FLORIDA GULF COAST UNIVERSITY BOARD OF TRUSTEES

Friday, December 8, 2017

COHEN CENTER BALLROOM, ROOM # 203-B
Florida Gulf Coast University

Meeting Minutes

Members:
Present: Trustee Dudley Goodlette – Chair (via telephone); Trustee Kenneth Smith – Vice Chair; Trustee Darleen Cors; Trustee Joe Fogg III; Trustee Blake Gable; Trustee Mike McDonald; Trustee Leo Montgomery; Trustee Kevin Price; Trustee Russell Priddy; Trustee Robbie Roepstorff; Trustee Christian Spiilker; and Trustee Jalisa White.

Others:
Staff Advisory Council (SAC) President Teri Bigos.

Staff: President Mike Martin; Acting Provost and Vice President for Academic Affairs Bob Gregerson; Vice President for Administrative Services and Finance, and Executive Director of FGCU Financing Corporation Steve Magiera; 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; Chief Compliance and Ethics Officer Stacey Chados; Director of Internal Audit Bill Foster; Director of Operations Tiffany Reynolds; and Project Manager Melissa Pind.

Guests: Trustee-elect Richard Eide.

Item 1: Call to Order, and Roll Call
Chair Dudley Goodlette, via telephone, called the meeting to order at 8:33 a.m. He informed the Board he was in a meeting in Orlando, and Vice Chair Ken Smith would conduct the meeting. He added he would remain on the phone to participate in the meeting for as long as possible. Roll call was taken with all members present, thus meeting quorum requirements.

Chair Goodlette recognized and welcomed Trustee-elect Richard Eide, who was attending the meeting as a guest.

Chair Goodlette then called for Vice Chair Ken Smith to continue the meeting.
Item 2: Consent Agenda (See Tabs #1-2)

Vice Chair Ken Smith called for a motion to approve the Consent Agenda, which included the items of (1) Minutes of the October 10, 2017 Meeting, (2) Minutes of the November 8, 2017 Roundtable Discussion/Meeting during the Board of Governors Summit.

Trustee Priddy made a motion to approve the Consent Agenda. Trustee Gable seconded the motion. There was no public comment, or Board discussion. The vote was unanimous in favor of the motion.

Item 3: 2017-2022 FGCU Strategic Plan (See Tab #3)

Vice Chair Smith called on President Martin to present this item.

President Martin presented to the Board a draft of the Strategic Plan for Florida Gulf Coast University for the next five years. He said the intention was to receive approval of the FGCU Board of Trustees and then the approval of the Board of Governors in January.

President Martin recapped the actions taken thus far which included an ad hoc committee led by Director of the Regional Economic Research Institute in the Lutgert College of Business Dr. Christopher Westley. He said this Committee examined the core issues embedded in the original Strategic Plan and amended them to meet the criteria and concerns of the Board of Governors (BOG), and made them broadly inclusive of all units within the University. He said the Strategic Plan had been rearranged to more fully emphasize the first Pillar of continuing improvement in student outcomes and graduation rates. Parenthetically, he said he had emailed a BOG member and pointed out it had taken Florida Atlantic University 53 years to achieve a graduation rate that FGCU had achieved in 20 years. He assured all present this was good progress, but more would be done.

President Martin said the Board had an opportunity to look at the Plan and discuss it with him individually, and if there were any questions about the final process, Dr. Westley and his group were there to address any issues. He thanked everyone for their input.

Vice Chair Smith said if there were any changes to be suggested, they should come from the floor. He recognized Trustee Kevin Price for a comment.

Trustee Price acknowledged inclusion of the original founding principles of FGCU. He said student success was in the forefront of these principles. He said one important aspect of student success was the cost of education and the ability to keep student debt to a minimum. He said his suggestion was in the first pillar of student success; he felt Objective Two and Objective Three were redundant and could be blended together, and that a new Objective about cost and debt could be used as Objective Three.
Dr. Martin responded this suggestion was a point well-made and would be addressed.

Trustee Joe Fogg commented Pillar 4 put Health Sciences as the program for which the University wanted to be known. He stated that water had been discussed as the focus as indicated in the Legislative Budget Request (LBR). He asked for which focus does FGCU want to be known.

