



PRESIDENT'S EXECUTIVE SUMMARY ACCOMPLISHMENTS: ACADEMIC YEAR 2022-2023





CONTENTS

President's Executive Summary Accomplishments:

Academic Year 2022-2023.....	<u>2</u>
Student Success.....	<u>4</u>
Academic Quality.....	<u>6</u>
Financial Solvency.....	<u>8</u>
Operational Excellence.....	<u>10</u>
Relationship Development.....	<u>12</u>
Media Reach.....	<u>14</u>

EXECUTIVE SUMMARY

I am pleased to present the executive summary of our accomplishments at Florida Memorial University during the academic year 2022-2023. It has been a year of tremendous progress and growth for our institution, and I am proud to share the significant accomplishments and key initiatives implemented at FMU. It emphasizes the institution's commitment to its strategic plan's five pillars: student success, academic quality, financial solvency, relationship development, and operational excellence.

The focus on student success demonstrates FMU's dedication to providing comprehensive support, resources, and opportunities for students to thrive academically and personally. We have made significant strides in promoting student success and enhancing the overall student experience. Our retention rate has increased by two percent, and we have seen a two percent improvement in our graduation rate. Additionally, we have expanded internship opportunities by five percent and also enhanced career placements by five percent, ensuring that our students are well-prepared for their future endeavors.

The emphasis on academic quality reflects FMU's commitment to delivering a rigorous and transformative educational experience that fosters critical thinking and intellectual growth. We remain committed to providing a high-quality academic experience for our students. We also prioritized faculty research and professional development, resulting in increased research and grant funding.

Financial solvency is recognized as crucial for sustaining the university's mission and enabling investments in programs, faculty, and infrastructure to enhance the overall educational experience. Our commitment to financial solvency has allowed us to sustain our mission and invest in key areas of growth. We have successfully launched the Silent Phase of our \$25 Million Momentum Fund Campaign, with a goal of raising \$5 million annually. This campaign will provide crucial support for scholarships, academic programs, and campus infrastructure.

FMU's emphasis on relationship development underscores the importance of building strong connections with alumni, community partners, and industry leaders. These relationships facilitate collaboration, networking, and experiential learning opportunities

EXECUTIVE SUMMARY

for students, strengthening their career prospects and community engagement. Building strong relationships with our stakeholders has been a priority. We have expanded our partnerships and philanthropic support with corporate entities, businesses, foundations, and organizations, fostering collaborative opportunities and securing vital resources for our university. We have also revitalized existing alumni chapters and launched two new chapters in collaboration with the National Alumni Association.

Lastly, the commitment to operational excellence signifies FMU's dedication to efficient processes, sound fiscal management, and a culture of continuous improvement. By aligning its efforts with these pillars, FMU aims to excel in all aspects of the institution and establish itself as a prominent institution within the community and on a global scale. Our focus on operational excellence has led to significant improvements in our administrative processes and overall efficiency. We have successfully completed the implementation and integration of Jenzabar and PowerFAIDS systems, streamlining our operations and enhancing our service to students.

These accomplishments are a testament to the dedication and hard work of our faculty, staff, and students, as well as the support of our Board of Trustees. I extend my deepest gratitude to each and every one of you for your invaluable contributions to the success of Florida Memorial University.

Looking ahead, we will continue to pursue excellence in all aspects of our institution. We remain committed to growing enrollment, enhancing the student experience, expanding our academic programs, and furthering our impact in the community. We are confident that FMU will continue to integrate into the greater community and elevate its prominence on a national and global scale.

Go Lions!

Dr. Jaffus Hardrick
President



STUDENT SUCCESS

- Established the Office of Academic Engagement and Student Success to enhance academic and career advising and support.
- Established a Scholars Lounge on the breezeway on the second floor of the FMU-FIU Building. This space supports faculty and student engagement.
- Multiple grants were submitted and funded for the development six faculty and 14 students on data science concepts and the application of Artificial Intelligence/Machine Learning.
- Business Etiquette & Dress for Professional Success Seminar. Organized by the Dade County LINKS, Inc. in collaboration with the School of Business and IROAR Career Development.
- National Black Professional Summit (NBPS). Four business students attended.
- Annual HBCU Blockchain & FinTech Conference. Two students attended.
- Morgan Stanley HBCU Wallstreet Exchange Case Competition. FMU was one of the finalists.
- Decreased the number of undergraduate students in unsatisfactory academic standing with a cumulative GPA below 2.0.
- Purchased 800 mattresses to replace mattresses in all on campus housing, including extra-long to accommodate the needs of specific athletes.
- Purchased 425 new bed frames for Goode and Robinson Halls.
- Implemented a Student Satisfaction Survey.

