FLORIDA GULF COAST UNIVERSITY BOARD OF TRUSTEES

Tuesday, September 13, 2016

COHEN CENTER BALLROOM, ROOM # 203-B
FLORIDA GULF COAST UNIVERSITY

Regular Meeting Minutes

Members:
Present: Trustee Dudley Goodlette – Chair; Trustee Shawn Felton – Vice Chair; Trustee Darleen Cors; Trustee Thieldens Elneus; Trustee Joe Fogg (arrived at 9 a.m.); Trustee Blake Gable; Trustee Kevin Price; Trustee Russell Priddy; Trustee Robbie Roepstorff; Trustee Kenneth Smith; and Trustee Christian Spilker (arrived at 11:10 a.m.).

Not Present: None.

Others:
Staff: President Wilson Bradshaw; Provost and Vice President for Academic Affairs Ron Toll; Vice President for Administrative Services and Finance and Executive Director of FGCU Financing Corporation Steve Magiera; Vice President for Student Affairs Mike Rollo; Vice President for University Advancement and Executive Director of FGCU Foundation Chris Simoneau; Vice President and Chief of Staff Susan Evans; Vice President and General Counsel Vee Leonard; Director of Internal Audit Carol Slade; Director of Board Operations and Special Projects Amber Pacheco; Project Manager Danielle O’Brien; Director of Media Relations Lillian Pagan; and Executive Assistant to the Vice President Tiffany Reynolds.

Item 1: Call to Order, and Roll Call
Chair Dudley Goodlette called the meeting to order at 8:30 a.m. Roll call was taken with 9 of 11 members present, thus meeting quorum requirements. Chair Goodlette said that the Board would be working from a revised agenda that was distributed last week. He stated that Board of Governors University Trustee Coordinator Paige Beles would be on the conference call for part, if not all, of the meeting, and welcomed her.

Item 2: Call for Executive Session on Matters of Litigation, Pursuant to 286.011(8), F.S.
Chair Goodlette stated that since today’s meeting includes an Executive Session, the Board would be operating from the red times on the agenda. He noted that the regular meeting would resume at either 9:20 a.m. or upon the conclusion of the Executive Session, whichever was earlier. Chair Goodlette asked Vice President and General Counsel Vee Leonard to call the Board into Executive Session.
Ms. Leonard stated there would be three cases for the Executive Session, namely: (1) Sydney Rockoff versus Florida Gulf Coast University Board of Trustees; (2) E. Valerie Smith versus Florida Gulf Coast University Board of Trustees; and (3) Kathy Norris versus Florida Gulf Coast University Board of Trustees.

At 8:36 a.m. Chair Goodlette temporarily adjourned the regular BOT meeting for the purpose of convening the Executive Session in the Cohen Center Room 213.

**Item 3: Regular Meeting Resumes**

Having concluded the Executive Session, Chair Goodlette reconvened the open meeting of the FGCU Board of Trustees at 9:22 a.m. in the Cohen Center Ballroom.

**Item 4: Student Success Showcase**

Chair Goodlette called on President Bradshaw to introduce the student presenters. President Bradshaw invited students to speak about their undergraduate research success at FGCU. Student presenters were Mr. Santiago Yori and Mr. Samuel Minkowicz.

**Item 5: Standing Report from FGCU Foundation Board of Directors**

Chair Goodlette called on Foundation Board Chair David Call and expressed appreciation to Mr. Call for the tireless service he is committing to the Presidential Search Advisory Committee, in addition to his leadership of the Foundation Board.

Mr. Call reported that this past year was a very good one, being 61% up year over year. He stated that this year also is starting off strong with $4 million already raised. He reported that the Foundation still is striving to achieve the $100 million campaign, and he asked that all in attendance assist in the effort. He stated that there was much collaboration with Athletics, WGCC, and Marketing and Communications, and this helped make the year successful. He said that he is confident that the Foundation will finish strong again this year.

Mr. Call reported that the Foundation Board is working on a few critical issues. He said its full Board has not met since the last FGCU Board of Trustees (BOT) meeting, but it will meet next week. He stated that they will be discussing possible changes to their endowment management, conducting a Board assessment, and reviewing upcoming Development events. He stated that the Founder’s Cup is already sold out, and the President’s Celebration is progressing well.

Mr. Call said that the Presidential Search Advisory Committee has worked very hard and the search is going well, but there is still more work ahead.
Item 6: Standing Report from FGCU Faculty Senate

Chair Goodlette called on Faculty Senate President Shawn Felton for his report.

Trustee Felton thanked the Student Government for hosting its 9/11 recognition event and honoring all who were lost 15 years ago. He said he would like to formally welcome FGCU Financing Corporation Board of Directors Chair Jeff Fridkin, who would join the Board meeting later in the day. Trustee Felton recognized the work of former Financing Corporation Board of Directors Chair Dick Ackert for his many years of service.

Trustee Felton reported that all faculty members are back and the semester is off to a good start. He said that the search for presidential leadership is the biggest piece moving forward, and he extended his thanks to the faculty members who were engaged in the public forums. He also indicated that Trustee Smith will be at the next Faculty Senate meeting for a question and answer session related to the search process.

Trustee Felton said that at the outset of the semester he visited each of the Colleges during their retreats and welcome back meetings, where he helped lay the foundation of the vision for what the Faculty Senate would work on this year. He reported that the full Faculty Senate has met twice, with a strategic planning session in August and the first business meeting two weeks ago. He stated that currently the elected officers and leadership team are defining the leadership initiatives, and that there are 13 standing teams and committees within the Senate, which will begin meeting shortly.

Trustee Felton recognized Dr. Robert Kenny and Dr. Tunde Szecsi from the College of Education. He informed the Board that there is a new journal that will be launched in spring of 2017 by the Association for Education Communications and Technology called “Formative Design and Learning,” and that Dr. Kenny will be the editor-in-chief and Dr. Szecsi will be one of the associate editors.

Trustee Felton thanked Trustee Smith for attending the Art Open House and stated that faculty members were impressed that he did so. He also encouraged all Trustees to support student events.

Item 7: Standing Report from FGCU Staff Advisory Council

Chair Goodlette informed the Trustees that the Staff Advisory Council (SAC) President Lauren Schuetz was not able to attend today’s meeting, and SAC Secretary Cori Bright-Kerrigan would present on Ms. Schuetz’s behalf.

Ms. Bright-Kerrigan stated that the Staff Advisory Council is dedicated to promoting open and effective communication with staff members and University leadership and to serve as a voice for fellow staff members on campus. She stated that the Council recognizes the University is undergoing a great deal of change, and reported that plans for the upcoming year include providing multiple opportunities for staff members to voice their thoughts and concerns through SAC participation in department meetings, having discussions at events, and the SAC comment box. She reported that the Council's main
focus is ensuring that the staff is well-informed and aware of the changes that will be taking place with the new Fair Labor Standards Act laws that will take effect later this fall. She said many staff members have expressed concerns about how the new law will affect their current positions, and that the Staff Advisory Council (SAC) will continue to provide Administration with comments it receives.

Ms. Bright-Kerrigan stated that SAC is looking forward to the results of the Salary Equity Study that will be taking place soon. With regard to the presidential search, she reported that staff had a great turnout at the recent open forum, and many comments have been used to shape some of the SAC goals for the upcoming year. She stated that Trustee Smith will be attending SAC’s next meeting and will give an update on the presidential search. She welcomed all to attend the next SAC meeting on Friday, September 30, stating that SAC meetings have been changed from Mondays at lunchtime to Fridays at 12:30 p.m., which follows Faculty Senate.

**Item 8: Standing Report from Student Government**

Chair Goodlette called on Student Government President Thieldens Elneus for his report.

Trustee Elneus reported that Student Government’s goals include having students play a more active role in providing input regarding campus issues, and to participate in a variety of University-wide committees. He reported that within these first few months, Student Government has played a significant role in welcoming new students, and is excited to see the potential for engagement and leadership in this incoming class. Trustee Elneus said he is happy to report that there has been an unexpected increase in student interest in the Student Senate. He said that the Student Senate is responsible for allocating its $4 million budget which directly supports activities and services benefitting all students. He stated that they have been building relationships with members of the local government to learn about ongoing community projects, as well as discovering new ways for students to be engaged locally. He reported that they have agreed with their counterparts within the State University System (SUS) on a legislative agenda that impacts and focuses on key items that affect students, including Bright Futures funding, mental health, campus safety, Capital Improvement Trust Fund (CITF) bonding, and the excess credit hours surcharge.

Trustee Elneus stated that the FGCU Programming Board has released the lineup for Eaglepalooza, and encouraged those interested in attending to purchase tickets at the Bookstore. Trustee Elneus invited all to attend the Student Government/Senate meetings on Tuesday nights at 6:30 p.m.

Trustee Smith stated that if a Board member has not had an opportunity to attend a Student Senate meeting and interact with students, he feels it is an enlightening experience.
Item 9: Consent Agenda (See Tabs #2-3)
Chair Goodlette asked for a motion to approve the Consent Agenda, which included the items of (1) Minutes of the June 7, 2016 Meeting and (2) Minutes of the July 21, 2016 Conference Call Meeting.

Trustee Smith made a motion to approve the Consent Agenda. Trustee Priddy seconded the motion. There was no public comment. The vote was unanimous in favor of the motion.

Item 10: Chair's Report
Chair Goodlette said that he delivered the FGCU Board of Trustees’ Resolution of Appreciation to Former Trustee Joe Catti, who thanked the Board for its gesture.

Chair Goodlette said that the Board of Governors (BOG) will be meeting next week on September 21 and September 22 at New College of Florida in Sarasota. He stated that later in today’s agenda there will be discussion regarding the Physician Assistant Program, and if the BOT approves the revised program, the Board of Governors will act on it next week in Sarasota.

