Item 1: Call to Order, Roll Call, and Welcome to New Trustee Stephen Smith
Chair Blake Gable called the meeting to order at 8:30 a.m., and roll call was taken with all trustees present, thus meeting quorum requirements. Chair Gable welcomed new Trustee Stephen Smith.

Trustee Stephen Smith said he was very pleased to be there and was the product of an education that served him well. He said most of his career he worked for Arthur Andersen, then Arthur Andersen and Company, then Accenture. He stated Arthur Andersen and Company was rumored to be the second largest employer of college graduates in the United States after the Federal Government. He said he was excited to be on the Board.
**Item 2: Consent Agenda** (See Tabs #1 - 4)

Chair Gable stated there were four items on the Consent Agenda: (1) Minutes of the FGCU Board of Trustees Conference Call Meeting on February 20, 2018, (2) Resolution of Appreciation for Outgoing Trustee and Chair J. Dudley Goodlette, (3) FGCU Foundation Bylaws, and (4) Termination of Classification of Instructional Programs (CIP) Code 51.0913 at the Bachelor’s Level.

Trustee Christian Spilker made a motion to approve the Consent Agenda. Trustee Mike McDonald seconded the motion. There was no public comment, or Board discussion. The vote was 13-0 in favor of the motion.

**Item 3: Presentation of Resolution of Appreciation for Outgoing Trustee and Chair J. Dudley Goodlette**

President Martin and Chair Gable presented to outgoing Trustee and Chair Dudley Goodlette the Resolution of Appreciation, which was read into the record by Vice President and Chief of Staff Susan Evans:

“Whereas, in January 2013 J. Dudley Goodlette was named to the Florida Gulf Coast University Board of Trustees for a term that concluded in January 2018; and

Whereas, in January 2016 Trustee J. Dudley Goodlette was elected Chair of the Florida Gulf Coast University Board of Trustees for a term that concluded in January 2018; and

Whereas, Trustee J. Dudley Goodlette has served Florida Gulf Coast University with great distinction and dedication as a member of the governing Board and in its leadership position as Chair; and

Whereas, Chair J. Dudley Goodlette successfully represented the Florida Gulf Coast University Board of Trustees through countless hours advocating for the University’s funding and other requests before the Florida Legislature and Governor Rick Scott; and

Whereas, Chair J. Dudley Goodlette has been a tireless participant in Florida Board of Governors meetings held across the state, recognizing the value in a strong State University System of Florida; Now, Therefore Be It Resolved that the Florida Gulf Coast University Board of Trustees wishes to express appreciation for Trustee J. Dudley Goodlette’s outstanding service and his leadership as Board Chair, and wishes to recognize his commitment to Florida Gulf Coast University’s students of today and for generations to come.”

Mr. Goodlette said he very much appreciated the Resolution and that it had been an honor to serve on the FGCU Board of Trustees. Mr. Goodlette thanked the Board of Governors (BOG) for appointing him to the FGCU Board for the five years he was there. He said he was particularly appreciative of the honor of being the Chair of the FGCU Board for two years. He applauded what the FGCU Board was doing and welcomed
new members, Trustee Richard Eide and Trustee S. Smith. Chair Gable again thanked
Mr. Goodlette and stated the Board would now move on to Executive Session.

Item 4: Call for Executive Sessions
Vice President and General Counsel Vee Leonard asked the Florida Gulf Coast
University Board of Trustees to meet in three separate Executive Sessions.

The first session related to collective bargaining with United Faculty of Florida (UFF)
/FGCU Chapter, and Ms. Leonard asked the management bargaining team to join them;
the team included. Tony Barringer, Ms. Pamela Bowman, Dr. Joan Glacken, Dr. Tanya
Benford, Mr. David Vazquez, Dr. Charles Lindsey, Dr. Kathleen Miller, Dr. Charles
Wang, President Mike Martin, Ms. Susan Evans, Mr. Steve Magiera, and Ms. Leonard.

The second session related to collective bargaining with the Police Benevolent
Association (PBA), and Ms. Leonard asked the management bargaining team to join
them; the team included Ms. Pamela Bowman, University Police Department (UPD)
Chief Steven Moore, UPD Lieutenant Anthony Rispoli, Mr. Joseph McDonald, Ms.
Deborah LaRocco, President Mike Martin, Ms. Susan Evans, Mr. Steve Magiera, and
Ms. Leonard.

The third session pertained to the Campus Emergency Response Plan and related
matters, and asked President Mike Martin and the FGCU Board of Trustees be joined
by UPD Chief Steven Moore, Ms. Susan Evans, Mr. Steve Magiera, Dr. Mike Rollo, Mr.
Chris Simoneau, and Dr. Mitchell Cordova.

Item 5: Student Success – Enrollment Management Initiative (See Tab #5)
Chair Gable reconvened the Board meeting at 10:45 a.m. upon conclusion of the three
Executive Sessions.

Chair Gable said one of the University’s highest priorities was the Student Success and
Enrollment Management Initiative. He asked President Martin, consultant Dr. Pam
Shockley-Zalabak, and Vice President for Student Success and Enrollment
Management Mitchell Cordova to give an update on this initiative.

President Martin emphasized this was a principal pillar in the FGCU Strategic Plan, and
the case had been made before the Legislature that implementation of that Plan would
require some additional resources. He said the Legislature with the Governor’s
acquiescence, and with help from people at the Board table and the local legislative
delegation, had been successful. He reported now the University had the means,
capacity, plan and commitment to fundamentally change the way FGCU ensured every
student admitted had a corridor to success on an efficient and cost-effective basis. He
said a task force had been appointed which had given recommendations now being
implemented. He introduced Dr. Pamela Shockley-Zalabak, who is Chancellor Emerita
of the University of Colorado - Colorado Springs (UCCS), and the owner of
Communique, Inc., an organizational leadership development corporation. He stated she was a well-respected professional who had founded UCCS's communications department. He said throughout her tenure as Chancellor, she continued to teach and be involved in the classroom, and was a key part of the student success initiative as well. He added she had transformed UCCS, and that now she also was the interim CEO of the US Olympic Museum and Hall of Fame in Colorado Springs. He said Dr. Shockley-Zalabak had stepped in as a favor and had been invaluable in helping FGCU. He asked her to make some comments and thanked her for all of the work that she had done to date at FGCU.

Dr. Shockley-Zalabak said she was pleased to support the Student Success and Enrollment Management Initiative at FGCU. She said she was absolutely convinced that emphasizing student success was the future in higher education. She said it had always been philosophically, but not as strategically developed, planned and implemented as now. She said universities that were very intentional about student success and enrollment management would be more successful. She said one of the mistakes being made around the country was “one-size-fits-all” structures and support systems. She emphasized student success needed to be role, mission, and institution specific; it also needed to take into account the assets of the institution, who the students were, and what a particular institution did within a particular region and state. Each institution was unique in some way, and the metrics which would prove successful must fit the culture and environment.