RESULTS AND ASPIRATIONAL TARGETS FOR 2023 – 2024

Outcomes	2021 – 2022	2022 – 2023	2023 – 2024
Students Attending Summer Program	75	85	90
Retention Rate	51%	53%	65%
Course Passing Rate	73%	76%	80%
Graduation Rate	32%	36%	40%
On-Campus Technology Usage Index	45%	53%	63%
International Students Enrollment	10%	17%	20%

STUDENT SUCCESS

- New comfortable chairs were purchased for all lobby areas for the six residence halls.
- New comfortable chairs were purchased for all quad suites and double private suites throughout LLC 1, LLC 2, LLC 3, and LLC 4 residence halls.
- Oak Enclave apartments were introduced in the fall 2022 for off-campus housing. This apartment living was a new innovation that provided 64 additional beds for upper class students which afforded them with a more independent living option with full kitchens, washer, dryers in the apartment, and apartment complex amenities, including weight rooms, and swimming pool.
- Five programs were provided to the community local schools during Black History Month.
- Student involvement and engagement programs increased by 37 percent.
- Launched the pilot five-week program, Freshman Leadership Academy, for 15 first year students.
- Launched Kappa Kappa Psi National Band Fraternity and Tau Beta Sigma National Band Sorority.
- Launched the new Countdown Homecoming event sponsored by SGA.



- Honors and Awards Ceremony Eleven students made The President's List for earning 12 or more credit hours with a Cumulative GPA of 4.00, and 145 made the Dean's List.
- The successful recruitment of staff into key institutional positions in Student Affairs, including the Director of Housing and Residence Life, the licensed mental health counselor, and the accessibility services coordinator.
- Completed an ADA audit.
- Placed six students in Duke University's prestigious summer Nuclear Physics internship program.
- Successfully placed two students in the White House Leadership Initiative Program.
- Celebrated successes of student athletes:
 - Men's Track and Field
 - Women's Basketball
 - Baseball
- AD Jason Horn named the first African American male to serve as President of the NAIA Athletic Directors Association.





ACADEMIC QUALITY

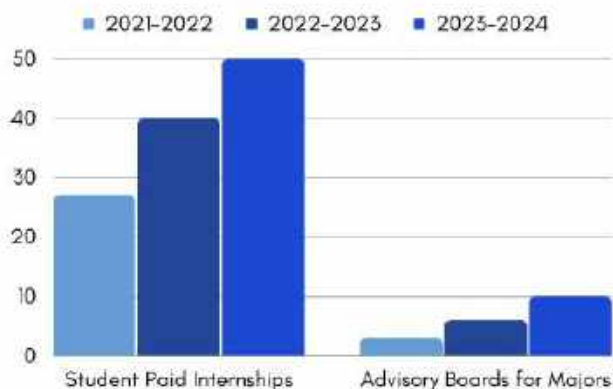
- Faculty in the School of Education, Dr. Denise Callwood-Braithwaite and Dr. Jerome-Raja received a \$1.25 million USDOE RISE-UP grant to support the Master of ESE program.
- A \$15,000 grant from the National Organization of Research.
- Development Professionals (NORDP) will be used to inaugurate the FMU STAR2 program, empowering seven faculty members to launch or extend interdisciplinary research projects.
- The State of Florida has allocated \$250,000 to improve the infrastructure and resources of FMU's Math and English Tutorial Center, augmenting its capability to deliver superior educational assistance.
- An additional \$300,000 has been granted by the state of Florida to broaden STEM Education with a particular focus on excellence in Cancer Studies, Data Science, Cybersecurity, and Artificial Intelligence/Machine Learning.
- The Department of Defense/US Air Force has contracted a nine-member HBCU Consortium, led by Howard University, for a \$90 million service contract. The goal is to establish the Research Institute in Tactical Autonomy- University Affiliated Research Center, focusing on developing necessary physical and human infrastructure for advanced technology pertinent to national security and warfighter requirements.

