



2024-2025  
PROVOST  
ANNUAL  
REPORT

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## ACADEMIC PROGRAM DEVELOPMENTS

The University has made significant strides in expanding and enhancing its academic offerings to meet the evolving needs of students and industry. This year's developments include the launch of new degree programs at both the undergraduate and graduate levels, the transition of selected programs to fully online delivery, and the introduction of specialized concentrations and minors in high-demand fields. These initiatives reflect a commitment to academic excellence, innovation, and student success.

- Master's degree in criminology
  - Master's degree in social work
  - Bachelor of Arts in Music Production
  - MBA Online
  - Master of Reading/ESOL – Transition from hybrid to fully online
  - ESE Eds Program Modification - Transition from hybrid to fully online
  - BS in Chemistry – Radiochemistry concentration
  - BS in Artificial Intelligence (Formerly Data Science)
  - Data Science Minor
  - 15 New/Revised Courses
  - Academic Productivity Data and Reporting
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## ACADEMIC POLICIES

In alignment with SACSCOC standards, the University has refined and implemented several academic policies to ensure clarity, consistency, and academic integrity across all programs. These policies address key areas such as faculty qualifications, joint appointments, workload management, and the appropriate use of artificial intelligence in coursework. Each policy supports institutional effectiveness and reinforces our commitment to maintaining high-quality academic standards.

- Definition and Acceptance of Terminal Degrees
  - Joint Faculty Appointment
  - Faculty Overload and Course Overload Policy
  - AI Course Syllabus Policy
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## FINANCIAL AID POLICIES AND PROCEDURES

To uphold SACSCOC principles of institutional accountability and student support, the University has updated its financial aid policies and procedures. These revisions strengthen compliance with federal regulations, improve transparency in scholarship processing and credit balance handling, and enhance the consistency of student financial support. By formalizing these processes, the institution promotes equitable access and responsible stewardship of financial resources.

- Financial Aid Standard Operating Procedure
- Direct (External or Outside) Scholarship Processing Policy and Procedures
- Federal Student Aid Credit Balances and Refunds Policy
- Institutional Scholarship Policy
- Student Leave of Absence Policy
- Satisfactory Academic Progress (SAP) Policy

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## LEARNING ENVIRONMENT IMPROVEMENTS

The University continues to invest in modern, student-centered learning environments that support academic innovation and experiential learning. Recent upgrades include the creation of the Genesis Lab and the MBA Executive Teaching Lab, along with enhanced technology in the Computer Science and Physics labs. Additionally, five classroom spaces were renovated to foster greater engagement and instructional effectiveness, reflecting the institution's commitment to continuous improvement and academic excellence.



- Genesis Lab
- MBA Executive Teaching Lab
- Upgraded Computer Science Lab
- Upgraded Physics Lab Computers
- 5 Renovated Classroom Spaces
- Renovation of the classrooms/practice space in the Fine Arts and Humanities Building



## STRATEGIC INITIATIVES & INSTITUTIONAL DEVELOPMENT

The University has launched a series of strategic initiatives aimed at strengthening institutional effectiveness, advancing academic innovation, and enriching the campus experience. Highlights include the successful launch of the Inaugural Heritage Book & Arts Festival and the redesign of oversight for the Management Aviation and Safety Program. Significant investments in data-driven decision-making are reflected in the development of six operational dashboards, a new grant management platform, and electronic degree sheets. Additional improvements, such as the integration of student photos into the portal and the implementation of the Lion Success Early Alert System, demonstrate a continued commitment to student engagement, support, and success.



- Inaugural Heritage Book & Arts Festival
- Redesigned the oversight of Management Aviation and Safety Program
- Institutional Effectiveness: 6 Operational Dashboards
- National Security Agency Grant in Cyber Security – \$92K
- Grant Management Dashboard
- Electronic Degree Sheets
- Student Portal Improved with Student Pictures in My FMU
- Lion Success Early Alert System

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## FACULTY ENGAGEMENT



The University continues to support a culture of academic excellence and professional growth through meaningful faculty engagement. This year’s Faculty Senate Conference provided a dynamic platform for showcasing faculty research projects and publications, encouraging interdisciplinary collaboration and highlighting

scholarly contributions across disciplines. The event reflects the institution’s commitment to recognizing faculty achievement and fostering a vibrant academic community.