Dr. Shockley-Zalabak shared the process of her work in coming to FGCU over the last several months, some major observations, and her initial major recommendations. She began in the early fall of 2017 the process of reviewing FGCU data, including enrollment trends, graduation rates, selection of majors, financial packaging, retention, and the organizational structures that were organized to support students. She said she paid particular attention to the reports from the Task Force, and she assessed the overall recommendations that had been made to address some of the issues. Finally, she said she familiarized herself with Florida performance metrics and standards, which were very different from the metrics in Colorado.

Dr. Shockley-Zalabak shared that after this process, she came to the FGCU campus and met with 110 different individuals, some in small groups and some individually. She said she met high school counselors in the region to look at the process of students entering the University. She met with students, faculty, and staff in all of the areas typically associated with student services and support. She added she had met with the Deans and President Martin’s leadership team. She stated she had formulated some initial observations and recommendations, which had been reported to President Martin and his leadership team through video conferencing. She then returned in January to meet with faculty and staff associated with the initiative, as well as employees in facilities and technology. Dr. Shockley-Zalabak reported that yesterday she had met with Dr. Cordova and key members of the newly-formed design teams across the University. She said President Martin had asked her to do an overall assessment to find out if FGCU had the “bench strength” to do this, in other words, the ability of the
institution to actually do a student success and enrollment management initiative. She said the first and most important conclusion she had drawn from the work that she had done was that FGCU had the faculty and staff needed to successfully launch this initiative. She said the employees were enthusiastic, she loved the students at FGCU, and she thought FGCU had the energy to bring about change. Her second observation was there had been some frustrated attempts to make these changes over a period of years, and that frustration led to skepticism about whether change would actually occur. She said there was an attractive environment; however, she concluded that in terms of organizational structure, there would be challenges without new efforts to meet the established Florida metrics and the desires of the FGCU Board of Trustees and the Board of Governors. She observed that FGCU’s related organizational structures were fragmented, which was reflective of rapid growth at the University over a short period of time. She said FGCU was now a mid-size university of substance whose structures had not kept up with the growth. She pointed out there was very good data analytics, but a lack of broadly shared data and consensus about what was needed was not permitting data-driven decisions in a number of areas in student success and enrollment management, which was necessary. She expressed that technology infrastructures in today’s world must work to contribute to the efficiencies needed with the volume of students and issues with which FGCU had to deal with over the recent months. She said FGCU facilities, though beautiful, were also an issue. The facilities needed to have access and efficiency as opposed to siloed structures which lead to workload distribution being highly uneven. An example of this was academic advising.

Dr. Shockley-Zalabak said she would not go through all of her recommendations as she had gone into some micro-details in some areas. She recommended the University start the Initiative by setting some measurable goals in three to five categories for performance improvement and then testing the goals against the role and mission of the institution and the Florida performance metrics. She recommended the creation of a student success organizational framework with two components: one was a Division of Student Success and Enrollment Management; and another which asked how every other aspect of the University interfaced, so that it was part of a student success framework. She used Academic Affairs as an example; it played a critical role in student success, but was not a student success and enrollment management division. She continued by asking how does Academic Affairs relate and what were the co-responsibilities. Dr. Shockley-Zalabak pointed out that facilities also played a role in student success, as well as technology, budget, finance, and fundraising, and they all had to have integrated objectives and responsibilities to create genuine student success and to meet targeted goals.

Dr. Shockley-Zalabak stressed that faculty engagement needed to reach across a large population. It needed to be structured and made accessible for students and faculty to participate not only in classroom and research opportunities, but in other kinds of interaction that stimulated the success of students over time. She recommended FGCU evaluate the use of technology, which she said was good, but needed to be integrated more securely and for efficiency. She said she recommended generating a comprehensive First Year Experience; and as soon as that was completed in time for
the 2018-2019 class, going to a Second Year Experience focusing on an attrition rate that needed reduction. She recommended utilizing a design team approach to leverage internal staff and faculty strengths. She said FGCU should look at advising structures so there was an ability to have mandatory advising in the freshman year and suggested loads and distributions be available and efficient during peak times of pre-enrollment structures. She recommended the use of internal leaders, if at all possible, which would cause change to move more rapidly.

Dr. Shockley-Zalabak stated she was convinced that progress had already been rapid and appropriate. She said there was some anxiety about some of the change but not skepticism. She concluded she was optimistic about FGCU’s having a significant and successful Student Success and Enrollment Management program.

President Martin introduced Vice President for Student Success and Enrollment Management Mitchell Cordova.

Vice President Cordova said it was his pleasure to be in this new role, which he had embraced since the time the Task Force had convened. He said he would give a follow-up to the final Task Force report. He said six design teams had begun meeting, and these design teams were created based on the feedback received from the consultant, and the campus forums. He said the design teams included: Advising, Acute Needs, Student Engagement, Enrollment Management, Faculty Engagement, and First Year Experience. These designs teams were developed to meet and tackle the critical issues facing FGCU. Each team had 8-15 members and a cross-section of individuals who were directly a part of the change the University was trying to assess, with students on each design team. He said the teams had all met at least once, and they were meeting as needs demanded. He stated each team had three primary objectives: creating a new culture and mindset of what student success was on the campus; instituting change in critical areas; and helping to create and implement the organizational structure which was paramount to a strong foundation of student success. He stressed these design teams would create units within the broader-based areas of academic engagement, student engagement and enrollment management.

Dr. Cordova reiterated the design teams would be addressing solutions and ideas around these general items. First, each team was creating a new mission and vision around student success. He said he had looked at the websites of the offices at FGCU and reported very few contained the words “student success” in their mission and vision. Second, he said the teams would refine and modify new structures centered on each of the areas that contributed directly to student success. He said the design teams would describe what new resources they might need to move these areas forward. This would include a reallocation of existing funds.

Dr. Cordova said the teams would be exploring specific solutions to specific problems. The Task Force had identified and made recommendations over the short and long term for areas which needed to be examined. He explained further by using the example of the Acute Needs Design Team, and how it was examining critical issues that were going
to affect current sophomores and seniors, as well as the incoming freshman Class of 2022. He also stated that the Acute Needs Design Team was refining and enhancing the First Year Experience because this was critical to the success of the students. He said the First Year Design Team was working to ensure that the institution could implement some strategies and new ideas now to make sure that the Class of 2022 will be the best prepared for its FGCU experience.

Dr. Cordova stated that the respective design teams would talk more about removing logistical barriers to students matriculating through their degree programs. He said that those working on the Student Success and Enrollment Management Initiative were aware of what the barriers were, and were actively in the process of fixing them within the design teams. This included course scheduling, technology, and other related issues.