RESULTS AND ASPIRATIONAL TARGETS FOR 2023 – 2024

Outcomes	2021 – 2022	2022 – 2023	2023 – 2024
Increase Student Paid Internships	27	40	50
Increase Advisory Boards for Majors	3	6	10
Increase Grant Funding Awards	\$19.3M	\$21.6M	\$25M
Academic Responsiveness to Industry Needs	1	2	4
Workforce Certificates	2	4	6

ACADEMIC QUALITY

- A \$365,000 grant from the National Institutes of Health (NIH) will be used to launch a Data Science degree program and provide training to faculty and students in Artificial Intelligence/Machine Learning.
- Completed cohort seven of the Construction Trade Program.
- Increased the number of multi-national and national companies providing student-centered workshops.
- Established partnership with Spirit Airlines to conduct student professional development and career training.
- Trained 16 AFJROTC cadets from various countries (14 continental U.S., one from Japan, and one from South Korea) to earn private pilot license.



- Completed a successful SACSCOC decennial reaffirmation site visit.
- Complied with the Student Clearinghouse reporting (National Student Loan service)
- Updated methods, processes, procedures and documentation according to the SACSCOC accreditation standards.
- The Registrar's Office successfully demonstrated compliance with SACSCOC.
- Launched a Health Care Career Pathway with Ross University School of Medicine and UM Miller School of Medicine.
- Launched the Lions AI Institute dedicated to raising awareness to research in Artificial Intelligence and Machine Learning.
- Relunched the Faculty Senate Research Conference.
- Relunched the student-led Research, Experiential, Learning, and Performing Arts Day (RELPAD).



Hosted the 14th Annual Black Pioneers in Aviation

FINANCIAL SOLVENCY

- Implemented best practices in virtual recruitment and admissions.
- Developed a robust recruitment strategy to build relationships with students and key stakeholders across the globe.
- Developed a robust marketing and communication plan to inquiries, applicants and admitted students.
- Implemented a revised yield strategy to move students from admitted to enrolled.
- Cleared 1,156 students for Fall term.
- Cleared 1,086 students for Spring term.
- Registered 558 students for Summer 2023 term.
- Largest first-year class in 15 years in Fall 2022.
- Increased government grants in STEM.
- Completed the Phase I of digitizing the business office. Purchasing and requisitions are online.
- Merged Student Accounts with the Office of Financial Aid.
- Initiated the Centralized Scholarship and Financial Literacy under Enrollment Management to better assist students in finding and applying for external scholarships.
- Centralized undergraduate and graduate recruitment process for increased efficiency.

RESULTS AND ASPIRATIONAL TARGETS FOR 2023 – 2024

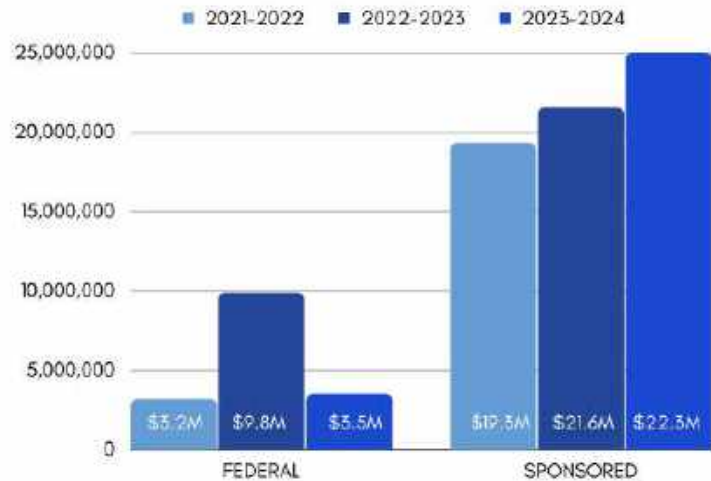
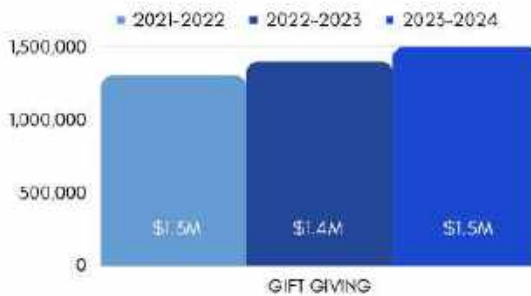
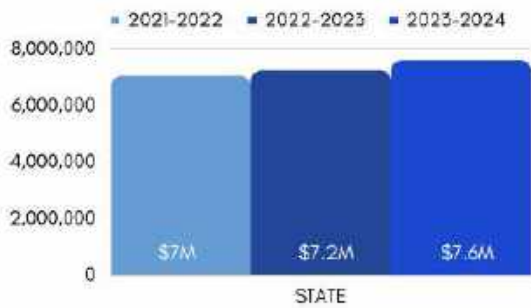
Outcomes	2021 – 2022	2022 – 2023	2023 – 2024
Increase Annual Fundraising	\$1.3M	\$1.4M* Pending close of FY	\$1.5M
Efficient Investing	6%	Pending	8%
Media Reach Outside of the Local Area	10%	75%	90%
Increase in Enrollment	981	1,156	1,272
Community Engagement (Media Events)	4	8	12

FINANCIAL SOLVENCY

- Successfully maintained State Access and Retention Grant for \$ 7,032,048.
- State approved Specific Appropriation 57 for EASE allocating \$3,500 scholarship funding per student, an increase from \$2,000 per student in 2022-2023.
- Increased Title III funding by \$657,069 for 2023-2024 academic year.