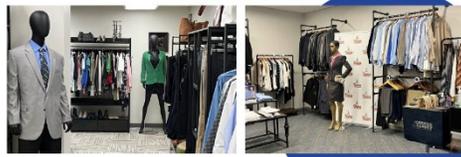
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## STUDENT SUPPORT & ENGAGEMENT

The University has implemented a range of initiatives to enhance student support, engagement, and overall well-being. Key developments include the expansion of the FMU Career Center and Career Closet, the launch of the InPlace internship management system, and the upcoming opening of the FMU LION Embassy to support international affairs. Wellness and belonging are also prioritized through mental health outreach, the FMU Barbershop and Salon, and student leadership seminars.

In addition, the University has strengthened student retention and residential life through targeted improvements such as the “Reside with Pride” campaign, a revised housing strategy, and the introduction of new residential dashboards and policies. Increased dual enrollment opportunities, marked increase in chapel attendance, and robust academic success programming further reflect a holistic commitment to student development and success.

- FMU Career Center and Career Closet
- Secured Internship Management System – InPlace
- FMU LION Embassy – Office of International Affairs (Opens May 5)
- FMU Barbershop and Salon
- Mental Health Awareness and Outreach for Students
- Graduate School Newsletter
- Graduate School Open Houses
- Newly Revised Retention/Recruitment Committee
- Student Housing Improvement:
  - Reside with Pride Campaign
  - Housing Strategy – OAK Lease cancelled
  - Residential Life Dashboard
  - Violation Fee Structure Enforced
- Increased Dual Enrollment from 3 to 16 Classes
- 80% Increase in Chapel Attendance
- Academic Success Summits
- 5 Student Leadership Seminars



## PARTNERSHIPS & OUTREACH

The University has expanded its external engagement through strategic partnerships and outreach initiatives that support enrollment growth, global collaboration, and community impact. Through the UNCF Transformation Project's Enrollment Management Sprint, the University conducted the South Florida Blitz, targeting over 250 high schools to strengthen recruitment efforts.



Internationally, the FMU Africa Project established a new partnership with the Graduate Institute of Financial Sciences (GIFS), enhancing global academic connections.

Additionally, the University secured continued support from Bank United, advancing financial literacy and certification opportunities through banking and lending programs, as well as community outreach with student financial ambassadors. The launch of FMU Black Wall Street further reflects a deepened commitment to economic empowerment and community development.

- UNCF Transformation Project – Enrollment Management Sprint
    - South Florida Blitz – 250 High Schools Targeted for Recruitment
  - FMU Africa Project – Partnership with Graduate Institute of Financial Sciences (GIFS)
  - Secured Additional Funds from Bank United – Banking and Lending Certificates & Community Outreach with Student Financial Ambassador.
  - FMU Black Wall Street
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## LEADERSHIP & STRATEGIC INITIATIVES

The University has implemented key leadership and strategic planning initiatives to enhance institutional coordination, operational efficiency, and student services. The creation of a master calendar for student engagement, alongside new two-year academic and operational calendars, ensures better planning and alignment across academic and co-curricular activities.

To support these efforts, several leadership roles were newly created or restructured to strengthen capacity in critical areas such as graduate programs, online education, accreditation, aviation, and student housing. Additional strategic enhancements include the development of institutional effectiveness dashboards, expanded student wellness services, and a 75% reduction in residential life health inspections—demonstrating a proactive, student-centered approach to institutional leadership.

- Master Calendar for Student Engagement and Leadership
- 2-year Academic Operational Calendar
- 2-year Academic Calendar
- New Positions/ Redesigned Position:
  - Associate Dean of Graduate Programs
  - Director of Online Education and Educational Technology
  - Director of Aviation Accreditation and Engagement
  - Director of Aviation and Safety Department and Chief Flight Instructor
  - Director of Housing and Student Engagement (New Position)
- Institutional Effectiveness Dashboards
- Strategic Student Services Enhancements (Barbershop, Salon, Mental Health)
- Reduced Residential Life Health Inspections by 75%



## MENTORSHIP & COMMUNITY INITIATIVES



The University continues to foster personal growth and community connection through targeted mentorship programs. The FMU Young Women of Excellence – Sweet 16 initiative celebrates and supports the development of young female leaders, providing them with meaningful experiences that promote confidence, leadership, and academic achievement.

Complementing this effort, the *Circle of Success* Mentors and Advisory Board connects participants with accomplished professionals who offer guidance, support, and networking opportunities, strengthening pathways to success and reinforcing the University’s commitment to student empowerment and community engagement.