Dr. Cordova reported that there have been conversations with FGCU’s Marketing and Communications staff about how this Initiative would be rolled out in the new website. He said they were going to think differently about how academic programs were displayed on the website and make it user friendly and student centered, and display information which would be most ideal for students. He said they would be looking at how to optimally brand and market the new Initiative and weave it into the University’s fabric.

Dr. Cordova stated the teams had begun the process of working with Business Technology Services (BTS) to understand the complete inventory of all technology being used on campus that indirectly and directly affected student success and enrollment management.

Dr. Cordova shared that his team had created and drafted a comprehensive Plan that identified objectives, and addressed academic, curricular, financial, and policy implications to improve FGCU’s four-year graduation rate in response to Senate Bill 4: “Florida Excellence in Higher Education Act of 2018.” He said the Plan would be presented at the Board’s May 1 meeting for review and action.

Dr. Cordova said with respect to budget, the teams were looking at the following items: defining and establishing the elements of new budget items needed within the Initiative; reviewing the existing budget which would be aligned with Offices that currently exist, associated with current personnel in Offices and their operating funds; reviewing making compensation and adjustments to existing personnel as needed; reviewing the need for new resources and personnel; and finally, obtaining new resources that would support new technology, existing technology, and operating expenses within this organization.

Dr. Cordova stated the preliminary timeline was June 1 to have an organization created with Offices, titles and people identified in their positions; and June 15 to have the budget created where existing budgets would be aligned with new resources. He explained new resources would be identified with new personnel, salary, Education and
General Expenses (E&G) funds, and compensation adjustments for existing FGCU personnel.

Dr. Cordova asked for questions.

Trustee Spilker thanked Dr. Shockley-Zalabak and Dr. Cordova for their work. He said there was one advisor for every 500 students currently at FGCU (and looking to improve to every 300 students), and he asked if they thought the continuation of that structure would have success. He stated with 300 students, it is difficult to get to know every student well.

Dr. Cordova responded that advising was absolutely essential to student success. He said the Advisement Design Team in one of its objectives was looking at creating a University-wide advising services area, so all academic advisors would be under the same common philosophy. He said this team would look at best practices on how advisors were assigned, if there were enough advisors, what the advisors were doing and to whom they reported. He repeated advising was critical to student success, and that they were going to achieve as much as they could of that work from now until initially June 15.

Trustee Spilker asked if there were “major” advisors, and Dr. Cordova responded affirmatively, saying there were advisors in the Colleges who advised students in their majors, and that was a key component. He also stated that there were advisors in First Year Advising, advisors in exploratory studies and advisors in other areas. The plan is to make sure that all of the advising areas were on the same page.

President Martin said along with what was going on in the organizational scheme, Vice President Steve Magiera along with Director of Facilities Planning Tom Mayo were looking at rearranging people on campus so there could be a one-stop area which would be the providence of all things that support student success. He said students then could go to one place to get all of the advising they needed, from financial aid to registration and whatever else they needed in one site. He said this would send two messages. One, this was such an important issue that FGCU was making space available to get this done, and two, students should not have trouble finding the services.

Dr. Cordova added FGCU needed to become more customer service focused and a little less transactional.

Trustee Russell Priddy asked Dr. Cordova if he had any indicators or expectations of how long it would be before an improvement would be seen in relation to the Performance Based Funding (PBF) metrics.

Dr. Cordova said right now the University was in the process of implementing change in an area which would make an immediate change, and would then create a solid foundation for further change and improvement. He said the key was the new structure,
and more importantly the culture and mindset being created at the University, which would stimulate a continual increase to the graduation rate.

President Martin said one of the things that would happen more quickly was the use of summer school for students to catch up. He said there would be broader opportunities for summer school in that courses which may have otherwise been buried were now being offered. He said FGCU would be moving in the direction of some blended online coursework. He said all of that could affect current students, not just new students.

Trustee Leo Montgomery asked about graduation rates. He said he recalled that the rate for four-year graduation was 22 percent. He asked when the rate would reach 28 percent, or even 36 percent. Dr. Cordova responded that it was desirable to have the graduation rates as high as possible. He said it was difficult to forecast. He said what was not difficult to forecast were the things FGCU should be doing now that would have a strong initial impact on graduation rates, and allow the structure to be put in place that would continue to build upon the positive trajectory.

Trustee Eide asked if prospective students were asked in the application process or the admission process if they intended to graduate in four years. Dr. Cordova responded that he believed they were not. Trustee Eide then asked if there was any point in the process of admissions where it was said to the student that FGCU would prefer graduation in four years. Director of Admissions Marc Laviolette responded that the University did not currently ask this question. In further response, he said how to interpret that question was uncertain. Instead he suggested that the application might say FGCU encourages the student to graduate in a timely fashion by packaging Soar in 4 and other programs to make sure that students were on track and incentivized to graduate in four years.

Dr. Cordova said the University also was going to increase the use of predictive analytics to help get a good understanding of admitting students from areas and schools who were more likely to stay. He said the University was going to be smarter in how it enrolled and admitted students based on data and historical trends.

Trustee Robbie Roepstorff said that she was pleased with the report given by Dr. Cordova and Dr. Shockley-Zalabak, and asked if the program would be rolled out for the incoming fall freshman class.

Dr. Cordova said his intention was by the end of June, the new organization would be created which ultimately would contain the budget associated with current personnel and Offices which would then align under a different organization. He said FGCU would be prepared to welcome the new class, make its members feel more connected, and enrich the First Year Experience, and then, all of this would align under the new organization.
Trustee Joseph Fogg asked hypothetically if a student would still be admitted if as a result of either analytics or questioning of students, Admissions knew that a student could not graduate in four years.

Dr. Cordova said ultimately FGCU wanted to have the best possible, highest achieving student coming out of high school who wanted to come to FGCU. He said that student would be admitted even if it was known that the student could not graduate in four years. He said he thought FGCU needed to do a better job of balancing and being more focused on how students were recruited. Dr. Cordova stated that there would be those students who took six years to graduate, but that his team would try to make sure that students understood FGCU wanted to help them do their best to graduate in four years.

Trustee Darleen Cors pointed out that there was a lot of emphasis on the freshman class, and asked if the team would be equally emphasizing sophomore year retention. Dr. Cordova said the design teams were discussing creating a Second Year Experience around North Lake Village with services and programs to help students stay at FGCU after the sophomore year. He said FGCU would utilize its residence halls as communities to learn and remain continually engaged in the University.

Trustee McDonald said the four-year graduation rate was a statistical measure and was an average degree time. He said most of the efforts described were focused on retention of students and keeping them progressing. He asked if there was any discussion in the design teams about expediting degree programs as in three-year programs or programs to move them through faster.