Chair Goodlette stated that the Board of Governors Trustee Summit is scheduled for November 2 and will be held at Florida Atlantic University (FAU) in Boca Raton. He informed the Board that the primary focus of the Summit will be to collaborate and build synergies around research, access, and better outcomes for students in the State University System (SUS). He said that the Board of Governors requires all of its new appointees to university boards of trustees to attend the Summit, and encourages attendance by all Governor appointees. Chair Goodlette encouraged all Trustees to attend if their schedules allow.

Chair Goodlette said that the FGCU 2017 Legislative Agenda will be presented later in the meeting by Director of Governor Relations Jennifer Goen and outside lobbyist Mr. Charlie Dudley of Floridian Partners. He stated that the 2017 Legislative Session will start on March 7, 2017 and end on May 5, 2017. Chair Goodlette stated that due to the November 8, 2016 elections, there will be organizational and reorganizational meetings that will be held by both the House and the Senate, and committee meetings will start shortly thereafter. Chair Goodlette said that he looks forward to the discussion regarding priorities and strategies for a very successful 2017 Legislative Session.

Item 11: President’s Report
President Bradshaw reported that the FGCU Foundation had an outstanding year, as indicated by Foundation Board Chair David Call, and that a copy of the Foundation’s annual report was provided to all Trustees. President Bradshaw congratulated the Foundation and expressed appreciation to the many donors for their support and confidence in FGCU.
President Bradshaw acknowledged the transition with the newly elected Chair of the FGCU Financing Corporation Board of Directors, Mr. Jeff Fridkin, who will be joining the meeting later in the day. President Bradshaw thanked the outgoing Chair, Mr. Dick Ackert, for all of his hard work and support of the University during the many years he served as Chair. He stated that Mr. Ackert has had a very positive impact on our students and the University as a whole.

President Bradshaw said that there will be a report later in the agenda from Provost and Vice President for Academic Affairs Ron Toll on the progress of the Improvement Action Plans for the Performance Metrics. President Bradshaw said he also hopes that the new Dashboard is helpful to the Trustees and asked that they provide feedback regarding any additional information that can be added to it.

President Bradshaw reported that the FGCU Emergent Technologies Institute/Innovation Hub (ETI/I-HUB) Taskforce held its first meeting on Friday at the ETI facility, and that Dean of the College of Health Professions and Social Work and ETI Taskforce Chair Mitch Cordova conducted the meeting. President Bradshaw reminded the Board that his charge to the Taskforce was to develop an action plan and methodology to evaluate entrepreneurial opportunities within the ETI. He said he has asked the Taskforce to look at the highest and best use of the facility, taking into account the needs of the region and the University, and our return on investment. President Bradshaw said that he has asked the Taskforce to provide its findings and recommendations to him in November with a presentation to be made at the January meeting of the FGCU Board of Trustees.

President Bradshaw said that an update and presentation on the Soar in 4 program will now be provided by Vice President for Administrative Services and Finance Steve Magiera and Vice President for University Advancement Chris Simoneau.

Vice President for Administrative Services and Finance Steve Magiera explained that students are considered in cohorts, which are defined by estimated years of graduation. He explained that there are three cohorts at the moment. Mr. Magiera stated that he would focus on the first cohort, since there is a full year of data for them. He reported that originally the cohort started with 2,614 students and the number of students that registered for Soar in 4 this fall out of that group is 2,047. He said that of those 2,047, there are 1,353 students who are considered "on track," meaning they have earned at least 30 credit hours. He explained that there are 499 students who have earned 25 to 30 hours. Mr. Magiera stated that emails were sent in June and August notifying students of the program and informing them that they can go on Gulfline to look at their account and determine their rebate eligibility. He reported that there is a 67% increase in the number of freshmen taking 15 hours or more for the fall semester as compared to last year; specifically, this is an increase from 592 students to 988 students.

President Bradshaw called on Vice President for University Advancement Chris Simoneau to give his Soar in 4 report.
Vice President for University Advancement Chris Simoneau stated that he and his staff have been thinking about Soar in 4 from marketing and branding perspectives, and have been getting the word out. He said that Soar in 4 is being looked at as a means to highlight the importance of a four-year graduation rate, including with the Governor’s Challenge Rebate Program. He said that Soar in 4 encourages students to graduate in four years due to the resources that are available to them through the rebate program. He said that a logo has been created, which will be incorporated into all University materials and on the homepage of the FGCU website. He stated that a number of stories about the program have appeared on FGCU360. He said that the logo appears in the banner ads on the University’s website, which is a primary source of information for incoming and current students. He stated that the banner ad is consistently on the homepage and is linked to all the details related to the Soar in 4 program.

Vice President Simoneau said the Soar in 4 website outlines the rebate program; how to get started; how to register; things you need to do; where to go; questions; eligibility; and FAQs. He reported that the site has been promoted on social media, including FGCU presences on Facebook, Twitter and Instagram.

Mr. Simoneau added that a short video has been developed with the help of Dean of Undergraduate Studies Dawn Kirby. He showed a screenshot of a student who is featured in the video and indicated that the website gives students tips, and reasons to graduate in four years. He said a tri-fold brochure has been developed that celebrates and highlights the things a student needs to do, providing a roadmap for students on their path to a four-year graduation. He reported that there is a one-page document that highlights the Governor’s Challenge Rebate Program, and the things students need to do in order to qualify. He stated there also is a bookmark, which will be available on campus, which will detail similar information. He stated that a great deal of effort has gone into the marketing of the Soar in 4 initiative and to encourage students to find the path to graduate in four years.

Trustee Smith said he thought this was a great start, but had a concern about a post he saw on Instagram. He said the post indicated that admission was open next year for individuals who wanted to apply for Fall 2017, but that there was no mention of Soar in 4. He asked how people who may not be driven to the University website would find out about the program. He said he is impressed with the increase in the number of students who are taking the appropriate hours to finish in four years, but stated that something needs to be done to reach the juniors in high school and suggested adding Soar in 4 to the Instagram posts. Trustee Smith stated that overall he feels that the University is doing a phenomenal job with Soar in 4.

Vice President Simoneau responded that there will be more Instagram and social media posts referencing Soar in 4. He stated that many recruiters are also now on the road with promotional materials in support of the initiative.

Trustee Joseph Fogg asked if any of the other Florida universities have similar programs.
President Bradshaw stated that an incentive program was discussed briefly at the Board of Governors (BOG) meeting. He stated that the incentive program at Florida Atlantic University (FAU) is the only one of which he is aware of, and he is not sure if there is a tuition rebate component to it.

Trustee Fogg stated that he thought the Governor’s Challenge was available to all the universities.

President Bradshaw responded that FGCU started the program, and it was originally called “Soar in 4: Governor’s Challenge Rebate Program.” He said he was unaware if other institutions in the State University System are using FGCU’s model.

Trustee Robbie Roepstorff said she is very proud of FGCU because Soar in 4 was developed in response to the Governor’s challenge. She said Governor Scott recognized FGCU, and challenged all the other universities in the State University System to get creative and do something like what we did. Trustee Roepstorff asked how many students were eligible for the program and how many had registered.

Vice President Magiera explained that there are two components to consider: loaded contracts, and signatures. He stated that all of the students have their contracts loaded in the Banner System so they can be tracked and, when they meet with their advisors as they are required to do, the forms will be signed. He said that there are approximately 170 signed contracts for the current cohort, but that there are an estimated 1,500 students who will meet with their advisors before the end of September and the advisors will get the signatures.

Item 12: Report from Special Committee on FGCU Strategic Plan 2016-2021 (Includes Public Comment) (See Tabs #4-5)

Chair Goodlette said the next items include one Committee and one Board action. He expressed his appreciation to BOT Vice Chair and Chair of the Special Committee on FGCU Strategic Plan 2016-2021 Shawn Felton and the members of the Committee for all of their hard work. Chair Goodlette stated that the item that is before the Board today would complete the approval of the FGCU Strategic Plan for 2016-2021.

Minutes of August 17, 2016 Committee Meeting (Tab #4)

Committee Chair Shawn Felton explained that the Committee action would come first, and asked for approval of the August 17, 2016 Committee Meeting Minutes. There was no public comment. The vote was unanimous for the Committee members in favor of the motion.

Chairman Goodlette said that the minutes of the meeting were extensive and extremely well done. Trustee Felton added his appreciation to those instrumental in preparing the minutes.
Actions for FGCU Strategic Plan 2016-2021 (Tab #5)

Committee Chair Shawn Felton said Chair Goodlette appointed the Special Committee on FGCU Strategic Plan 2016-2021 at the April BOT Meeting. He indicated that due to the compressed timeline, he utilized the Colleges, academic units, and the Deans to develop the plan. He expressed his thanks to all who were involved and recognized the Office of Planning and Institutional Performance, including Senior Associate Provost and Associate Vice President for Planning and Institutional Performance Paul Snyder and his staff, for gathering much of the data. Committee Chair Felton stated that the FGCU Board of Trustees approved the foundation for the Strategic Plan and the Work Plan at the June BOT meeting, and the Committee was asked to then develop action items specific to each objective. He reported that the work was completed when the Committee met the first week of classes. He said the Committee was able to review the actions under each of the pillars and provide feedback. He said the Committee’s suggested edits were incorporated into the Plan, and it was reformatted to make it easier to read. He stated that there will need to be continued monitoring of the actions to ensure they remain on track.

Trustee Smith made a motion to approve the Actions for FGCU Strategic Plan 2016-2021. The motion was seconded by Trustee Priddy.

Trustee Smith said that this was an outstanding job by the Deans, Administration, Committee, and Trustee Felton. He asked that his recent suggestions and questions related to the clarification of numbers be followed up on by Provost Toll.

Public comment included Mr. Marshall Nathanson, Cooper City, FL.

The vote was unanimous in favor of the motion.