RESULTS AND ASPIRATIONAL TARGETS FOR 2023 – 2024



OPERATIONAL EXCELLENCE

- The IMT Department began the implementation of an ERP/SIS (Enterprise Resource Planning & Student Information System) in 2019. The Institution has since developed on the platform to digitize business workflows in the Admissions Department, Finance Department and is continuing development in its Student Information System.
- The Institution also has adapted a shift in technology needs and has repositioned itself for online and remote learning growth expectation.
- Commenced plans to enhance and increase development in Datacenter Infrastructure, Networking Infrastructure, Bandwidth Expansion, Learning Management System Development, ERP Development and Inter-Connectivity, and Web Development.
- Successfully migrated the website to the new FMU.EDU domain.
- Successfully created the data visualization dashboard for data warehouse. Piloted this new tool with the Enrollment Management department.
- Actively used data dashboard to track student athlete's academic progress in order to provide appropriate support.

RESULTS AND ASPIRATIONAL TARGETS FOR 2023 – 2024

Outcomes	2021 – 2022	2022 – 2023	2023 – 2024
Improve Safety Ratings	2	Pending	2.5
Student Satisfaction with Academic Services	77%	81%	85%
Student Satisfaction with Support Services	75%	77%	85%
Personnel Training (Professional Development)	75%	80%	85%
Improve Customer Service Satisfaction	76%	77%	85%

OPERATIONAL EXCELLENCE

- HR Training & Development:
 - This year, we continued our operating services with Vector Solutions Safe Colleges, which is a risk management training platform we have issued the following trainings as we continued to build out a training calendar where an assortment of trainings will be issued on an annual basis.
 - Family Education Rights & Privacy Act (FERPA)
 - Active Shooter
 - Active Shooter: Run, Hide, Fight
 - Title IX (Sexual harassment & Discrimination)
- HR Policies & Compliance:
 - In conjunction with the office of general counsel within the policy committee we have fully executed the following policies and procedures which are currently pending approval.
 - Animals in the workplace
 - Children in the workplace
 - Tuition Assistance Program (TAP)
- Benefits & Compensation:
 - During this year's open enrollment, the university incurred a 5.08 percent increase on premiums of medical coverage only, which the university fully absorbed the cost of this increase allowing medical plan rates to remain the same for all employees.
 - Dental, vision, and Gap plans all received a rate pass which also allowed premiums to remain the same for all employees.
 - In an effort to begin to reduce our salary margins in comparison to the current market and economy we have purchased an inexpensive compensation survey data through Salary.com to begin our market analysis project. This platform will allow us to have the most accurate, reliable, and current market pricing for any job offered at the university based on our demographic and region.
- Re-certified with the Veterans Affairs Office.
- Integrated online transcript requests/responses with the Clearinghouse.
- Provided the logistics for Iron Mountain to digitize all student records.



RELATIONSHIP DEVELOPMENT

- Improved community and donor relations, and to be fully engaged in the South Florida communities by building networks and promoting Florida Memorial University's agenda.
- Developed public/private partnerships with corporations, community organizations, and small businesses to support academic growth.
- Established FMU as an integral part of the community and a source for solutions to critical expected outcomes.
- Launched Big Brother Big Sisters School to Work Mentoring Program.
- Bishop Victor T. Curry MLK Prayer Dinner.
- Partnered with Miami Foundation for Venture Miami Scholarship program.
- Hosted NHL National Trailblazer's Black History Month Kick Off Celebration
- Participated in panel discussion hosted by the Knight Foundation.
- Hosted the Deputy Prime Minister of St. Kitts.
- Increased local partnerships.
- Increased corporate Partnerships.
- Increased Social Media Presence.
- Increased small business partnerships.