Dr. Cordova said the design teams had not specifically discussed it, but there had been conversations about providing the ability for students to customize their major. He said the teams were discussing students being able to take classes online. He said this would help the non-traditional students matriculate faster.

President Martin said if summer school became more accessible, there would be more students coming year-round which would speed up the process. He added that U.A. Whitaker College of Engineering Dean Richard Behr was working on a three-year degree in Construction Management. President Martin said the first Soar in 4 student actually graduated in three years because she came in with prior academic credit. He added there were many factors they would continue to stimulate in this process. In the end, he said what everyone wanted was success, whether it was on schedule or not.

Trustee Montgomery complimented President Martin and his team on a great job, and he encouraged the team to communicate on a routine basis to the Board of Governors (BOG) and the Chancellor its progress as it was being made instead of waiting until the end of a quarter or semester.

President Martin said that was a good suggestion, and he wanted to congratulate Chair Gable who strongly urged a public roll-out of this Initiative before the end of the
legislative session, so the media and others would report that FGCU was making progress, and therefore, that investing in FGCU was a good bet. He said they had done this to point to the campus and to do so in a way that the message would be heard in Tallahassee.

Chair Gable said every Board meeting would start with Dr. Cordova’s giving an update and leading a discussion about student success. He stressed this was the highest priority.

Trustee Jalisa White thanked Dr. Cordova for including the students on the different design teams, as it would affect them as well.

Item 6: Standing Report from United Faculty of Florida (UFF)/ FGCU Chapter

Chair Gable introduced Dr. Win Everham, Co-President of United Faculty of Florida (UFF)/ FGCU Chapter, whose report was being made in conjunction with the collective bargaining agreement provision that provides an opportunity to speak to FGCU Board of Trustees agenda items which affect the wages, hours, and other terms and conditions of employment of employees. “Employees” is defined as a member of the bargaining unit. Chair Gable said FGCU currently was engaged in negotiation with UFF/FGCU Chapter, and it would be inappropriate to enter into any discussion with Dr. Everham.

Dr. Everham thanked the Board for the thoughtful conversation concerning the student success teams. He said he was excited about the focus FGCU now had. He also thanked everyone in the room for working to receive the state budget allocation that would be discussed later, and that receiving it was an indication of the University’s moving in a positive direction.

Dr. Everham reported that from the Union’s perspective, excellent progress was being made in bargaining. He said they were about one-third of the way through the collective bargaining agreement. He said the problematic section was usually salary and benefits, Articles 23 and 24. He said the Union would be discussing that later in the spring when the performance based funding metrics were clearer. He said the bargaining agreement might be completed in June.

Dr. Everham reported UFF/FGCU Chapter had worked with Vice President Leonard to clarify barriers to communication in regard to questions directed toward the UFF/FGCU Chapter from the Board, and it was his understanding that it was permissible for the Board to ask questions. He said what he is not permitted to do is to make an offer or respond to an offer. He did not think his comments today would generate questions, but he thought it would be great if at some point this could be clarified.

Dr. Everham stated that relative to Dr. Cordova’s report, UFF/FGCU Chapter was represented on the Faculty Design Team, and it was appreciated there was recognition of the critical role that faculty can play. He said the Union was committed to making sure that this Initiative was successful. He shared that one thing the Union had been
discussing was a Faculty Mentoring Program that would help connect students and assist with their progression toward graduating. He added that he appreciated that President Martin had been a conduit to bringing experts such as Dr. Shockley to the campus for guidance.

Dr. Everham said as the Board considered Tab #10 on the agenda, the President’s evaluation, he would say that the Union and faculty have an overwhelmingly positive view of the Administration and the direction of the institution.

Dr. Everham said the Union was excited to see in Tab #11 continuing positive budget balance. He said UFF/FGCU Chapter also looked forward to working with Chief Compliance and Ethics Officer Stacey Chados to see how the training that the FGCU Board of Trustees would be getting today would be operationalized for faculty and staff.

Dr. Everham said it had been a positive year, and the UFF/FGCU Chapter looked forward to continuing to work with the Administration to collaboratively build the community.

**Item 7: Standing Report from FGCU Financing Corporation Board of Directors**

Chair Gable asked Vice President for Administrative Services and Finance, and Executive Director of FGCU Financing Corporation Steve Magiera to present this report on behalf of FGCU Financing Corporation Board of Directors Chair Joe Catti who was unable to attend today’s meeting.

Mr. Magiera stated the last FGCU Financing Corporation meeting was on March 7, 2018, and budgets and financial statements were reviewed and found in order. He said the Financing Corporation Board had discussed student applications for the fall. He reported currently FGCU was down 200 returning students, up 65 students for the summer, and up 325 students for fall enrollment. He reported students had been offered full-size beds at North Lake Village as had been discussed at the last Board meeting, and 500 students had chosen to have them. He said they had been working on getting students into housing during the summer term. He said this summer FGCU was housing 135 interns from Gartner from the beginning of May through the end of August, with plans to possibly grow to 200 interns next year. He said 20 interns from Hertz also were expected, and would be here from the beginning of June to the beginning of August. He said there were about 25 to 30 smaller camps, consisting of students staying anywhere from three to five nights.

Mr. Magiera reported boardwalk repairs had been completed, and reimbursement was expected for these repairs from either FEMA or state insurance.

Mr. Magiera asked for questions.

Trustee Roepstorff asked if all of the interns who were staying on campus were furthering their education in some way.
Mr. Magiera responded that these were interns from across the country that were working at Gartner and who were not FGCU students.

Trustee Roepstorff asked if this might create problems. Mr. Magiera said this was not the first year that FGCU had had this partnership with Gartner. He said Gartner knew that if the interns did not follow the rules, they would be asked to leave. He said so far there have not been problems. Vice President for Student Affairs Mike Rollo added that there have been some changes made in the way that the summer is staffed, and that there are appropriate staff levels now.

Trustee Price added that he hoped that the interns were hired and would stay in the area, and eventually attend graduate school at FGCU.

Item 8: Standing Report from FGCU Foundation Board of Directors

Chair Gable asked Vice President for University Advancement, and Executive Director of FGCU Foundation Chris Simoneau to give this report on behalf of FGCU Foundation Board Chair David Holmes.

Mr. Simoneau apologized on behalf of Foundation Board Chair David Holmes who was not able to be there. He thanked all those who attended the President’s Celebration on April 7, 2018 at Alico Arena and who contributed to the student success fund. There were about 375 people in attendance. He reported approximately $329,000 was committed to student success.