Item 13: Audit Committee Meeting (Includes Public Comment) (See Tabs #6-9)

Chair Goodlette began by commending Director of Internal Audit Carol Slade for her service to Florida Gulf Coast University, reporting that she will be retiring on November 30. He acknowledged the significant contributions she has made since her FGCU employment and thanked her for her service.

Chair Goodlette reported that there is one information item and three action items for the Audit Committee Meeting.

EthicsPoint Hotline (Tab #6)

Director of Internal Audit Carol Slade stated that the information item is the EthicsPoint Hotline, which is fully activated at this time. She explained that its purpose is to provide a secure reporting line for anyone who wants to report misconduct, fraud, abuse or any other violation of University policy. She indicated that the hotline is not to supersede any other avenues for reporting concerns to managers or supervisors at the University, but is to provide an additional, and if desired anonymous, way of reporting something to University management. She said the hotline link can be found on the bottom of each...
FGCU webpage. She stated that it can also be found in the index under "FGCU Hotline" or "Hotline," as well as on the Internal Audit webpage.

2015-2016 Internal Audit Annual Report (Tab #7)

Director of Internal Audit Carol Slade stated that the next item is the Internal Audit Annual Report. She pointed out that the Audit Plan was fully completed this year, and the Internal Audit staff is engaged in the 2016-2017 plan at this time. She reported that the Internal Audit staff spent about 75% of its time on Audits and Management Assistance last year, which is a good percentage compared to other state universities. She said that approximately 20% was spent on training, improving office procedures, and ensuring they are up-to-date on Internal Audit requirements, leaving only about 5 percent spent on Administration, which highlights its efficiency. She commented that on Purchasing Card Audits, which are handled through the Procurement Department, 322 of the total 340 were rated either "excellent" or "good," signifying that procedures were followed and no fraudulent expenditures were found.

Trustee Felton made a motion for acceptance of the 2015-2016 Internal Audit Annual Report. The motion was seconded by Trustee Smith.

Chair Goodlette called for discussion.

Trustee Roepstorff commented that she was curious as to the status of the compliance hire.

President Bradshaw informed the Board that he and an interview panel have completed the search and interview process, and there should be a hiring conclusion soon.

Trustee Roepstorff inquired if there was an estimated timeline to having someone in place.

President Bradshaw responded that he thought by the end of the week the process would be complete with respect to an offer made.

Trustee Roepstorff said she thinks it is very important to get the position filled, and that she would be sending an email to Administration with information regarding the Consumer Financial Protection Bureau (CFPB). She said according to American Bankers, it is requiring a private university to return in excess of $23 million in student loans for improper disclosure. She stated that especially now with Ms. Slade’s upcoming retirement, it is important that the compliance position is filled.

Chair Goodlette added that he has been sitting in on the interviews for the position to succeed Ms. Slade. He said that in each interview the compliance position has been discussed, and all candidates have expressed an interest in working collaboratively, and feel that it is an important position to be filled.
Ms. Slade added that with regard to the compliance candidates, we were careful to bring forward the importance of their being able to work with the Internal Auditor so that they increased our coverage and did not conflict in any way.

Chair Goodlette called the vote.

There was no public comment. The vote was unanimous in favor of the motion.

**Housing Maintenance Equipment and Supplies Audit** (Tab #8)

Chair Goodlette said the next item was the Housing Maintenance Equipment and Supplies Audit.

Director of Internal Audit Carol Slade said this audit was of a new piece of software that Housing used to track its inventory in an effort to increase efficiency of its mechanics, since there are 43 buildings that need 24/7 attention. She stated that the old method they used was to purchase materials as needed; however, they felt that using software for inventory tracking would result in increased efficiency. Ms. Slade reported that they did improve their efficiency, but did not possess all the knowledge required to have an accurate inventory system or to prepare reports for their management that the software was capable of providing. She stated that Housing worked with Internal Audit to develop a timetable to improve their procedures, create greater efficiency, and protect the inventory assets. She said Housing will implement the changes by December 2016, and Internal Audit will revisit this item in the first quarter of 2017 to follow up.

Trustee Smith made a motion for acceptance of the Housing Maintenance Equipment and Supplies Audit. Trustee Cors seconded the motion. There was no public comment. The vote was unanimous in favor of the motion.

**Regulation: FGCU-PR TBD Whistle-blower Protection** (Tab #9)

Chair Goodlette said the next item on the agenda was Regulation: FGCU-PR TBD Whistle-blower Protection.

Director of Internal Audit Carol Slade reported that this essentially is a housekeeping item and that the Regulation reflects what is set forth in Florida statutes, which has been followed all along. She said that this just puts it specifically into an FGCU Regulation. She added that a policy titled "Policy Against Fraudulent and Other Dishonest Acts" is already in place, and it will be updated should the Board approve the Regulation. She stated that the policy already provides that an individual can begin with their supervisors and administrators before coming to Internal Audit or declaring themselves whistle blowers, should they so desire.

Chair Goodlette asked why this is being done at this time.

Ms. Slade responded that the Internal Audit staff is working its way through the Regulations to ensure they include the necessary verbiage. She said that when this topic came up in January, Trustee Smith asked where whistle blowers were addressed.
She stated that, in her research, she found that the issue was not perfectly clear. She reported that she noticed when the hotline began, many people used the term "whistle blower" very loosely and that it was important to provide a precise definition.

Trustee Smith commented that it is important that when new employees are on boarded they sign an acknowledgement that they have been informed of how the Regulation works and how to use the hotline, and that this signed acknowledgement is kept in their personnel file.

President Bradshaw responded that it will be incorporated into the orientation for new employees. He said when the compliance person is on board, there will be periodic training sessions offered to the employees. He stated that it will be fully integrated and that the hotline policy link is found on each of the University’s webpages.

Trustee Priddy made a motion for approval of Regulation: FGCU-PR TBD Whistle-blower Protection. Trustee Gable seconded the motion. There was no public comment. The vote was unanimous in favor of the motion.

**Item 14: FGCU President’s Annual Performance Evaluation for 2015-2016 (See Tab #10)**

Chair Goodlette stated that one of the most important statutory duties of FGCU’s Board of Trustees is hiring, evaluating, and determining the compensation for the University President. He reported that the Board has conducted an Annual Performance Evaluation of the President since the Board was created in 2001, and would now move into the Annual Evaluation for President Bradshaw. He stated that the process begins with President Bradshaw giving a report on results of the 2015-2016 Performance Goals.

President Bradshaw stated that the detailed results on the Performance Goals are included in the agenda packets in the form of a memo, and he has highlighted areas where FGCU has done well and where FGCU has not done well. He stated that the metrics are included, and reminded everyone that the template and the metrics on it are determined by the Board of Governors. He noted that this is the first year that the performance metrics and key performance indicators as determined by the Board of Governors are the core metrics for his evaluation.

President Bradshaw stated that this has been a unique opportunity for the FGCU Board of Trustees and this Administration because this was the year for developing the new Strategic Plan. He said that this has been an opportunity for the Administration to understand and be responsive to what the FGCU Board of Trustees determines is important. He said he believes that is reflected in part by the metrics that are being considered for his evaluation and also, in larger part, by the Strategic Plan that was just approved. President Bradshaw said the Administration will continue to be attentive and learn what the FGCU Board of Trustees wants to accomplish. He said the Strategic
Plan will serve as a road map that will enable the Administration to be more immediately responsive to requests of the Board.

President Bradshaw spoke about the key performance indicators beginning with the graduation rate, which he stated is an area on which the University has been working hard. He stated that they missed that target with 100%, but did achieve 86%. He reported that other targets were missed, but at 92% to 98% of the target. He said that they will redouble efforts so that they can not only meet, but exceed targets. He reported that there were three targets met and 10 targets exceeded, which means they were greater than 100% of the goals.

President Bradshaw referred to the results of the performance funding metrics on page 2 and stated that while in six of the 10 they were not satisfactory, in five of the six they were no less than 94% of the target, with the one exception being the graduation rate. He stated that there were three performance-based metrics that exceeded 100%. He commented that FGCU has done well during the time for which performance-based funding has been available. He stated that there have been some peaks yet also some dips, which are areas of concern, and steps are being taken to initiate programs to improve all areas. He stated that they are not satisfied but are proud to have been funded through the performance-based funding model each year that it has been available, which is four years. He stated that those metrics should continue to be attended to because that is how in large part the University is funded, and new and creative ways to excel in those categories should consistently be sought out.

Chair Goodlette asked for questions.

Trustee Roepstorff asked if there was an error in the amount of the annual gifts received because the report notes $18 million when, in fact, $33 million was received.

Vice President for University Advancement Chris Simoneau responded that the percentages are a year behind because it was a 2014-2015 goal, but that $33.3 million is correct for annual gifts received in fiscal year 2015-2016.

President Bradshaw said that the number for annual gifts received is one example of a metric that does not match due to the time interval for which it represents.

Trustee Roepstorff expressed that she feels that figure should be recognized since this has been quite a transition year, and it shows the support of the community that the University was still able to raise that much money.