Dr. Martin responded Health Sciences was something FGCU could focus on with the ability for it to be accomplished and impact the local region optimally over the next five years. He added that in conversations with the community, particularly in the health sciences and health professions areas, there was real interest in FGCU continuing to expand and improve in this area. He said to some extent, there was emphasis on what could be done immediately to have a significant impact.

President Martin pointed out another example was the nursing program, one of the best in the state, and there were individuals who believed its size should be doubled. He said that program had been emphasized because there was a genuine need. To some extent, he said it was a focus on what could be achieved with great impact locally in a relatively short period of time. He said greater emphasis on some of the other areas would be built into annual work plans.

President Martin stated to his understanding there was a three-phase related process. The Strategic Plan gives a broad directive, the Annual Work Plan gives tactical means to make progress, and the Legislative Budget Request gives the financing to implement the tactics.

Trustee Fogg said he understood the process, but it seemed to him FGCU had shifted a little to focusing on the water program, not in lieu of, but in addition.

President Martin responded it was in addition, and the water project hinged heavily on the PECO request. He said it was also part of FGCU’s budget request, and the water project was being pursued in part to acquire the means to give FGCU a bigger role in applied research. He said that was part of academic excellence in research.

Trustee Robbie Roepstorff commented that with the capital request, the real need for this building was for lab space. She said the lab space would flow over into Health Sciences and so many other Colleges within the campus. She said FGCU was sitting in the heart of the issue of water, and this focus would allow the program to move forward. She said this was where the emphasis was put, so it would allow the University to start getting deeper into exploration and research. At the same time, the University was not adequately equipped for lab space.

Vice Chair Smith called for further discussion. Hearing none, he called for a motion.

Trustee Blake Gable asked if the changes Trustee Price put forward would be seen by the Board.
Vice President and Chief of Staff Susan Evans responded that with a concurrence of the Board that it wished to address the cost of education and keeping the debt load low, then a vote could be taken, and language would be created.

President Martin said the additional language would be circulated as soon as it was drafted, which would be done as soon as possible.

Trustee Gable said that would be perfect.

Vice Chair Smith suggested the motion contain this addition.

Trustee Gable made a motion to approve the 2017-2022 FGCU Strategic Plan with the changes discussed above. Trustee White seconded the motion.

Trustee White stated her Student Government Chief of Staff was on the Strategic Plan committee, and the plan had been presented to the Student Senate. She said they were very supportive of it.

There was no public comment, or further Board discussion. The vote was unanimous in favor of the motion.

**Item 4: 2017 FGCU Equity Report** (See Tab #4)

Vice Chair Smith called Director of Institutional Equity and Compliance and Title IX Coordinator Precious Gunter to present this item.

Ms. Gunter directed the Board to the report in the agenda packet. She stated her presentation would highlight the report, which was required each year pursuant to the Florida Educational Equity Act and Board of Governors Regulation 2.003. The guidelines and time period (July 1, 2015 through June 30, 2016) for the report were set forth by these agencies.

Ms. Gunter stated there were nine sections of the report, and the three main highlighted areas were (1) Academic Program Reviews, (2) Gender Equity in Intercollegiate Athletics, and (3) Employment Representation. She said all had been included and FGCU was compliant with the Board of Governors regulation and the Equity Act.

Ms. Gunter pointed out some areas in which significant progress had been made in the past recording year. In terms of Academic Program Reviews, she reported student enrollment during the applicable time period was 14,824, and of these 56 percent were female and 44 percent were male. She said this was on trend with national statistics. She said of the students who identified their race, 32.5 percent identified as non-white, which was significant as FGCU continued to increase representation of minority students. She reported bachelor degrees awarded had increased to 2,331, and in line with overall enrollment, 59 percent of those degrees were awarded to female students.
Ms. Gunter reported in terms of Gender Equity in intercollegiate Athletics, 57 percent of student athletes were female and 43 percent were male. She said this was proportionate to overall student enrollment, and this proportion had been consistent over the past few years.