Mr. Simoneau reported the Foundation was in the midst of significant personnel changes, and the fourth quarter would be dedicated to filling six vacant positions on the development team. He said that these vacancies have affected the Fiscal Year 2019 fundraising, which was approximately $15 million through the first three quarters. He said the Foundation was planning to present its Strategic Plan at the next Foundation Board Executive Committee meeting in May, and to the full Foundation Board in June. He stated that the plan aligns the Foundation’s effort with the FGCU Board of Trustees approved Strategic Plan, and would take the Foundation in new directions to further support the University.

Mr. Simoneau reported the Legislature continued to pass legislation which affected FGCU’s Direct Support Organizations (DSOs). He said no State funds would be used for Foundation-associated travel. The allocation for the First Generation Matching Gift Program was doubled, and would now match gifts two-to-one rather than one-to-one. The legislation further expanded the Bright Futures and Florida Medallion scholarship programs, which should benefit FGCU students’ financial situations. He said the bill stipulated there would be no direct transfers of State funds to the Foundation, and all personnel services must comply with state restrictions. FGCU already was compliant with both. Finally, he said all director appointments to the Foundation Board must be approved by the FGCU Board of Trustees.
Mr. Simoneau stated that the Foundation continued to strive for the University in many areas. He said on behalf of University Marketing and Communications, he hoped the Board had experienced the new FGCU website, which he reported had taken two years to develop and had over 75,000 pages. He said the Foundation believed the website enhanced the user experience, told the story of FGCU in a cohesive way, and would be used as a primary tool for recruiting and retaining students.

**Item 9: Chair’s Report**

Chair Gable congratulated Mr. Simoneau and all who helped put together the President’s Celebration for such a successful evening.

Chair Gable reported he had had the opportunity along with founding President Roy McTarnaghan to inaugurate President Martin at the President’s Celebration. He said there would not be a formal inauguration ceremony at the request of President Martin.

Chair Gable said there was a Board of Governors (BOG) meeting in Jacksonville last month at the University of North Florida, and he was pleased to represent the Board. He stated Governor Lautenbach has made drug and alcohol abuse, and mental health a priority. Governor Lautenbach has established a Drugs, Alcohol, & Mental Health Task Force comprised of BOG members, and all university board chairs and university presidents in the State. Chair Gable said this Task Force had its first meeting on March 27, 2018, before the Board of Governors Meeting, and Governor Fernando Valverde was its Chair. He said additional information would be provided to the Board as the process moved forward with the Task Force.

Chair Gable thanked all who were involved in the legislative session for their hard work to achieve the outstanding result for FGCU. He applauded the work of Representative Raymond Rodrigues, and said the session was very positive for FGCU.

**Item 10: President’s Report**

President Martin began by emphasizing that the Student Success Initiative was priority for the next several months and years, so that corridors for success were created for students. He expressed his appreciation to both Dr. Shockley-Zalabak and Dr. Cordova. He said faculty and staff have embraced this Initiative as high priority.

President Martin commented on and thanked all of the people who participated and made the legislative session successful. He said that there were members of the FGCU Board of Trustees who participated. He personally thanked Representative Raymond Rodrigues for being a great representative for the region and helped cast FGCU in a favorable light. He stated that FGCU also benefited from the support of the Board of Governors Chair and the Chancellor.

President Martin reported that Public Education Capital Outlay (PECO) funding ultimately had been more than initially anticipated. He said FGCU was now in the
process of utilizing the funding received from the legislature to implement the Strategic Plan. He stated that he had previously shared with everyone the initial funding allocation that was determined in conversations with representatives from across campus to distribute the first third of the funding. He said he planned to distribute another third of the funding around the start of the fiscal year, particularly after news on the Board of Governors’ Performance Based Funding was received. He said they were strategically employing the World Class Faculty and Scholar Program funding, and would then see what additional initiatives still needed to be funded after the academic year with the last third of the funding. He said that everyone who utilized those resources needed to be committed to the Strategic Plan and that it was in line with the University’s value system.

President Martin thanked everyone for the President’s Celebration. He said if the Celebration was done again, it should be called a Community Gala because the institution belonged to the community.

President Martin reported he felt the University’s relationship with the Board of Governors’ new leadership had been renewed, as they seemed to be attuned to Southwest Florida and what is done at FGCU. He said the reports were largely routine, and there had been a good deal of conversation about 2+2 Agreements, which FGCU would continue to pursue, particularly with Florida Southwestern College (FSW). He said the BOG was dealing with the legislative directive to carefully rethink, and appropriately if necessary, modify performance funding formulas, and FGCU would participate in these discussions. He added that mental health and campus security were ongoing conversations.

President Martin said he had spoken to President Mark Rosenberg at Florida International University (FIU) regarding the tragedy of the bridge collapse, and offered to help in any way possible. He commented that FGCU had received kudos from the Chancellor’s staff for its response to the Parkland shooting in providing counsellors on campus to deal with the affected students who attended FGCU, and for offering to help Marjory Stoneman Douglas High School students as well.

President Martin said he had individual conversations with Trustee Priddy and Trustee Ken Smith about the long-term utilization of the University’s Buckingham property, which had led to conversations with some community leaders regarding what they would want to see FGCU do with that asset. He said the use of this property would continue to be an ongoing conversation. He said that he wanted to make sure that whatever they decided to do with the land would fit the needs of the community and the also FGCU mission.

President Martin stated he was a true believer that great universities were run by colleagues, and first and foremost, they were all colleagues on the campus, including students. He said they all were in the great transformation together.

Chair Gable called for a lunch recess at 12:05 p.m.
Item 11: Academic/Student/Faculty Affairs Committee (See Tabs #6 - 9)
Chair Gable reconvened the meeting at 12:30 p.m. Chair Gable asked Academic/Student/Faculty Affairs Committee Chair Christian Spilker to present this information.

Trustee Spilker said there were four action items, and President Martin would present the first which was an FGCU Honorary Degree for Mr. Reinhold Schmieding.

FGCU Honorary Degree for Reinhold Schmieding (TAB #6)
President Martin said based on nominations from several important individuals, the nominating committee had selected Reinhold Schmieding as the recipient of an honorary doctorate degree. Mr. Schmieding was the founding father and currently the CEO and President of Arthrex Inc. of Naples. President Martin asked Ms. Evans to read the resolution into the record and that then the Board would vote. He said assuming the Board voted yes, the honorary degree would be presented at the May 6, 2018 Commencement, where Mr. Schmieding would be one of the Commencement speakers.