President Bradshaw stated that the successful fundraising efforts this past year is record setting, and pointed out that many other documents coming out of the Foundation acknowledge that $33.3 million was raised. He said that figure is noted in his narrative memo, but we are restricted by the format that is provided by the Board of Governors (BOG) with regard to how that amount is reported for specific time frames.
Chair Goodlette commented that there is a Board of Governors Regulation which reads:

"Each Board of Trustees shall conduct an annual evaluation of the President. The Chair of the Board of Trustees shall request input from the Chair of the Board of Governors who may involve the Chancellor during the annual evaluation process pertaining to responsiveness to the Board of Governors Strategic Goals and Priorities and compliance with system-wide regulations." In conjunction with Regulation, Chair Goodlette stated he had a conversation with the Chair of the Board of Governors and the Chancellor, and a separate follow-up conversation with the Chancellor, regarding the Presidential Performance Evaluation and its process. He said that during those conversations it was expressed to him the importance of providing specific examples when evaluating the President’s performance, and to use this review as an opportunity to celebrate the short-term and long-term accomplishments of the institution. Chair Goodlette stated the BOG Chair and the Chancellor indicated that FGCU should focus on what it does well. He said that it was recommended that FGCU should concentrate on improving on the performance metrics, and that in their judgment, this was not a particularly good year for the University. He said that they suggested the FGCU Board of Trustees (BOT) should not have been surprised, as some Trustees were, at the performance funding outcomes last year, and they indicated that some academics knew that the rates were going to go down. Chair Goodlette reported that they suggested the BOT should have known this. He reported that from their perspective a satisfactory score on the metrics would not warrant an increase in salary or any bonus for the President, and also acknowledged that this is an FGCU Board of Trustees decision, and not a Board of Governors decision. Chair Goodlette indicated that their guidance to the FGCU Board of Trustees was similar to what the Board of Governors Chair has provided to the Chairs of other boards of trustees in the State University System.

Chair Goodlette said that a performance evaluation is used to project into the future and to perfect improvements. He stated that President Bradshaw has nearly a decade of work at FGCU, and has had a very steady hand in the turbulent water at the outset of his administration. He stated that President Bradshaw’s community outreach has been outstanding, as well as progress in academics, athletics, and cultural programs. He said his leadership, energy and enthusiasm are infectious.

Chair Goodlette stated that the item will now be open for discussion, and recommended in lieu of a raise or a bonus for President Bradshaw, a $25,000 contribution be made to the scholarship fund that President and Mrs. Bradshaw established at FGCU, or to another charitable entity the President would prefer.

Trustee Priddy asked if making a charitable contribution was something within the Board’s purview and from where that money would come.

Chair Goodlette responded that he did not know the answer to those questions, and asked Vice President and General Counsel Vee Leonard for guidance.
Vice President and General Counsel Vee Leonard said that Vice President for Administrative Services and Finance Steve Magiera would be better suited to explain which funding sources could be used.

Vice President for Administrative Services and Finance Steve Magiera responded that he would need to research it, but that he believed a contribution on behalf of someone or to a non-profit cannot be made out of University dollars. He stated that that the possibility of President Bradshaw directing it to a different charity would open him up to tax liability under the IRS’ "constructive receipt" definition.

Trustee Priddy suggested that based on this information, the Board consider other options.

Trustee Roepstorff said that she was not very happy with the comments which seemed to indicate that the University was failing in the eyes of the Board of Governors. She stated that when the Trustees went through the process of putting together the performance evaluation tool, they felt that the key performance indicators were first and foremost. She stated that she is very supportive of performance-based funding as are all of the Trustees, but it is well known that the performance-based funding does need to be based on averages, trends, and things that can make it swing from one year to the next. She stated that she did not like where some of the things have shifted, but wants to emphasize that we are talking about this year and where they are with President Bradshaw and this University. She encouraged the Board to remember that they are evaluating the President whose contract, which expires in June 30, 2017, states that "satisfactory" is what deems an increase in compensation.

Trustee Roepstorff stated that in looking at the key performance indicators and combining the "satisfactory" and "exceeds," 72% was satisfactory or higher. She added that when performance-based funding is pulled in, the number is 61% of everything combined. She acknowledged that if only the performance metrics are considered, it is 40%. She stated that although no one is happy with the performance-based funding metrics results, many things have been implemented this year that are producing some good outflow. She stated that the inflow and the way the formula works makes it very tough to get where you need to be when you are a 20-year-old University. She stated that like any new business, the start-up years are the toughest years. She added that they have raised $33 million so something is being done right, and it has been under the leadership of President Bradshaw.

Chair Goodlette stated that, according to the contract with President Bradshaw, the Board may, in its sole discretion, award a bonus or increase in compensation with a satisfactory outcome, but is not required to do so.

Trustee Smith stated that he has the utmost respect for President Bradshaw and that he does not like the evaluation process because there is a great deal more leadership that goes on in a university than what the numbers portray. He stated that what causes him pause is Trustees were not made aware or told ahead of time that the six-year
graduation rate and other metrics were not going to be successful. Trustee Smith stated that there also was a monumental struggle with the Strategic Plan. He added that although there were things that were not good, there were also things that were very positive, which should be remembered.

Trustee Priddy stated that he did not want to overlook the positives, including the community support, raising money, and the highly successful accreditation process. He stated that he would like to help Trustee Roepstorff understand the perspective of the Board of Governors and some of the public. He stated that this has not been a good year for the University. He said that the issue with contracts was a distraction, and in all likelihood cost the University $464,000 in nonrecurring funds. He explained that losing money does not just happen; there is always a reason, a cause and effect. He indicated that the FGCU Board of Trustees having to get involved with the Work Plan and Strategic Plan in the manner that it did was something that never should have happened. He stated that he is comfortable with the recommendation of the Board of Governors, and that he is not supportive of either a salary increase or bonus for the President.

Trustee Kevin Price commented that he does feel strongly and stands behind the performance evaluation tool and the thought that was put into it. He stated that there are many complex things that a leader in an institution like this has to go through, and the charge last year was to think about how a tool could be put together that would take some of the emotion out of it and focus on results. He said that in scoring the columns and taking emotion out of it, it appears to be satisfactory, and he would be comfortable discussing a raise, but not a bonus.

Chair Goodlette clarified that the Regulation requires that he have a conversation with the Chair and not with the full Board of Governors, so he is not suggesting that the Board of Governors is making an evaluation of President Bradshaw’s performance.

Trustee Roepstorff reminded that on the performance metrics, the BOT agreed to challenge itself on the metrics because the Board of Governors was critical of the BOT for not being more aspirational with the percentage increases. She indicated that she, too, was not proposing a bonus, but encouraged the Trustees to remember that there were major positive outcomes that occurred in a transitional year.

Trustee Smith said he agreed with Trustee Price concerning the evaluation tool and he offered to talk about it more when compensation for the next president is discussed. He pointed out that in his review of the data, the graduation rate is lower than it was a number of years ago, and although he is not attributing this directly to President Bradshaw, the reality is that progress has not been made in many areas.

Trustee Priddy made a motion that the Board offer no pay raise and no bonus to the President. Trustee Smith said he seconded the motion to bring forth discussion.
Trustee Fogg stated that this is particularly difficult for those who have not been on the Board very long and were not here when the metrics were set. He stated that it would help him to know the President’s base salary.

Vice President for Administrative Services and Finance Steve Magiera stated that the base salary is approximately $415,000.

Trustee Fogg asked for confirmation that the range for a potential raise was 0 to 5%, and that the range for a potential bonus was $0 to $80,000.

Chair Goodlette confirmed that those numbers were correct.

Trustee Fogg asked how bonuses are calculated and if there is a specific formula to be used. He stated that one of the problems with solely using metrics is that it eliminates the need for discussion. He stated that some judgment is required because the metrics do not take into consideration beneficial things that may happen a year later that were not contemplated when the metrics were developed.

Chair Goodlette responded that there is not a formula or a template, but rather the decision is based on the judgment of the FGCU Board of Trustees. He added that in the last eight or nine annual evaluations, President Bradshaw has received an increase in salary and a bonus, with the exception of two years when he asked not to be considered for a raise or a bonus.

Vice President and Chief of Staff Susan Evans stated that last year the performance bonus awarded was $40,000. Chair Goodlette added that there also was a 5% salary increase.

Trustee Fogg said that in his experience in the private sector, a zero bonus is very harsh.

Trustee Roepstorff stated that in addition to setting a record in fundraising, the University is still number one or two with graduates getting good paying jobs. She stated that reaffirmation in SACS accreditation in all programs without any recommendations is an insurmountable task that was accomplished in this past year.

Trustee Smith confirmed that the information provided to Trustee Fogg concerning raises is correct, except that 5% is a target amount, although the raise could be more. He stated that he agrees with Trustee Fogg, but he struggles with how to meld leadership expectations with hardcore numbers.

Chair Goodlette stated that the contract with the President includes a provision that states: "Additionally, the annual base salary will be increased up to 5% at the Board’s sole discretion."
Trustee Felton pointed out that everyone has been asked to do more this year, and he also feels torn in terms of what the right numbers are.

Trustee Elneus stated that he does not believe the motion reflects the sentiment of the Board, as he feels the Board is split in its determination of an exact number. He stated that he does not think the zero option is the best option on the table, and feels that the current motion should not be supported by the Trustees.

Trustee Fogg stated that if the Board decides that zero bonus and zero pay raise is the action to take, and if he were interviewing for the next President’s position, that would be something he would want to understand very carefully.

Trustee Gable asked Trustee Priddy if he would be willing to amend his motion to include some aspect of a bonus.

Trustee Priddy responded that he would rather have the motion voted down and let someone else make another motion.

Chair Goodlette asked for further discussion, and added that he personally could not support a zero bonus, and zero pay raise.

There was no further discussion and Chair Goodlette called the vote. There was no public comment. The roll was called and the motion failed 10-1 with Trustee Priddy voting in the positive.

Chair Goodlette announced that the Board would entertain another motion.

Trustee Spilker said from his perspective, it seems that the Board should want to set the tone for the incoming President that there are metrics in place and considered. He stated that he thinks the Board should be looking at a split relative to last year, such as a 3% salary increase and a $20,000 bonus.

Trustee Spilker made a motion that the Board offer a 3% pay raise and a $20,000 bonus to President Bradshaw. Trustee Roepstorff seconded the motion.

Trustee Price asked if the pay raise last year was 5%, and the answer was yes.

Trustee Priddy said that he could support the pay raise part of the motion but not the bonus.

Trustee Fogg said that he plans to vote yes.