Ms. Gunter reported in terms of Employment Representation, there were 459 non-tenure-earning faculty members. Of those faculty members, 46 percent were women. She said in the area of promotions, there had also been an increase for women and minorities.

Ms. Gunter stated in terms of recruitment, her department was going to speak to search panels and committees and discuss casting a wider net and reaching out to different groups to bring in a diverse pool of applicants. She said sexual harassment and awareness prevention were also being promoted. She said it was mandatory for all employees to receive training in this area.

In closing, Ms. Gunter reported on measures the University had taken to combat inequity. She highlighted there were three presidentially appointed committees: (1) the ADA committee, (2) the Title IX committee, and (3) the Diversity and Inclusion committee. She said all of these committees serve to promote awareness. She also reported there was an Enrollment Management and Success Access initiative, which was in the process of being implemented and had the goal of bringing faculty, staff and administrators together to assess equity in terms of retention and graduation rates.

Ms. Gunter reported there was a New Employee Orientation (NEO) which included the Five Star Academy, which was a six-month program and included diversity and inclusion awareness. She said a mandatory supervisor training in the areas of workplace bullying, harassment and mandatory reporting had been given; and in the upcoming year, there would be training for disability discrimination.

Ms. Gunter added her department had established the Office of Retention and First Year Experience, the goal of which was to provide services to help the transition from high school to college.

Ms. Gunter called for questions.

Trustee Fogg asked Ms. Gunter how the number of cases or complaints within the last year compared to previous years.

Ms. Gunter said that information was not included in the report, but in the past year there had been 112 complaints. Of those, there were 13 investigations (7 had sufficient findings and 9 insufficient findings), 23 informal resolutions, and 72 inquiries out of those cases. She said the majority of the cases received were Title IX student cases which center on sexual harassment, dating, domestic violence, and stalking.

Trustee Fogg asked how many received a “guilty” verdict, so to speak.
Ms. Gunter responded her department was fact finding and then the cases were referred to Student Conduct to be adjudicated. She said in terms of her office, there were seven sufficient findings of fact.

Trustee Fogg asked how this compared to other universities of similar size within the State University System, and to years past at FGCU.

Ms. Gunter responded in the two-and-a-half years she had been with the University, there had been a definite increase in the number of reported cases, which she attributed to increased awareness. She stated in terms of comparison to other universities, she did not know but could find out.

Trustee Fogg stated it would be important to keep track of how FGCU was doing compared to years past, and also other institutions and to make that information part of her annual presentation.

Trustee Mike McDonald said he was interested in the statistic of students identifying as non-white, and asked what the threshold was for an institution to qualify as a minority serving institution.

Ms. Gunter said she was not sure what the threshold was, but she could say when compared to other universities within the System, FGCU was similar.

Trustee Price asked Ms. Gunter to expand on the Success Initiative.

Ms. Gunter responded that was an initiative which the President was currently proposing. She said it was her understanding it was still being set up.

Trustee Roepstorff complimented Ms. Gunter on her presentation. She said on page 60, the opening of the Executive Summary in the first paragraph needed to be considered. She asked the Board to remove the second sentence. She said she did not disagree with the sentence, but she felt the sentence would subject FGCU to unnecessary discussion and focus outside the University. She read the sentence: “In all ways, FGCU has exceeded expectations in terms of growth, performance and impact.” She added because of the Performance Metrics, it may bring about dialogue.

Ms. Gunter responded she was fine with removing the sentence.

Trustee Christian Spilker made a motion to approve the 2017 FGCU Equity Report with the change described above. Trustee Gable seconded the motion. There was no public comment or discussion. The vote was unanimous in favor of the motion.

Item 5: 2018 Legislative Budget Request (Tab #5)

Vice Chair Smith called on President Martin to lead this discussion.
President Martin reported he and his staff continued to carry the message from the Board regarding what a fair and appropriate response from the legislature would be to bring FGCU to the average support for students of the State University System. He said this was $32 million of recurring funding. He said recognizing the political realities of the times, and on the recommendation of a number of individuals, including members of the local delegation, the approach will be to take the funding in a few bites. He introduced Director of Government Relations Jennifer Goen, who discussed the strategy and where FGCU was in the process.