RESULTS AND ASPIRATIONAL TARGETS FOR 2023 – 2024

Outcomes	2021 – 2022	2022 – 2023	2023 – 2024
Local Partnerships	97	101	105
Corporate Partnerships	2%	3%	4%
Social Media Presence	10%	75%	90%
Small Business Partnerships	1	5	7



RELATIONSHIP DEVELOPMENT

- Launched the FMU's Tech-Hub Center.
- Signed agreement with the City of Miami Gardens for the Higher Education City-University Partnership.
- Hosted Deloitte's Impact Summit and engaged in panel conversation on creating pipelines for HBCU students.
- Represented the University at NADOHE's Chief Diversity Officers and the Path to the College Presidency.
- Engaged 80 students in round table conversations with 100 of DANAHER's senior global leaders.
- Represented the university at the NAIA's National Convention panel discussion on the role of HBCUs.
- Hosted the 2nd Annual Black Health Summit with over 500 attendees.
- Launched new FMU Alumni Chapter in Detroit and revitalized the South Broward Alumni Chapter.
- Hosted the swearing-in ceremony of Black local and state officials.





FRANCE, MEET FMU

SOUTH FLORIDA TIMES (DAVID SNELLING)

[HTTPS://WWW.SFLTIMES.COM/EDUCATION/FRANCE-MEET-FMU](https://www.sfltimes.com/education/france-meet-fmu)

DR. RICHARD BECKFORD FLORIDA MEMORIAL UNIVERSITY MARCHING BAND TRIP TO FRANCE JULY 12, 2023

HOT 105 (MIAMI) RADIO INTERVIEW WITH RODNEY BALTIMORE

MIAMI PROUD: SOUTH FLORIDA MARCHING BAND READY TO MAKE HISTORY

[CBS4 \(MIAMI\) MARYBEL RODRIGUEZ](#)

À BESSINE-SUR-GARTEMPE, LE 14 JUILLET SE FÊTE PENDANT 4 JOURS, AU SON DES BANDAFOLIE'S! (IN BESSINE-SUR-GARTEMPE ON JULY 14, CELEBRATE FOR 4 DAYS OF THE SOUND OF THE BANDAFOLIE'S!)

NOUVELLE-AQUITAINE-TOURISME.COM

MENTAL HEALTH, THE STIGMA IN THE BLACK COMMUNITY

[CBS4 REPORTER CHELSEA JONES](#)

HERE ARE JUST SOME OF THE MEDIA MENTIONS IN THE LOCAL AND NATIONAL MEDIA ABOUT PRESIDENT BIDEN'S SOUTH FLORIDA VISIT AND FMU.

- [HTTPS://WSVN.COM/NEWS/POLITICS/BIDEN-TEARS-INTO-GOP-LABELS-DESANTIS-TRUMP-INCARNATE/](https://www.svtv.com/news/politics/biden-tears-into-gop-labels-desantis-trump-incarnate/)
- [HTTPS://WWW.NBCMIAMI.COM/DECISION-2022/BIDEN-TEARS-INTO-GOP-LABELS-DESANTIS-TRUMP-INCARNATE-WHILE-CAMPAIGNING-IN-SOUTH-FLORIDA/2897095/](https://www.nbcmiami.com/decision-2022/biden-tears-into-gop-labels-desantis-trump-incarnate-while-campaigning-in-south-florida/2897095/)
- [HTTPS://WWW.CBSNEWS.COM/MIAMI/NEWS/PRESIDENT-JOE-BIDEN-SOUTH-FLORIDA-RALLY-SUPPORT-CHARLIE-CRIST-VAL-DEMINGS/](https://www.cbsnews.com/miami/news/president-joe-biden-south-florida-rally-support-charlie-crist-val-demings/)
- [HTTPS://WWW.LOCAL10.COM/VOTE-2022/2022/11/01/BIDEN-HEADED-TO-SOUTH-FLORIDA-TO-CAMPAIGN-1-WEEK-BEFORE-MIDTERMS/](https://www.local10.com/vote-2022/2022/11/01/biden-headed-to-south-florida-to-campaign-1-week-before-midterms/)
- [HTTPS://WWW.WPTV.COM/NEWS/POLITICAL/ELECTIONS-LOCAL/BIDEN-CAMPAIGNS-IN-SOUTH-FLORIDA-11-1-22](https://www.wptv.com/news/political/elections-local/biden-campaigns-in-south-florida-11-1-22)
- [HTTPS://WWW.WPBF.COM/ARTICLE/WPBF-25-NEWS-TO-GO-NOVEMBER-1-2022/41830830](https://www.wpbfl.com/article/wpbfl-25-news-to-go-november-1-2022/41830830)



GO LIONS