Ms. Evans read as follows:

“Whereas, Florida Gulf Coast University is a public, comprehensive institution of higher education in Southwest Florida with a mission of education, research, and service; and
Whereas, Florida Gulf Coast University confers as its highest academic recognition honorary doctoral degrees to individuals who have made outstanding contributions to the public good and which are in concert with the University’s mission; and
Whereas, Mr. Reinhold Schmieding is the founder of Arthrex, Inc., headquartered in Naples, Florida and a highly recognized global leader in entrepreneurial and innovative scientific research and development for the surgical device industry, with more than 11,000 surgical orthopedic products and techniques, and more than 1,100 patents and patents pending; and
Whereas, Arthrex, Inc. and President/Founder Reinhold Schmieding are vital leaders in economic and workforce development through the employing of more than 3,000 corporate and manufacturing staff, and another 1,000 employees in global subsidiaries across 13 countries, with exports to more than 100 countries around the world; and
Whereas, Mr. Reinhold Schmieding and his Arthrex, Inc. engineers as mentors generously and significantly support students of the U.A. Whitaker College of Engineering at Florida Gulf Coast University, including internship awards to Bioengineering students and jobs to graduates, critically connecting classroom to industry;
Now, Therefore It Be Resolved that the Florida Gulf Coast University Board of Trustees wishes to honor Mr. Reinhold Schmieding with the awarding of a Florida Gulf Coast University degree Doctor of Science, Scientia Doctor,
honoris causa with all attendant rights and privileges thereof in recognition of his
exceptional scientific innovations and contributions for benefit to the public good."

Trustee Spilker called for a motion to approve.

Chair Gable made a motion to approve an Honorary Doctorate Degree be conferred
upon Reinhold Schmieding. Trustee White seconded the motion. There was no public
comment, or Board discussion. The vote was 13-0 in favor of the motion.

New Degree Program: Master of Science in Athletic Training (TAB #7)

Trustee Spilker stated Provost and Vice President for Academic Affairs James Llorens
was unable to be at the meeting, and Senior Associate Provost and Associate Vice
President for Planning and Institutional Performance Paul Snyder would present this
item.

Dr. Snyder stated Tab #7 described the Master of Science in Athletic Training degree
program, which was part of the transition in the discipline from the bachelor’s level to
the master’s level as being the entry level for licensed practitioners as athletic trainers.
He said this transition needed to be completed by 2022. He said earlier in the meeting,
the Board had approved in the Consent Agenda the discontinuance of the Bachelor of
Science in Athletic Training following the last cohort which would be entering in the fall
of 2018. He said the first class in the Master of Science program would enter in the
summer of 2019. He said the program was 58 credits with 40% delivered online and no
new resources needed to implement.

Trustee Priddy made a motion to approve the Master of Science in Athletic Training
degree. Trustee Roepstorff seconded the motion. There was no public comment, or
Board discussion. The vote was 13-0 in favor of the motion.

Reactivation of Academic Program Major: Music (TAB #8)

Dr. Snyder said the next item was Tab #8 which was the Reactivation of Academic
Program Major: Music. He said at this time the College of Arts and Sciences was
looking to reintroduce a generalist program to help attract students and retain students
who may have entered one of the professional programs and were having difficulty. He
said some students may need a major which was a little more flexible to graduate. He
said this major was more general and would help with that, and 20-30 students were
expected to be in this major as it progressed. He said no new resources would be
necessary.

Trustee McDonald asked if any of the existing specialist degree programs lose
significant numbers which caused them to be in jeopardy.

Dr. Snyder responded that was not the case, and the enrollments in the other programs
were healthy. He said the reintroduction of this program would help with those students
having difficulty who otherwise might leave the University.
Trustee K. Smith made a motion to approve the reactivation of the Academic Program Major: Music. Trustee Price seconded the motion. There was no public comment, or Board discussion. The vote was 13-0 in favor of the motion.

Addition of Degree Program Majors: BSN to DNP Nurse Anesthesiology and MSN to DNP Nurse Anesthesiology (TAB #9)

Dr. Snyder said the last item was the transition of the Master in Science in Nursing Program and Nurse Anesthesiology to the Doctorate in Nurse Practitioner. He said this was being driven by mandates with the accreditor moving the degree to a higher level. He said the requirement would take effect with all programs beginning in 2022. He said the last class of MSN students would enter in spring of 2019, and the first class of students in BSN to the DNP would enter in 2020. He said 24 students were expected initially growing to 72 students after five years. He said the program length was 112 credits. The MSN to DNP which was the other option for practitioners would follow a year later and probably would add an additional 4-10 students. He said there would be some resource needs over the second and third years of the programs as four-and-a-half full-time equivalent (FTE) faculty would be needed.

Trustee Roepstorff asked if there was a definite demand for nurse practitioners.

Dr. Snyder said the demand for nurse anesthesiology was incredibly high. He said FGCU had many times more applications for the number of slots available. The starting salary for certified individuals was $130,000-$140,000.

Trustee Priddy asked if the doctorate was called nurse practitioner.

Dr. Snyder said he should have said Doctorate of Nursing Practice.

Trustee Stephen Smith asked when the program stabilized, if it would pay for the additional faculty members.

Dr. Snyder said he had not done the calculations, but he thought that was correct. He said the program brought a great deal of revenue because these were courses at the graduate level, and the tuition is much higher.

Trustee K. Smith made a motion to approve the transition of the Master in Science in Nursing Program and Nurse Anesthesiology to the Doctorate in Nursing Practice. Trustee Roepstorff seconded the motion. There was no public comment, or Board discussion. The vote was 13-0 in favor of the motion.

Item 12: Finance, Facilities and Administration Committee (See Tabs #10-15)

Chair Gable asked Finance, Facilities, and Administration Committee Chair Ken Smith to present these three information items and three action items.
President’s Performance Evaluation (TAB #10)
Trustee K. Smith called on Chair Gable to present the first item which was the President’s Performance Evaluation.

Chair Gable stated when the President’s contract was negotiated and signed, there were three main areas for performance evaluation: (1) Qualitative leadership and management skills; (2) University Strategic Plan and Performance Based Funding Metrics and results; and (3) resource development. Chair Gable stated that he removed consideration of the results of the Performance Based Funding Metrics, as he felt it would not be fair for President Martin because he was not President at the time the results were generated. He said Tab #10 showed a relatively simple evaluation form for the members of the FGCU Board of Trustees to use, and he asked they write down any comments they might have. He asked the Board to return the evaluations within two weeks. He said he would need time to look them over as well as speak with the Chair of the Board of Governors (BOG), the BOG Chancellor, and the BOG General Counsel. He said in discussion with all of these individuals it had been decided to have the President’s evaluation publicly discussed at the June 5, 2018 FGCU Board of Trustees meeting with recommendations for salary and bonus discussed at that time which would then be sent to the BOG for its approval at its meeting in June.

Chair Gable called for questions and there were none.

Finance/Budget Update (TAB #11)
Trustee K. Smith commented he hoped the Board had had an opportunity to see the Summary Memo and called on Mr. Magiera to present this item.