Trustee Smith pointed out that faculty and staff were given a 1% raise. He said that he agrees with Trustee Priddy that he could support the pay raise, but not the bonus.
There was no further discussion or public comment. The roll was called and the motion carried 7-4. Trustee Felton, Trustee Cors, Trustee Priddy and Trustee Smith voted against the motion.

Chair Goodlette asked President Bradshaw if he would like to make a comment.

President Bradshaw thanked Chair Goodlette for the opportunity. He stated that someone had indicated earlier how challenging the process was and how difficult the conversation is when dealing with compensation. He said that he appreciated the Board’s position and he hoped they appreciated his. He stated that as he has voiced to each of the Trustees over the last five weeks, this year he plans to continue to give it his all. He said that he accepts the raise and bonus as an indication of their support. He thanked the Trustees for their vote of confidence and said he is looking forward to working hard and having an even better year this year than the last.

Item 15: Academic/Student/Faculty Affairs Committee (See Tabs #14-16)

Academic/Student/Faculty Affairs Committee Chair Spilker announced that there is one information item and three action items to come before the Board.

Status Report on Improvement Action Plans for FGCU’s Performance Based Funding Metrics

Provost and Vice President for Academic Affairs Ron Toll provided a handout on the Status Report on Improvement Action Plans for FGCU’s Performance Based Funding Metrics. He reported that the document describes specific status with regard to benchmarks of progress, and that he would be discussing only a few items, but would entertain all questions. He began with Soar in 4 and reported that 67% of new freshman are taking 15 credits. He highlighted page 2, Negotiating New Metrics with the Board of Governors (BOG), and stated they are waiting for the BOG to make a final decision. He stated that they do understand from talking with members of the staff that the change to Metric 3, which is the cost per Bachelor’s degree, may shift in the direction of the cost to the student. He stated that he is pleased to report that they have implemented the 7:30 a.m. class start to the day, which is about the last level of scheduling efficiency they can bring to the campus. He added that there are more than 80 course sections that are being offered at 7:30 a.m. He highlighted the Dashboard (page 3) which was in place in June, and added that the enhanced version would be in place by the end of September. Provost Toll said that in the category of Intrusive Advising (page 4), there were three summer workshops among all the advisors across all the divisions, and that this was the first time each of those groups had met. He reported that they came up with a number of immediately actionable items, not the least of which was reducing the flexibility that students have to withdraw from classes that until now had been unlimited. Also, he stated that they are on track with their plans regarding an Honors College.

Provost Toll said that the remaining pages were related to degrees awarded, with the final pages relating to Metric 7, which has to do with the University access rate and students receiving federal Pell Grants.
Trustee Spilker thanked Provost Toll for the document and stated that it is responsive to the questions from the Board. Trustee Spilker encouraged the Trustees to spend time reviewing the information contained in the Provost's document.

Trustee Spilker asked if there were any questions. Hearing none, he moved on to the action items.

**2016-2017 Performance Measures** (Tab #14)

Committee Chair Spilker said the next item was 2016-2017 Performance Measures (Tab #14). He called on President Bradshaw to report.

President Bradshaw stated that these measures were typically presented in the context of the President's annual performance goals. He stated that they would more appropriately be considered University goals for next year given his June 30, 2017 retirement date, and would drive the Work Plan for the Board of Governors.

Committee Chair Spilker asked if traditionally these metrics would be used for the following year's evaluation of the President. President Bradshaw said that is true given the new format for the upcoming year. Trustee Spilker stated he was not clear why the Board is required to take action on this item. President Bradshaw replied that the document reflects the metrics that are on the approved Work Plan for this year.

Provost Ron Toll said that there was effectively nothing on the first page and the second page that was not entirely duplicative of other documents that this Board reviews and approves annually. He stated that the key initiatives and investments, which was the third page, was essentially a reflection of the Strategic Plan. He stated that the Strategic Plan was always operationalized by taking a portion of the five-year strategic plan and focusing on one year's work, and that was the Work Plan for the year. He stated that everything in this document is found somewhere else on which the Board took specific action.

Trustee Smith stated that he would caution that they are going to have a very robust discussion about compensation for the next President, and he will be suggesting some modifications to the evaluation.

Committee Chair Spilker stated that he wanted to make sure that there was nothing expected at the Board of Governors' level with regard to this item. He stated that it sounded like this was an item that could be tabled.

President Bradshaw responded that there was no reason that this item could not be tabled. He reminded the Board that when it adopted this last year, the Board did it knowing they would see how it worked, and could revisit and modify it.

Committee Chair Spilker tabled the item, without objection from the Board.
Textbook and Instructional Materials Affordability Cost Variance Reporting in Response to House Bill 7019 (Tab #15)

Committee Chair Christian Spilker asked Provost and Vice President for Academic Affairs Ron Toll to present the Textbook and Instructional Materials Affordability Cost Variance Reporting in Response to House Bill 7019.

Provost Toll stated that pursuant to House Bill 7019, the FGCU Board of Trustees has a statutory responsibility to send a report each semester regarding four aspects of textbook price and affordability. He said that this was the first year that universities went through the process. He stated he wanted to recognize Dr. Tony Barringer, Associate Provost, who led this process with great support from the faculty and the bookstore.

Trustee Smith made a motion for approval of the Textbook and Instructional Materials Affordability Cost Variance Report. Trustee Gable seconded the motion. There was no public comment. The vote was unanimous in favor of the motion.

Amended Regulation: FGCU-PR7.001 Tuition and Fees (Master of Physician Assistant Studies Program) (Tab #16)

Committee Chair Spilker asked Provost and Vice President for Academic Affairs Ron Toll to present Amended Regulation: FGCU-PR7.001 Tuition and Fees (Master of Physician Assistant Studies Program).

Provost Toll stated that there is one change reflected in the Regulation that is related to the Physician Assistant Program. He stated that the Board of Governors asked us to review the Program’s tuition and fees structure. He stated that what was being presented was an amended tuition and fees structure which they believed would be commensurate with the needs of the Board of Governors.

Trustee Priddy made a motion for approval of the Amended Regulation: FGCU-PR7.001 Tuition and Fees (Master of Physician Assistant Studies Program). Trustee Smith seconded the motion. There was no public comment. The vote was unanimous in favor of the motion.

Chair Goodlette called for a 10-minute lunch break at 11:50 a.m.

Item 16: Report from Presidential Search Advisory Committee (Includes Public Comment) (See Tabs #11-13)

At 12:05 p.m. Chair Goodlette announced that the meeting would now progress to the Report from the Presidential Search Advisory Committee with one information item and two action items. He called on Committee Chair Ken Smith for the report, and expressed his appreciation for all the hard work he and the Committee have been doing.
Presidential Search Survey Results (Tab #11)

Committee Chair Ken Smith began by reporting on the results of the online search survey. He explained that they have done an outreach to communities in the five-county service-area, and conducted forums on campus for staff, faculty, students and the community. He said the online survey received 432 responses. He reported that the survey was not multiple choice but required write-in responses. He stated that a faculty member who is on the Search Advisory Committee, Dr. Sharon Isern, suggested using a tool which looked at responses and pulled out key words. Executive search firm Witt/Kieffer evaluated the campus forums and prepared some descriptor words to see how prevalent they were in the responses. He said the Presidential Search Advisory Committee and Witt/Kieffer put together a Leadership Profile for individuals interested in applying to learn more about the University and the position. He asked if there were any questions.

Trustee Fogg asked Trustee Smith what he considered to be the most significant things learned from this process which would not have been self-evident.

Trustee Smith said the honest answer would be probably not much, and stated that the responses were all different in that they were tailored to the individuals being surveyed, but did have a certain degree of commonality. He stated that this was done in case something popped out that was different. He stressed that one thing that was surprising was how much the University community and the five-county region look at the University as a huge player in sustainability and environmental consciousness.

Trustee Fogg stated the reason he asked that question was that there was an enormous amount of hours spent on collecting the input of the University’s constituency groups and conducting the compensation analysis, both of which he described as being extremely exhaustive and thorough. He concluded that it was being done for the record and to make sure everyone felt included.

Trustee Smith said that was a good point, and they did want everyone to be included, but even though he did not disagree with Trustee Fogg, in all reality, they were following the letter of the law and a Regulation of the Board of Governors for best management practices in presidential searches. He stated that the inclusion of all people, and the time it has taken will benefit the next President. He said that Governor Edward Morton made a very pointed statement that this is not a democracy, but that in fact the FGCU Board of Trustees will appoint the next President, so it does reside with the Board to hire the next President.

Trustee Spilker stated that they have heard some criticism that this was a rushed process, but he said all this work indicates that it was just the opposite. He expressed appreciation for the exhaustive amount of work done by the Presidential Search Advisory Committee.

Trustee Smith thanked him and stated that the comments about rushing were not true and possibly were made by individuals who did not really understand the process. He
complimented Vice President and Chief of Staff Susan Evans and her staff for the extremely reliable work that they consistently do.

Leadership Profile (Tab #12)
Committee Chair Ken Smith then moved to the first action item, the Leadership Profile. He stated that this would be used as a recruitment and information tool in the search. He reported that the proposed Leadership Profile comes to the Board as a recommendation of the Presidential Search Advisory Committee and reflected feedback received from the survey, as well as the campus and community forums. He drew attention to pages 26-32 because they related specifically to the candidates who may apply to the University. He thanked Vice President for University Advancement Chris Simoneau and his staff, especially Associate Vice President of University Marketing and Communications Deborah Wiltrout, for their efforts on the Leadership Profile. He asked if there was any discussion about the Leadership Profile.

Trustee Fogg commented that he thought the Leadership Profile was excellent.

Chair Goodlette made a motion for approval of the Leadership Profile. Trustee Gable seconded the motion. There was no public comment. The vote was unanimous in favor of the motion.