- FMU Young Women of Excellence – Sweet 16
- Young Women of Excellence – Circle of Success: Mentors/Advisory Board

## STUDENT DEVELOPMENT EVENTS

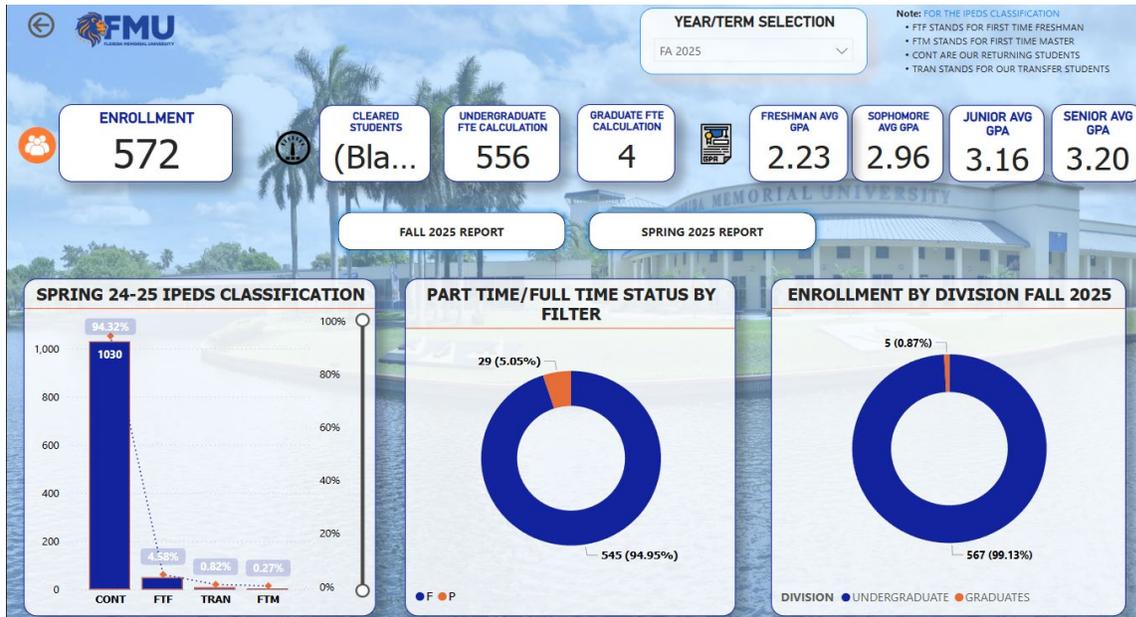
The University has organized a wide range of events designed to enhance student development, career readiness, and community engagement. Notable initiatives include the *Technology Springboard* B2B Certification Training, which prepares students for the workforce, and the FMU Career Expo in Spring 2025, which attracted over 200 attendees. The University also celebrated academic excellence through events like the FMU Senior Week and the Honors & Awards Ceremony, where 400 recipients were recognized with \$5,000 in scholarship funds.