Mr. Magiera said the budget update projected through the end of March. He said as Dr. Everham had mentioned there was $3 million of revenue ahead of schedule, which was correct. However, he pointed out that on the Summary Memo it was only a half million dollars because there were certain items which FGCU did not control-such as scholarships. He further explained that he could not state that there was a positive variance because of things that could not be controlled. Of the items that FGCU did control, there is about a half a million dollars revenue over expenditures. He said the same thing occurs on the expense side. He stated if the numbers were looked at directly, there would appear to be a negative variance. He clarified that it was not really a negative variance because the scholarship funds were included. He said in the Summary Memo he clarified the reason for the negative variance and explained the actual budget numbers once Grant Associated Revenue and Scholarships were taken into account.

Trustee S. Smith asked for some clarification on the Capital Expenditures.

Mr. Magiera said the budget was prepared in May, so some of the capital projects come in under budget, some may have not occurred at all, or some end up being at the end of the year, or not expended but may be encumbered. He said this was the cash basis on the budget.
Trustee S. Smith asked if the ratios of salaries and benefits, etc., were traditional for a university or if they were unique to FGCU.

Mr. Magiera said these ratios were normal for most universities. He said the most expensive line item was salaries and benefits. He said for the June BOT meeting he could bring some examples from some of the other universities in the State University System (SUS). President Martin directed Trustee S. Smith to the national database called the Integrated Postsecondary Education Data System (IPEDS) for this comparative information.

2018 Legislative Session (Budget and Substantive Legislation) (TAB #12)

Trustee K. Smith said this item would be presented by Director of Government Relations Jennifer Goen.

Ms. Goen said on March 16, Governor Rick Scott approved an $88 billion budget for 2018-2019. She said she was happy to report it included FGCU’s request for recurring funds and some capital funding as well. She thanked all who had helped to ensure this success. She wanted to highlight the FGCU students and interns who participated. She noted that FGCU had two students interning in Tallahassee who did an outstanding job and have been highly regarded. She also thanked the Southwest Florida Delegation for securing the $13.7 million in recurring funding that FGCU would receive in operational funds. She said that FGCU also received a total of $14 million toward capital construction of Integrated Watershed and Coastal Studies building (AB9), and that $4 million of this appropriation was contingent upon FEMA reimbursement.

She stated FGCU also received a restoration of $500,000 in recurring funding for the academic and career attainment initiative. The Governor also included $20 million in his budget for the World Class Faculty and Scholar Program, which was approximately a $700,000 appropriation to FGCU, and $10 million for the University Professional and Graduate Degree Excellence Program, which was about $263,000 to FGCU.

Ms. Goen welcomed and congratulated Trustee Eide, Trustee S. Smith, and Chair Gable who had been confirmed by the Senate on March 8, 2018.

Ms. Goen said Senate Bill 4 (SB4), the Excellence in Higher Education Act of 2018, directed university trustees by June 1 to submit to the Board of Governors a comprehensive plan to improve four-year graduation rates in undergraduate students for implementation beginning fall of 2018. She said this bill also made some revisions to 6-year to 4-year graduation metrics, and also included a new access metric which was implemented at the last meeting of the BOG. She said SB4 also required the BOG to consult with the universities to submit their recommendations for new metrics for their review. She said the bill also had recommendations to be submitted to the BOG that the Legislature would review recommendations from independent entities regarding performance metrics. Ms. Goen stated Senate Bill 4 also created the Free Expression on Campus Act, which prohibited public higher education institutions from restricting expressive activities. She said the Bill also made some changes for Direct Support
Organizations (DSOs); and expanded the Bright Futures Scholarship Program for the
Academic Scholar level to cover 100% tuition and fees with a $300 book stipend in the
fall and spring semesters, and 75% of tuition and fees covered at the Medallion level.
The Bill also allowed for the Bright Futures Scholarship to be utilized for summer
classes when funding is provided. Additionally, the Bill expanded the Benacquisto
Scholarship Awards to include out-of-state students, and also established the Florida
Farmworkers Student Scholarship Program.

Ms. Goen said the Legislature did pass a bill to begin to have sessions start in January
in even-numbered years. She said the start date for the 2020 session would be
January 14, 2020. For 2019, she said FGCU Day at the Capitol would be March 25 and
26, 2019. She said Thursday, April 26, 2018 would be the Eagle Advocacy Legislative
Appreciation event.

President Martin thanked Ms. Goen and Mr. Charlie Dudley for their assistance in
Tallahassee. He also thanked Governor Scott.

**Appointments to FGCU Foundation Board of Directors (TAB #13)**

President Martin said the legislation required that university boards of trustees approve
director appointments to Boards for Direct Support Organizations (DSOs). FGCU has
two DSOs – the FGCU Foundation, and the FGCU Financing Corporation. He said
today he was asking the FGCU Board of Trustees to give blanket approval to the
current directors for both DSO Boards. He said he felt confident both Boards were
excellent.

Trustee K. Smith called for a motion.

Trustee Spilker made a motion to approve the current membership of the FGCU
Foundation Board of Directors. Trustee Montgomery seconded the motion. There was
no public comment, or Board discussion. The vote was 13-0 in favor of the motion.

**Appointments to FGCU Financing Corporation Board of Directors (TAB #14)**

Trustee K. Smith asked Dr. Martin if he had any further comments about this item for
the directors of the Financing Corporation Board. Dr. Martin responded this also was a
very valuable Board to FGCU to help build the campus and manage debt, and he hoped
it could continue to keep strong people on this Board as well.

Trustee Cors made a motion to approve the current membership of the FGCU
Financing Corporation Board of Directors. Trustee Fogg seconded the motion. There
was no public comment, or Board discussion. The vote was 13-0 in favor of the motion.

**2017 Educational Plant Survey (TAB #15)**

Mr. Magiera said there was a Summary Memo in the beginning of this report. He
summarized there was an Educational Plant Survey Team which worked for the Board
of Governors (BOG), and which was sent out once every five years to all universities.
He said the team was made up of two members of the BOG staff and usually four or five
additional members from other universities in the System. The Team looked at the space and needs of the university and talked to various groups on campus; the Team then plugged in formulas, and the bottom line was to make recommendations as to the space necessary. He said the result was FGCU had been approved and reaffirmed for the Integrated Watershed and Coastal Studies building (AB9) and also the next building, which was the Health Sciences building. He said after the FGCU Board of Trustees approved the survey, it would then go to the Board of Governors for its approval.

Trustee K. Smith called for questions.

Trustee Roepstorff asked if Phase 2 in the Student Academic Health and Life Fitness Center could be started after Phase 1 was under way.

Mr. Magiera said once the recreational center was built, they would ask students and Vice President for Student Affairs Mike Rollo what was the next greatest need for students. That identified need would be brought to the Board.

Trustee K. Smith called for a motion.