Compensation Philosophy (Tab #13)
Committee Chair Smith then moved on to the second action item, the Compensation Philosophy. He stated that as was discussed in past meetings, they hired Sibson Consulting, one of the national leaders in compensation analysis. Committee Chair Smith introduced Mr. Jason Adwin from the firm, and stated that he has asked Mr. Adwin to highlight the philosophy behind the peer groups and determining those peer groups, and also some general ideas about compensation. He stated that following Mr. Adwin's presentation a different conversation would take place regarding compensation for the next President. Trustee Smith added it was important that they use President Bradshaw’s contract only as a benchmark. He noted that the compensation data for FGCU reflects President Bradshaw’s nearly 10 years with the University.

Mr. Adwin began by identifying institutions and their characteristics and started with what he described as peer groups, specifically: (1) a core group that was similar to FGCU; (2) an aspirational group which reflected where the institution could be going in the future and (3) the State University System (SUS) institutions and how FGCU compared to them. He stated that these were three different comparison markets, all with different types of compensation implications. He explained that this was not a value judgment in any way but was reflective of the market practices across the peer groups. He explained that first they looked at public institutions that were master’s institutions in the core group, and the aspiring groups were doctoral and research institutions. He highlighted some of the criteria used. He stated that for the core group, they started with 51 institutions, and in order to get the compensation information, they had to reach out to the institutions themselves and do some web research. In the end, they were able to get information for 24 institutions out of the 51. He pointed out that FGCU fell
somewhere in the middle of this group. He stated that a similar process was used for
the aspirational group, recognizing that in this group, FGCU would likely fall on the
lower end of the scale. He asked if the Board had any questions on the peer group
development process.

Committee Chair Smith noted that the reason that they did the aspirant group was that
when the data was reviewed, FGCU did fall on the higher end of the master's to almost
being ready to be a Ph.D. aspirant group, so he asked for this comparison. He asked
the Board to consider this when contemplating a compensation package for the next
President.

Mr. Adwin stated that looking at total remuneration which includes salary, bonus/
incentive compensation, and retirement deferred compensation, it does not include the
value of perquisites. He stated that when looking at the average or middle 50%, it
ranges from $313,000 to just under $400,000, and that these ranges are fairly narrow.
He stated it appeared that many of these institutions were looking at each other when
setting compensation. He pointed out that when you look at the aspirational group, in
the 25th percentile, it ranges from $380,000 to $427,000, and when you look at the State
University System, there was a wide range as well, $523,000 to $790,000.

Mr. Adwin addressed the impact of size on compensation and said that in his firm’s
experience there is a relationship between size of operating budget and compensation.
He noted that perquisites were almost universal across all three groups, and added that
he would call these perquisites normal in a presidential compensation package.

Lastly, Mr. Adwin said factors to consider when developing a compensation package
include such things as: (1) Whether or not the contract will be a formal contract; (2) the
position of the compensation, with regard to the marketplace itself; (3) what portion of
the pay is going to be fixed; and (4) what portion of the pay will be variable or tied to
performance and/or retention. He said if there is variable pay, consideration also must
be given to whether it’s in the form of (1) an annual or long-term incentive; (2) a
supplemental or deferred compensation arrangement which may include additional
retirement options above what the State of Florida offers; and (3) the perquisite
package.

Committee Chair Smith thanked Mr. Adwin and told the Board Mr. Adwin would stay at
the meeting in case there were any additional questions.

Committee Chair Smith explained that the information being distributed showed two
scenarios: one was conventional and comparable to President Bradshaw’s
compensation, and the other was much different than typically found in higher
education, but more common in the private sector. He said that the key is that the Board
needs to make a couple of decisions: First, what will be its compensation philosophy, a
contract or a no contract arrangement; and second, appropriateness of the perquisites
that are currently offered. He stated Trustees also would need to discuss an annual
incentive maximum, retention bonus, and possibly long-term incentives, deferred 
compensation, and severance.

Committee Chair Smith began his presentation by listing President Bradshaw's 
compensation package. Working from these figures, Committee Chair Smith presented 
two options: Option 1 is a three-year contract, which he discussed with the Board of 
Governors’ Chancellor who said it was acceptable, but with one caveat that at the end 
of three years, it would go to a year-to-year contract option. He stated another issue is 
that currently if the President were terminated for other than cause reasons, he would 
receive a one-year sabbatical and then go to a faculty contract of three years. However, 
in this option he suggested that if there was termination for cause, the Board would do a 
reassignment as a special advisor for one year to the FGCU Board of Trustees. He said 
that the severance laws in the State of Florida state that if one is terminated for anything 
other than cause, one would receive 20 weeks of pay unless it is contested, which 
would be six weeks of pay. He submitted to the Board that they needed to have a 
severance package, and suggested that if a president wanted to step down, giving 
him/her one year to transition to another opportunity was very common in the public 
sector and more and more in higher education. Committee Chair Smith stated that, 
based on this and the data presented by Sibson, the Board should consider a salary 
range of $300,000 to $350,000 a year; a 10% performance incentive per year deferred 
compensation of 10-15%; no retention bonus; and termination without cause as 
described previously, with the same perquisites as President Bradshaw now has.

Committee Chair Smith then presented Option 2, which he described as a dramatic 
departure from the typical higher education compensation package. He stressed that 
there needed to be a component in this scenario of both short- and long-term 
compensation, and that termination without cause would be a reassignment to the 
FGCU Board of Trustees for one year with full base pay and benefits. He presented 
Option 2 as having no contract, with a $300,000 to $350,000 range with raises at the 
discretion of the Board: annual performance bonus of a maximum $100,000 a year: and 
if the individual hit the long-term measures that the Board put forth, at the end of five 
years he/she would receive an award of two times the annual salary. He reminded the 
Board that since this option does not include a safety net of a contract, giving a rich 
reward was what would drive an individual to accept this type of employment.

Trustee Spiker asked if the metrics for determining the five-year evaluation were 
currently in place. Trustee Smith said no, they would be developed and agreed to by the 
Board and the new President after the new President is in place.

Committee Chair Smith referred to page 8 of the handout and highlighted the 
“Estimated total cash comp” figures that were based on President Bradshaw’s current 
contract, a no contract option, and a three-year contract option. He stated the 
philosophy is if you are not going to have the safety net of a contract, you need to have 
a reason to want to do that, and in his opinion, that was compensation. Committee 
Chair Smith stated that he and Mr. Adwin agreed that not all people are driven by 
money, and if he were making an argument for the no contract option, he would listen to


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what goes on in the campus - it is high energy with an entrepreneurial spirit. Trustee Smith said in his opinion that is the type of person that would take that kind of compensation package. He stated that if the next President was more of a long-term academic, he/she would be happier with a three-year contract, and so at some level, the compensation package would dictate what kind of people apply for the job.

Trustee Gable asked why we would limit our pool of potential applicants.

Committee Chair Smith responded that there was definitely a move within the Board of Governors (BOG) and the Governor’s Office that philosophically aligns with this approach, and the BOG’s new presidential search Regulation mandates that the compensation terms be defined in advance. Trustee Smith stated that he does not disagree with doing it because he feels that it is better to have the candidates know this up front.

Trustee Fogg asked if the Board decided today that it would prefer the no contract option, would it later be possible to offer a multi-year contract to the candidate selected for the position if it was impacting the person’s decision to accept the job. He said he believed anything was negotiable for the right candidate.

Committee Chair Smith stated that the contract has to be approved by the Board of Governors, but there is some flexibility. He stated that the most important thing the BOT needed to decide was if it would move to a no contract scenario or a multi-year contract.

Committee Chair Smith said his understanding is a no contract option for a presidential position is not novel. He estimated that approximately two-thirds of the presidential contracts the compensation firm reviewed were formal contracts, and the remaining one-third appeared to be employment agreements. He said the trend was leaning toward the no contract option. He asked Mr. Adwin to confirm his estimates.

Mr. Adwin said the firm evaluated 24 peer group institutions and approximately 70% of the presidents had contracts, but the remaining 30% had something that could be better described as employment agreements for standard employees.

Trustee Priddy said that he would remind everyone that going the no contract route puts us back where the University started 20 years ago and that the first president never had a contract. He added that he was hoping that the next presidential package would be simple and not have so many add-ons.

Committee Chair Smith responded that executive packages are generally never simple and that he did not want to have an overly complicated package either.

Trustee Price stated that he appreciated the stance of leaving some flexibility based on the candidates that apply, as well as giving some inclination to applicants of what the pleasure of the Board is, which will determine the type of people who are attracted to
the position. He stated that they should be looking for someone who could look at compensation differently.

Trustee Gable stated that in a perfect world Trustee Smith would like for them to make a decision, contract or no contract. He asked if, as part of that, a compensation committee would be appointed.

Committee Chair Smith suggested that the Board would decide no contract or contract, then go through with a base salary range, and give a motion to approve. Committee Chair Smith stated that Chair Goodlette would then have the right to negotiate the contract with the current president. He added that he would like to give Chair Goodlette some guidelines or thoughts as to those kind of things. Committee Chair Smith stated that avoiding this conversation now would result in something that none of them would want to go through, which was working the contract out with the next president in the room. He said he felt the bigger pieces should be worked out and then ultimately the Chair given the discretion to negotiate with good judgment and bring the contract back for approval.

Chair Goodlette asked if this had been discussed with the search firm and if they had given a recommendation on this subject.

Committee Chair Smith responded that this was not the firm’s specialty. He said he has informed them of the options being considered. He stated that the Board needs to do what is right for the University and the candidates will then come in. He stated that the executive search firm would rather a three-year contract is chosen as this would make getting candidates easier, but he doesn’t think that this is the question at hand.

Trustee Goodlette asked if the Board selects the no contract option today, would there still be options available to the candidates or would the Board stick with its decision.

Committee Chair Smith said he believed that what the Board decides today would be the only option.

Trustee Spilker stated we have paid the compensation firm a significant amount to provide insight; the BOT has heard that both options are viable within the State University System; and it is right to have a no contract option with a total compensation that is significantly higher than a contract option. He stated that he did not have a problem choosing one or the other.