Ms. Goen said the Board’s material included the 2018-19 Appropriations Packet, which would be shared with members and their staffs. She said the packet included details about both projects, and the two requests were for the $32.9 million for Integrated Watershed and Coastal Studies and $13.7 million operational recurring funding for Pathways to Success. Since the last FGCU Board of Trustees meeting, she stated there had been several meetings and discussions about a $32 million request, and a three-year phase in would be the most appropriate approach. She said the first phase was a $13.7 million request which was detailed in the packet. She said her team was almost finished developing a “palm” card, which would have the FGCU agenda on one side and the other side would be the Board of Governors (BOG) agenda. She said she would share those with the Board at trustees’ request.

President Martin added originally FGCU had been encouraged to take this through the BOG to make it part of an endorsed Legislative Budget Request. He acknowledged Trustee Gable who gave a great deal of help in terms of refining the language and the metrics. He said for a variety of reasons the BOG decided not to take it up at their last meeting. He said, however, FGCU did have a commitment on behalf of the BOG leadership to assist FGCU in carrying the message to the Legislature.

Trustee Price suggested maybe a graphic should be developed to represent the request.

President Martin said he agreed and thought FGCU was in part, the victim of an economic anomaly. FGCU’s growth occurred exactly when the recession hit and the legislature stopped funding growth. He said FGCU grew through the recession. He said his message was when FGCU is underfunded; it actually underfunds the people FGCU serves. He said his message would be FGCU was the means to the end, and the growth which had been achieved suggested the University was needed in this area.

**Item 6: Old Business**

Vice Chair Smith called for old business. He said that Vice President and Chief of Staff Susan Evans had crafted language on cost and debt for the Strategic Plan, and asked her to read it to the Board.

Ms. Evans said going back to Pillar 1, Student Success, and Objective Two and Objective Three would be combined as described by Trustee Price. She stated a new
Objective Three, using the same approach as the others, would read, “Focus on delivering affordable high-quality education, and eliminate or minimize the need for student debt.” She asked Trustee Price if this accomplished his goal, and he responded it did.

Vice Chair Smith asked if all were in agreement and the response was positive. The new Objective will be inserted into the approved Plan.

**Item 7: New Business**

There was no new business for discussion.

**Item 8: Chair’s Concluding Remarks, and Meeting Adjournment**

Vice Chair Smith stated there had been a successful naming ceremony for Bernie and Elaine Lester for the “W. Bernard and Elaine Lester Athletics Administrative Complex” with more than 150 people in attendance. He thanked Chair Goodlette, Trustee Robbie Roepstorff, and Trustee Darleen Cors for their attendance at this ceremony. He said it was a well-deserved honor for the Lesters, and thanked President Martin for bringing the recommended naming to the Board for approval earlier this year.

President Martin added it was a well done event and well attended because the Lesters were held in high regard by many people. He encouraged all members of the Board to visit and tour the new addition.

Vice Chair Smith reported Chair Goodlette had appointed an Officers Nominating Committee comprised of Trustee Leo Montgomery, who would serve as Chair, with Trustees Kevin Price and Russell Priddy. He said the Committee would meet on Thursday, December 14, at 9:30 a.m. in Edwards Hall, Room 309. He said Chair Goodlette has charged the committee to bring to the full Board for action at the January meeting, a recommended slate of officers for the positions of Chair and Vice Chair.

Vice Chair Smith said the next regular meeting of the FGCU Board of Trustees would be on Tuesday, January 9, at 8:30 a.m.

Vice Chair Smith reminded the Board that after adjournment of the meeting, Audit and Compliance Committee Chair Joe Fogg would call to order a meeting for the purpose of acting on items which would be brought to the full Board in January.

Vice Chair Smith adjourned the meeting at 9:12 a.m.
Minutes prepared by Transcription Experts, and reviewed by Tiffany Reynolds, Director of Operations.

Agenda Items:

A. See Tabs #1 – 5

B. Handouts

Attachment:

A. Record of Votes
Record of Votes
FGCU Board of Trustees
DATE: 12/8/2017

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