Trustee Spilker made a motion to accept the 2017 Educational Plant Survey report. Trustee S. Smith seconded the motion. There was no public comment, or Board discussion. The vote was 13-0 in favor of the motion.

**Item 13: Audit and Compliance Committee** (See Tab #16)

Chair Gable called on the Audit and Compliance Committee Chair Joseph Fogg to give this report.

Trustee Fogg provided an update on streamlining the process for complaints and investigations. Following the grievance procedure, President Martin and he review all significant ongoing cases or investigations of possible or alleged violations of University ethical or compliance rules or regulations every quarter. The most recent review had been held on April 3, and there had been no cases identified which would warrant discussion with the Audit and Compliance Committee or the FGCU Board of Trustees.

**Ethics Training (TAB #16)**

Trustee Fogg said there was one information item, Ethics Training, which would be conducted by Chief Compliance and Ethics Officer Stacy Chados.

Ms. Chados said the training would accomplish two things: (1) FGCU would be in compliance with the Board of Governors Regulation which set up the Compliance and Ethics Program and required training of the Board, and (2) It would close out the final recommendation from the Board of Governors Inspector General Investigation report issued on March 28, 2017.
Ms. Chados provided Ethics Training to the FGCU Board of Trustees. There were no questions or Board discussion at the conclusion of the Ethics Training. A copy of the Ethics Training is attached.

**Item 14: Old Business**

There was no old business for discussion.

**Item 15: New Business**

Chair Gable called for new business.

Trustee Roepstorff thanked President Martin for the lively event at the Lutgert College of Business, called “An Evening with the Federal Reserve Bank.” She remarked that it was intriguing to have Chair of the Atlanta Federal Reserve Bank Raphael Bostic on campus at FGCU.

**Item 16: Chair’s Closing Remarks and Meeting Adjournment**

Chair Gable said the next meeting would be Tuesday May 1, 2018 at 9 a.m. with a limited agenda and held by conference call to approve the 4-year plan to send to the Board of Governors, as required by Senate Bill 4, and the Accountability Plan. Following that meeting, there would be an Audit and Compliance Committee meeting at 11 a.m. also held by conference call. He said the next full Board meeting would be June 5, 2018 at 8:30 a.m.

Chair Gable adjourned the meeting at 1:28 p.m.

Minutes prepared by Transcription Experts, and reviewed by Tiffany Jackson, Assistant Director of Board Operations.

**Agenda Items:**

A. See Tabs #1 – 16

**Attachments:**

A. Ethics Training
B. Record of Votes
2018 Ethics Training
AGENDA

- Purpose of C&E Program
- Compliance vs. Ethics
- Ethical Lapses
- Florida Statutes
- Resources
- Hotline
- Benefits
COMPLIANCE AND ETHICS PROGRAM

- Standards and Procedures
- Governance Structure
- Training and Education
- Communication
- Monitoring, Auditing, and Evaluation
- Incentives and Discipline
- Review Allegations; Take Corrective Action
ETHICS VS. COMPLIANCE

Ethics
The moral standards you rely on when making a decision.

Compliance
Conforming or adapting your actions to a law, rule, or regulation.
ETHICS VS. COMPLIANCE

- Ethics tells us what we ought to do; compliance dictates what we must do.
ETHICS VS. COMPLIANCE

ETHICS
- Honesty
- Integrity
- Loyalty
- Fairness
- Caring
- Keeping Your Promises
- Leading by Example
- Accountable

COMPLIANCE
- State and Federal Regulations
- BOG Regulations
- FGCU Policies and Regulations
- Relevant Case Law
- Accreditation Standards
- Contract and Grant Regulations
- Employment Contracts
- CBA
C&E PROGRAM FUNCTION

![Diagram showing various aspects of ethics]

- Rules and Regulations
- Rules of Conduct
- Ethical Practices
- Values
- Research
- Moral Principles
THE FGCU MORAL COMPASS

- Is the action legal?
- Is it ethical?
- Does it violate policy?
- Does it align with our Guiding Principles?
- Does it appear inappropriate?
- If it becomes known, will it embarrass FGCU or its stakeholders?
The reputation of a thousand years may be determined by the conduct of one hour.

~ Japanese Proverb
It takes 20 years to build a reputation and five minutes to ruin it.

If you think about that, you’ll do things differently.

-Warren Buffett
UC DAVIS
USC SCHOOL OF MEDICINE
ETHICAL LAPSES

- Debunk the myth that it can never happen at FGCU
- Conduct risk assessments and monitor for compliance
- Set high ethical standards and demand accountability
- Encourage dialogue and even dissent
- Expect and plan for a crisis
- Have the courage to do the right thing
- Seek legal advice

'Sometimes the hardest thing and the right thing are the same.'
ETHICS AND UNIVERSITIES

Get out of our silos (at least occasionally)
ETHICS AND UNIVERSITIES
ETHICS AND UNIVERSITIES
FLORIDA CODE OF ETHICS FOR PUBLIC EMPLOYEES

- Solicitation and Acceptance of Gifts/Honoraria
- Unauthorized Compensation
- Misuse of Public Position
- Misuse of Non-Public Information
- Business and Employment Relationships
- Nepotism
- Post Employment Restrictions
- Statement of Financial Interests
IT’S OKAY TO ASK
RESOURCES

- Ombuds
- Human Resources
- Institutional Equity and Compliance
- Internal Audit
- Compliance and Ethics
FGCU HOTLINE

If you believe that FGCU's ethical standards are being compromised, you can do something about it.

TELL US, IT MATTERS

Call the University's Hotline to report:
HARASSMENT, DISCRIMINATION, RETALIATION / SAFETY
MISUSE OF SPONSORED FUNDS / THEFT / MISCONDUCT
FRAUD, WASTE, ABUSE

(844) 300-1073
or fgcu.ethicspoint.com

24 HOURS A DAY / 365 DAYS A YEAR

For further information, contact FGCU's
Chief Compliance and Ethics Officer at 239-590-1039.
EFFECTIVE PROGRAM

- Keep costs down
- Keep students safe
- Focus on educating students
- Be good stewards of sponsored program funds

- Avoid loss from noncompliance
- Prevent damage to reputation
- Avoid demands on executives’ time that come with compliance crises

It’s never wrong to do the right thing.
—Mark Twain
# Consent Agenda

## (Tab #1)

1. Spilker
2. McDonald

## (Tab #6)

1. Gable
2. White

## (Tab #7)

1. Priddy
2. Roepstorff

## (Tab #8)

1. K. Smith
2. Price

## (Tab #9)

1. K. Smith
2. Roepstorff

## (Tab #13)

1. Spilker
2. Montgomery

## (Tab #14)

1. Cors
2. Fogg

## (Tab #15)

1. Spilker
2. S. Smith

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## Record of Votes

### FGCU Board of Trustees

**DATE:** 4/10/2018

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