Trustee Priddy made a motion for selection of a no contract option for the next president, utilizing the numbers that Committee Chair Smith has provided and understanding that the Chair of the BOT negotiates the contract within reason. Trustee Spilker seconded the motion.

Trustee Roepstorff asked if the one-year reappointment could be explained again.
Committee Chair Smith explained that currently severance cannot be for more than 20 weeks of pay, and with an executive of this nature, giving someone a one-year opportunity to be paid and find other employment, would give the person a bridge if he/she was terminated to be able to find another job. He explained that this applies to both options, no contract and contract.

Trustee Spilker said the no contract concept is more in line with the private sector and he said that the second year is a parachute and may attract candidates.

Trustee Priddy expressed concern over the big bonus near the end of the no contract option. He said he doesn’t want to be in a position where the bonus is held against the President should the Board at that time be looking at cost-saving measures, for example.

Committee Chair Smith indicated he thought there would be two written agreements, one which details salary, raises and bonuses, and the other detailing the long-term incentives.

Mr. Adwin stated that legal counsel would need to be consulted on that because this is a novel approach with the long-term incentive piece.

The Board discussed the potential impact a no contract approach could have on the candidate pool, and if it would attract or deter candidates from applying.

Chair Goodlette said something to consider is that the Board of Governors has indicated that a three-year contract without the evergreen component is acceptable to them.

There was no public comment. The motion was approved with 6 votes in favor of the motion. Chair Goodlette, Trustee Felton, Trustee Cors, Trustee Fogg and Trustee Roepstorff voted against the motion.

Trustee Roepstorff made a motion to allow the Board Chair to negotiate the contract with the next president. Trustee Priddy seconded the motion.

Discussion ensued regarding the drafting of the employment agreement.

Committee Chair Smith explained that the new President would be selected on December 9. Between then and January 25, the employment agreement would have to be ready so it could be forwarded to the Board of Governors along with information on the President, who would appear before the Board of Governors for confirmation.

There was no public comment. The vote was unanimous in favor of the motion.

Trustee Priddy made a motion to allow the Board Chair to work with outside counsel to begin preparing draft employment and long-term incentive agreements. The motion was
seconded by Trustee Spilker. There was no public comment. The motion was unanimous in favor of the motion.

**Item 17: Standing Report from FGCU Financing Corporation Board of Directors**

(See Tab #1)

Chair Goodlette moved the meeting to the Financing Corporation Report and introduced Chair Jeff Fridkin. Chair Goodlette stated that Mr. Fridkin is a respected community partner in Collier County and Southwest Florida with deep roots in the University, even as far back as assisting with site selection. Chair Goodlette expressed that FGCU is very fortunate to have him step into this leadership role.

Mr. Fridkin stated that recently the Financing Corporation Board has seen the retirement of Chair Ackert and Curtis Bullock, both of whom were involved in Housing. He stated that Housing has contributed a great deal to the life of the University. He reported that the Housing occupancy rate is at 98%, which is a good performance. He reported that the debt coverage was such that the Financing Corporation has cash reserves, and that as of July 5 of this year, the Housing system was still rated by Standard & Poor's at “A-” and parking was rated as “A.” He stated that the Board’s next meeting will be on September 20, when the annual budget will be approved.

**Follow-Up on Appointment of Directors to FGCU Financing Corporation Board of Directors** (Tab #1)

Mr. Fridkin stated that there was one vacancy, which they would like to have filled.

Chair Goodlette asked Vice President and General Counsel Vee Leonard if there was any action that the Board needed to take in order to make any change or would that need to be advertised and done in the future.

Vice President Leonard stated it was not an action of this Board, but it would require a change to the Bylaws of the Financing Corporation Board of Directors because the current Bylaws provide for presidential appointment.

Chair Goodlette asked Trustee Priddy to speak on this matter.

Trustee Priddy stated he thought what they should do was ask that President Bradshaw make a recommendation to the BOT, and the BOT needed to ask the Financing Corporation Board to make that change to their Bylaws.

President Bradshaw said the FGCU BOT Resolutions on Presidential Authorizations needs to also be considered when the change is adopted by the Financing Corporation.

Mr. Fridkin agreed to have the Financing Corporation update its Bylaws, and bring this back to the BOT for final approval.
Enhancements to North Lake Village

Mr. Fridkin stated that Director of Housing Brian Fisher would make a presentation about North Lake Village enhancements.

Director of Housing Brian Fisher gave a presentation regarding a project in North Lake Village. He reported that they house 4,748 students, which is 31% of the students, and this percentage is the highest of any State University System (SUS) of Florida institution. He reported that they opened this semester at 98%. He said that it was important to note that each one percent of change affects approximately $300,000 of revenue. He stated that North Lake Village is filled with mostly upper-class students, but there was a lack of common space, amenities, and dining options as it was built in 1994. He stated that Housing is proposing to utilize more of the outdoor space and enhance the area with a dining option and a boardwalk to connect to the lakefront. He shared a series of photos and renderings of the proposal. He reported that the architect, Studio Plus, is the same architect who worked on the library, so many of the elements of this project will mirror other spots on campus. He shared the dining hall renderings and a quick overview of the project cost. He stated that partners have been identified for the project, and that the Financing Corporation approved at its June meeting the $2.7 million funding for this project. He explained that as part of the new 10-year contract with Chartwells, the company has agreed to contribute $3.5 million, and most recently, University leadership is recommending a carryforward allocation of $1.5 million. He stated that he wanted to bring forward the broad support for this project. He said students who live on campus graduate at a 9% higher rate than those who do not, and this investment will result in continued student engagement and success.

The Board discussed how the $1.5 million of carryforward funds detailed in the funding projections requires approval by the BOT; potential disruption the construction will cause to current students; how this project will impact recruitment and retention of students; repayment conditions should Chartwells be replaced by another company prior to the end of its 10-year contract; and an estimated completion time of June or July of 2017.

President Bradshaw stated that before the Financing Corporation concluded its report, he wanted to remind the Board that in a past meeting there was a question raised about the Financing Corporation’s annual allocation to the Athletics Department of $200,000. He stated that Trustee Fogg brought that to the Financing Corporation meeting, and this appropriation is made to Athletics to support the housing costs for some of its athletes and has been in place for some time. President Bradshaw added that student-athletes generate about $1.2 million annually in Housing fees.

Item 18: Finance, Facilities and Administration Committee Meeting (Includes Public Comment) (See Tabs #17-18)

Chair Goodlette announced that Trustee Blake Gable is the Chair of this Committee but had to leave the meeting, and stated that there were two information items and four
action items. He asked Vice President for Administrative Services and Finance Steve Magiera to proceed with the information item on the Financing Budget Update.

**Finance Budget Update** (Tab #17)

Vice President for Administrative Services and Finance Steve Magiera directed the Board to Tab #17. He said variances are now provided in written narratives along with the budget reports, at the suggestion of Trustee Fogg. He stated that in Tab #17 there was the current year budget since August with a couple of negative variances but nothing of concern to the Budget office at this time. He called for questions, and hearing none, continued to Tab #18.

**2015-2016 End-of-Year Budget Report** (Tab #18)

Vice President for Administrative Services and Finance Steve Magiera stated that Tab #18 was how they finished the year end with a positive variance on revenue and expenditure, and from these two items, there was $8 million to carry forward.

**Carryforward Funds from Fiscal Year Ending June 30, 2016** (Tab #19)

Vice President for Administrative Services and Finance Steve Magiera explained that Tab #19 was the carryforward item which represents the cash balance of Education and General (E&G) Revenue. He said the guidelines for spending carryforward funds is the same as spending E&G funds during the fiscal year for which they were originally a part, with one addition: up to $1 million can be used for renovation and remodeling of buildings. He explained that carryforward funds cannot be used for new construction, such as the Academic Building 9 (AB9) project.

Vice President Magiera said that there is a statutory requirement to maintain a 5% reserve of the Education and General Revenue, which currently equates to approximately $6.7 million. He said $1.5 million has been added this year to the FGCU Board of Trustees-designated reserve which now totals approximately $5.5 million. He went to the next item, the 27th Pay, explaining that pay periods are every two weeks, 26 periods, but approximately every 10th year, there will be a 27th pay period. He informed the Board that this will happen again in fiscal year 2019-2020, and this one pay period could be $3.5 million. He said $400,000 has been added this year to bring the reserve total to $2.8 million. He stated that in January he had asked the Board to approve $1.2 million for the year-end bonus of $1,000 across the board for eligible faculty and staff. He explained some newer items including the Strategic Plan initiatives, enhancements of North Lake Village, and library innovations, and asked if there were any questions.

Trustee Fogg asked how the funds were invested.

Vice President Magiera replied that these are University funds, so they are invested with the State Board Administration in Tallahassee. He reports they were earning about 2.2% interest.

The Board discussed the need to have more information regarding the Strategic Plan initiatives; the $1 million limit on renovation projects; if the proposed list represented the
best use of the carryforward funds; and limits to investing in staff positions with non-recurring carryforward funds.

President Bradshaw said the University will bring before the Board for its approval requests related to the use of funds earmarked for the Strategic Plan initiatives.

Trustee Priddy made a motion to approve the Carryforward Funds from Fiscal Year Ending June 30, 2016. Trustee Cors seconded the motion. There was no public comment. The vote was unanimous in favor of the motion.

**FGCU 2017 Legislative Agenda (Tab #20)**

Chair Goodlette said that the next item was Tab #20, the 2017 Legislative Agenda, and introduced Director of Government Relations Jennifer Goen, and Charlie Dudley of Floridian Partners.

