Equity Report Requirements

• Pursuant to the Florida Educational Equity Act (Act), and Florida Board of Governors (BOG) Regulation 2.003, FGCU must complete an annual Equity Report to provide to the Board of Governors (BOG).

• Guidelines, format, and time frame were created and prescribed by Florida’s BOG

• The Equity Report looks back in time over a specified period (July 1, 2015-June 30, 2016)

• Total of nine areas (some with subsections)

• FGCU is compliant with the Act and BOG Regulation 2.003
2017 Florida Equity Report Requirements

I. Executive Summary
II. Review of Policies and Procedures Related to Equity
III. Academic Program Reviews
IV. Gender Equity in Intercollegiate Athletics
V. Employment Representation
VI. Areas of Improvement/Achievement
VII. Representation in the Faculty Promotion Process
VIII. Faculty Promotion Committee Composition
IX. Other

Items I-IX are included in FGCU’s Report and thus the Report is in compliance with the Equity Act and BOG Regulation.
Academic Program Reviews

• Overall enrollment: 14,824 students were enrolled in Fall of 2015.
  • This is an increase of 361 students from Fall 2014.
  • 56% Female and 44% male

• Of those who reported their race, 32.5% identified as non-white. FGCU continues to consistently increase the number of minority and traditionally underrepresented students each year

• Increase in Bachelor’s degrees awarded: 2331 during the applicable time period compared to 2062 in 2015. Female students obtained approximately 59% of the degrees awarded.
Gender Equity in Intercollegiate Athletics

• Title IX of the Education Amendments of 1972 (Title IX) and the Act apply to FGCU; they both require that equitable athletic opportunities be provided to male and female students.
  • Gender Equity Committee
  • Athletics Inclusion & Diversity Committee

• During the applicable time period, 57% of the University’s student athletes were female, while 43% of the University’s student athletes were male.
  • These numbers are “substantially proportionate” of equity in terms of student enrollment; during the applicable time period, the University’s enrollment was 56% female and 44% male.
  • These numbers are consistent with last year’s numbers
Employment Representation

• Human Resources
  • Continued to increased advertisement to minority and women based affinity groups;
  • Continued to use software to recruit from a wider, more diverse and more robust pool of applicants.

• 459 non-tenure earning faculty members. Approximately 46% are women.

• The number of faculty promotions for women and minorities increased from the last applicable time period.

• Increased Training Opportunities for Faculty/Staff on Equity/Inclusion related matters
  • Recruitment
  • Sexual Harassment Awareness and Prevention
  • Responsible Employee
Current Efforts to Combat Inequity

- Presidentially Appointed Committees:
  - ADA Committee
  - Title IX Committee
  - Diversity and Inclusion Committee
    - Diversity and Inclusion Certificate
- Enrollment Management and Student Access-Success Initiative
  - Team of faculty and staff charged with assessing several factors in relation to student success, retention, and graduation.
- New Employee Orientation (NEO) 5 Star Academy
  - Creation of a 6 month program for all new employees to create a stronger connection to campus community. Includes Diversity and Inclusion programming.
- Mandatory supervisor trainings regarding Reporting, Bullying, and Harassment
- Upcoming mandatory supervisor trainings regarding disability discrimination
- Office of Retention and First Year Experience
  - Eagles Read
  - Living Learning Communities
  - Student Mentoring Programs
  - University Transition
QUESTIONS?