Access Rate Percent of Undergraduates with a Pell Grant	42%	38%	34%	30%	26% 29.4%	22%	18%	14%	10%	6%
8.	Graduate Degrees Awarded in Areas of Strategic Emphasis (includes STEM)	60.0%	57.5%	55.0%	52.5%	50.0%	47.5%	45.0%	42.5% 44.5%	40.0%	37.5%
9.A.	3 Year Graduation Rate for FCS Associate in Arts Transfer Students	-	-	-	-	-	70%	67%	64%	61%	58% 59.5%
9.B.	6 Year Graduation Rate for Students Awarded a Pell Grant in their first year	-	-	-	-	-	80%	75%	70%	65%	60% 52.7%
10	Number of Bachelor's Degrees Awarded to Students of Hispanic & African American descent	820 944	780	740	700	660	620	580	540	520	500

METRIC 1. Percent of Bachelor's Graduates Enrolled or Employed (\$40,000+)

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, we 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.

We have 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.

METRICS 4, 5, 9A, 9B. Improving Retention and Graduation Rates

Our 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.
- ▶ 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.
- ▶ 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 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 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 high-impact 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 high-demand upper-level courses.

METRIC 8. Percentage of Graduate Degrees Awarded in 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.