Director of Government Relations Jennifer Goen presented the FGCU 2017 Legislative Agenda beginning with the first priority: capital projects. She stated that the ability for the state to bond funds for Public Education Capital Outlay (PECO) projects was going to be crucial to our ability to pursue construction money for Academic Building 9 (AB9), the School of Water Resources and Integrated Studies. Ms. Goen said the University has two projects that fall within the PECO category, including (1) Utility/Infrastructure/Capital Renewal/Roofs, and (2) construction funding for AB9. She reported that recently the Board of Governors asked each university to add to their PECO list this infrastructure line item and our portion would be approximately $4 million. She said the construction phase of AB9 will cost $44 million.

Director of Government Relations Jennifer Goen said the three recurring requests include: (1) Targeting Existing Talent Gaps in the amount of $2,868,500; (2) Honors College in the amount of $1,600,000; and (3) Restoration of Base Funding in the amount of $464,250. She said funding for Targeting Existing Talent Gaps will allow the University to develop the three professionally-focused programs that will support the economies in Southwest Florida and the state of Florida. She said the programs are Construction Management, Supply Chain Management, and Business Analytics and Informatics. She said funding for the Honors College would help develop the Honors Program, and raise the University’s academic profile and assist with the recruitment of National Merit Scholars. She informed the Board that the University had experienced a reduction of base funding late in the 2016 Session, but that we would request a restoration of those funds. She said FGCU realized the largest percentage of base funding in that reduction as compared to the other affected sister institutions.

Chair Goodlette asked for an explanation concerning bonding and no bonding, and he asked if she would tell them a little more about the likelihood of success on Senator Negron’s Billion Dollars in Two Years initiative based upon current economic estimates.

Ms. Goen explained that the Governor has decided in the past not to have bonding for PECO projects, which has really slowed construction on campuses, but this year some building using bonds may be allowed within limits. It was noted that FGCU was requesting $44 million dollars, and Mr. Dudley stated the University has a good chance
of receiving a portion of the requested money because it would be considered an ongoing project instead of a new project.

Mr. Dudley responded to Chair Goodlette’s question concerning Senator Negron’s push for a billion dollars by stating that it was going to require some other things coming together in the process because the State was not going to have the budget surplus that many people thought it might. He stated that PECO was originally for higher education, but now everyone in education shares it.

Trustee Priddy asked if we communicated with our legislative delegation when the 2017 Legislative Agenda was being developed.

Mr. Dudley stated that he communicates frequently with Ms. Goen, President Bradshaw and others to work through the priorities. He said that many of the ideas emanated from the business community. He said he thought many legislators would be working with them to promote the agenda. He said that the Trustees should always feel free to contact the legislative team, especially when Trustees are in Tallahassee.

Trustee Spilker said that he appreciated the agenda, but thought we were doing ourselves a disservice by approving an item and then never revisiting it. He asked the Chair that they would revisit the 2017 Legislative Agenda with a little more regularity as the Session progresses.

Trustee Smith stated he had reached out to the delegation to get an idea of what they were thinking. He reported that the Honors College was important to many of them, and he asked Vice President for University Advancement Chris Simoneau how much of the $100 million campaign funds will go toward programs.

Vice President Simoneau said it is probably lower than it needs to be because it is a harder sell to donors.

Trustee Smith said that if these programs are important to the industry, the legislative body is probably not going to fund a lot moving forward. He said his point was that if Construction Management was a program that was important to certain individuals then we need to get funding from those individuals. He said with regard to the Business Analytics and Informatics program, the Strategic Plan indicates that over the next five years we will graduate an estimated 30 students in the program. He said if the program is that important to the region and the state, we should expect that number to be higher. He stated he felt the industries needed to be stepping up to attract money to the programs and relieve us of the need to ask the legislature for funding.

Trustee Spilker stated that the carryforward dollars are limited on the renovation side and asked if there was potential to get the spending limitations fixed. He said he did not need to know right away, but asked that the question be considered.
Ms. Goen responded that this issue is discussed often, and they bring it forward, but
have not been able to make any progress. She said she thought the Board of
Governors was starting to talk about it and that might help.

Trustee Priddy stated he recalled that the construction industry had indicated some
willingness, and that once the timing was right, he fully expected that the appropriate
FGCU staff would go after those dollars.

Chair Goodlette stated that at each of their future meetings between now and the end of
Session, they will have an update on the initiatives detailed in the approved FGCU 2017
Legislative Agenda.

President Bradshaw asked Director of Government Relations Jennifer Goen to speak
about the priority order of the items presented.

Ms. Goen responded that the agenda items were proposed in the order of priority, but it
was all for the Board's consideration. She said we would be asked what the number one
project was, so they would need some direction as to the Board’s preference.

Trustee Smith said Academic Building 9 (AB9) is imperative. He said the Honors
College also is a huge priority.

Chair Goodlette stated that Trustee Smith was suggesting the Board move the Honors
College up to priority 2, move Talent Gap to priority 3, and leave Base Funding
Restoration as is.

Trustee Spilker made a motion to make the order of prioritization as follows: (1) AB9; (2)
Honors College; (3) Talent Gap; and (4) Base Funding Restoration, with periodic
updates at each future meeting. Trustee Smith seconded the motion. There was no
public comment. The vote was unanimous in favor of the motion.

Ms. Goen announced that “FGCU Day: 20th Anniversary” in Tallahassee is scheduled
for March 27 and 28, 2017. She said that she would send a calendar reminder to the
Board.

Amended 2017-2018 Fixed Capital Outlay Budget Request (Tab #21)
Chair Goodlette announced the next item on the agenda, the Amended 2017-2018
Fixed Capital Outlay Budget Request (Tab #21), and asked Vice President for
Administrative Services and Finance Steve Magiera to present.

Vice President Magiera reported that in June the Fixed Capital Outlay Budget was
presented, and at that time he noted that the State had not funded infrastructure for
years and so we added AB9’s needed infrastructure to the AB9 request. He stated there
has been discussion in Tallahassee recently that there may be some bonding this year,
so the Board of Governors has asked FGCU to change its capital outlay list and also
has asked all the universities to put infrastructure as their number one requests. He
asked the Board to consider listing infrastructure in the amount of $4 million as the
number one item and move AB9 to number two.

Vice President Magiera asked Director of Government Relations to comment on the
priority order. She said she can envision the infrastructure request for $4 million
included as part of a State University System request, and AB9 as a University request,
and that is how she would present it in Tallahassee.

Trustee Elneus made a motion to change the order of prioritization as follows: (1)
Infrastructure; (2) AB9; (3) Honors College; (4) Talent Gap; (5) Base Funding
Restoration. The motion was seconded by Trustee Priddy. There was no public
comment. The motion was approved unanimously.

**2016 Florida Educational Equity Report for Florida Gulf Coast University** (Tab #22)
Chair Goodlette introduced Director of Equity and Compliance Brandon Washington to
discuss the 2016 Florida Educational Equity Report for FGCU (Tab #22).

Mr. Washington reported that each year FGCU is required to submit an equity report.
He explained that this report reflects on the time between July 1, 2014 and June 1,
2015, and there were a total of nine different areas in the report. He reported that FGCU
was compliant with the Florida Educational Equity Act and the Florida Board of
Governors Regulation 2.003. He stated that upon approval by the Board, he would
submit the report to the Board of Governors. Mr. Washington provided an overview of
the report’s results.

Trustee Elneus made a motion to approve the 2016 Florida Educational Equity Report
for FGCU. Trustee Price seconded the motion. There was no public comment. The vote
was unanimous in favor of the motion.

**Item 19: Old Business**
There was no old business for discussion.

**Item 20: New Business**
There was no new business for discussion.

**Item 21: Chair’s Closing Remarks, & Meeting Adjournment**
Chair Goodlette reminded the Board that its next meeting would be a special meeting,
tentatively scheduled for December 9, to receive the report from the Presidential Search
Advisory Committee and to interview candidates and select the next President, subject
to approval by the Board of Governors. He stated that the next regular meeting was
scheduled for January 10, 2017, and the meeting after that was scheduled for April 11,
2017.
He stated that the Chancellor and the Chair of the Board of Governors have requested that Chair Tom Kuntz and Vice Chair Ned Lautenbach meet with the Board, and will be doing so with all of the universities’ boards of trustees. He stated that a date for that meeting has not been selected, but the Board should be aware that there will be a special meeting of about three hours to talk about all things FGCU, to get to know them and discuss how things are going. He stated that he did not think it would be before the latter part of October.

The meeting was adjourned at 3:06 p.m.

Minutes prepared by Transcription Experts, and reviewed and submitted by Amber Pacheco, FGCU Director of Board Operations and Special Projects.

Agenda Items:

A. See Tabs #1 – 22

B. Handouts

Attachment:

A. Record of Votes
**Record of Votes**  
**FGCU Board of Trustees**  
**DATE: 9/13/2016**

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**Consent Agenda**  
(Tab #2)  
1- Smith  
2- Priddy

**Actions for 2016-2021 Strategic Plan**  
(Tab #5)  
1- Smith  
2- Priddy

**2015-2016 Internal Audit Annual Report**  
(Tab #7)  
1- Felton  
2- Smith

**Housing Maintenance Equipment and Supplies Audit**  
(Tab #8)  
1- Smith  
2- Cors

**Regulation: FGCU-PR TBD Whistle-blower Protection**  
(Tab #9)  
1- Priddy  
2- Gable
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**Leadership Profile** (Tab #12)  
1- Goodlette  
2- Gable

**Compensation Philosophy** - No (multi-year) contract (TAB #13)  
1- Priddy  
2- Spilker

**BOT Chair authorized to negotiate terms of the University President's employment contract**  
1- Roepstorff  
2- Priddy

**BOT Chair authorized to secure outside counsel to begin preparing a draft employment contract**  
1- Priddy  
2- Spilker

**Carryforward Funds from Fiscal Year Ending June 30, 2016** (Tab #19)  
1- Priddy  
2- Cors
**Record of Votes**

**FGCU Board of Trustees**

**DATE: 9/13/2016**

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