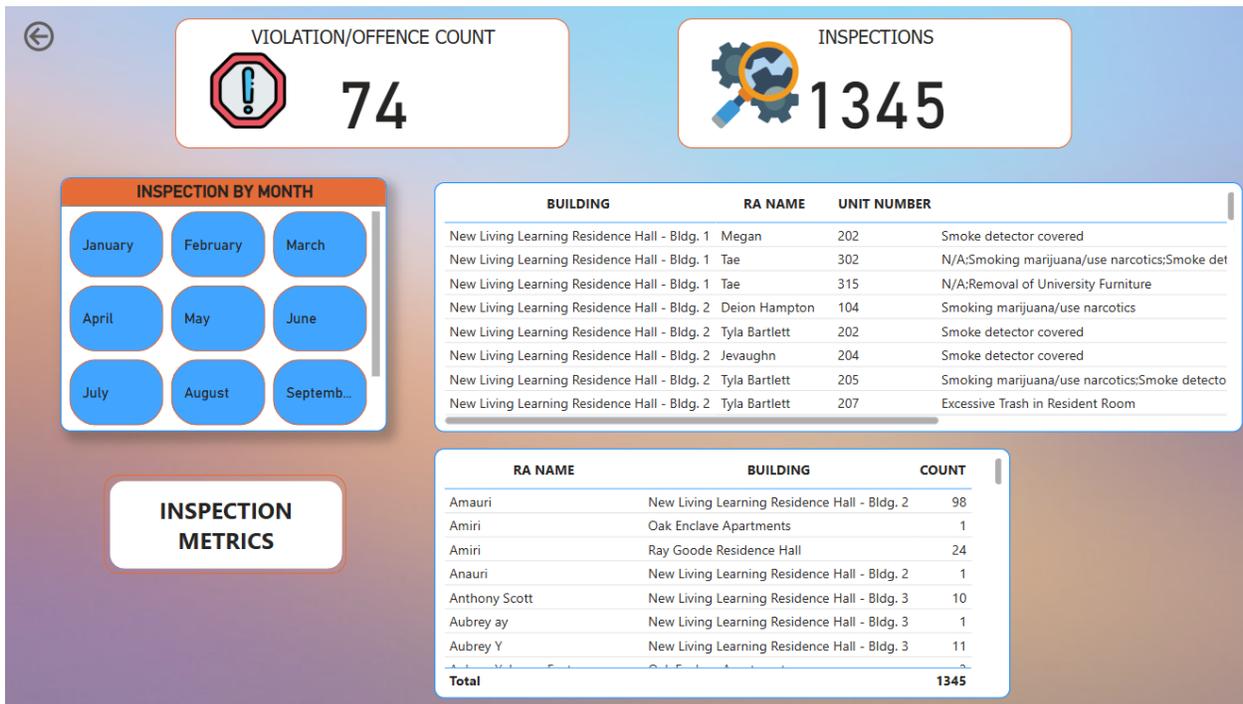
In addition to career-focused initiatives, the University has introduced new workshops and events such as the *Spoken Word Competition* and *FMU Passport Day*, promoting student creativity and global awareness. The opening of the *Black Pioneers in Aviation Museum* and the *Black History Show: Unbreakable Spirit* highlights is aligned with our commitment to cultural enrichment and empowerment. With 15 new career readiness workshops and the continued success of the *FMU Scholarship Tuesdays* event—where 142 students received a total of \$420K in scholarships, the University continues to invest in both the academic and personal growth of its students.

- Technology Springboard – B2B Certification Training
  - FMU Career Expo – Spring 2025 – 200+ attended
  - FMU Senior Week
  - FMU Scholarship Tuesdays – UNCF -142 scholarships recipient - \$420K
  - Spoken Word Competition – Writing with Pride
  - FMU Passport Day
  - Honors & Awards Ceremony- 400 recipients - \$5K scholarship funds
  - Early Registration – Fall 2025
  - Empowering Minority Communities
  - 15 New Career Readiness Workshops
  - Black Pioneers in Aviation Museum – Opened Fall 2024
  - Black History Show: *Unbreakable Spirit*
  - Graduate School Open Houses
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## OPERATIONAL EFFICIENCY DASHBOARDS

To enhance decision-making and institutional effectiveness, the University has implemented a series of operational efficiency dashboards. These data-driven tools provide real-time insights into key metrics across academic, financial, and operational areas, enabling administrators to monitor performance, identify trends, and make informed, strategic decisions. By streamlining data access and improving visibility, these dashboards contribute to a more agile and responsive institutional environment.





# FMU - DUAL ENROLLMENT

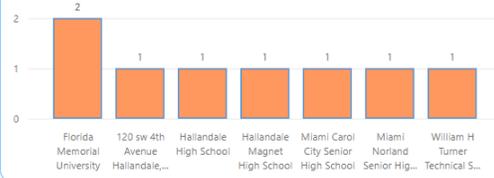


PROSPECTIVE FMU DE STUDENTS

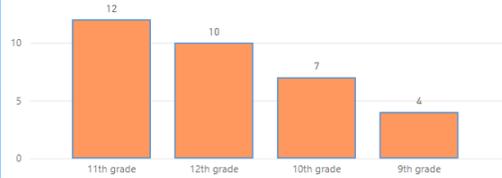
ACADEMIC OUTREACH REPORT

FMU DE COURSES

## ACADEMIC OUTREACH



## PROSPECTIVE DUAL ENROLLMENT CURRENT - GRADE LEVEL



## OUTREACH BY ORGANIZER

ORGANIZER NAME	NUMBER OF ATTENDEES
Dr. Tonja Burden	40
FMU Academic Services	13
Gulf Stream Early Learning Center	175
Lissette Wright-Reigosa	25
Megan Beddow-Peters	6
Principal Paula Peters	0
Principal Rhonda Gaines-Miller	111
Tyeshia Steele	7
<b>Total</b>	<b>377</b>

## AVERAGE GPA FOR DUAL ENROLLMENT



2.5