

1 **FLORIDA GULF COAST UNIVERSITY BOARD OF TRUSTEES**

2  
3 **Tuesday, September 11, 2018**

4  
5 **COHEN CENTER BALLROOM, ROOM # 203**  
6 **Florida Gulf Coast University**

7  
8  
9 

---

**Meeting Minutes**

10  
11  
12 **Members:**

13 *Present:* Trustee Blake Gable – Chair; Trustee Robbie Roepstorff – Vice Chair; Trustee  
14 Darleen Cors; Trustee Richard Eide, Jr.; Trustee Joseph Fogg III; Trustee Mike  
15 McDonald; Trustee Kevin Price; Trustee Ken Smith; Trustee Stephen Smith; Trustee  
16 Christian Spilker; and Trustee Jalisa White.

17  
18 *Not Present:* Trustee Leo Montgomery (Excused Absence).

19  
20 **Others:**

21 FGCU Foundation Board of Directors Chair David Holmes; FGCU Financing  
22 Corporation Board of Directors Chair Joe Catti; and Staff Advisory Council (SAC)  
23 President Missy Berkley.

24  
25 *Staff:* President Mike Martin; Provost and Vice President for Academic Affairs James  
26 Llorens; Vice President for Administrative Services and Finance, and Executive Director  
27 of FGCU Financing Corporation Steve Magiera; Vice President for University  
28 Advancement, and Executive Director of FGCU Foundation Chris Simoneau; Vice  
29 President and Chief of Staff Susan Evans; Vice President and General Counsel Vee  
30 Leonard; Vice President for Student Success and Enrollment Management Mitchell  
31 Cordova; Director of Internal Audit Bill Foster; Director of Equity, Ethics and  
32 Compliance, and Title IX Coordinator Precious Gunter; Director of Operations Tiffany  
33 Reynolds; Assistant Director of Board Operations Tiffany Jackson; Project Manager  
34 Melissa Pind; and Executive Assistant to the Vice President and Chief of Staff Bruna  
35 Ugolotti.

36  
37  
38 **NOTE – At the direction of the Chair, some agenda items were taken out of order.**  
39 **The minutes reflect the actual order of the proceedings.**

40  
41 **Item 1: Call to Order, Roll Call, and Opening Remarks**

42 

---

Chair Blake Gable called the meeting to order at 8:30 a.m. and stated that the noticed  
43 meeting was originating from the Cohen Center Ballroom on the campus of Florida Gulf  
44 Coast University. He requested Vice President and Chief of Staff Susan Evans call the  
45 roll. Roll call was taken with 11 of 12 members present, thus meeting quorum  
46 requirements. Trustee Leo Montgomery was granted an excused absence.

47 **Item 2: Call for Executive Session**

---

48 Vice President and General Counsel Vee Leonard asked the Board to meet with her in  
49 Cohen Center Room 213 to discuss matters regarding collective bargaining for the  
50 United Faculty of Florida (UFF)/FGCU Chapter and the Police Benevolent Association  
51 (PBA).

52  
53 At 8:35 a.m. Chair Gable temporarily adjourned the regular BOT meeting for the  
54 purpose of convening the Executive Session in the Cohen Center Room 213, and  
55 announced that the FGCU Board of Trustees meeting would reconvene immediately  
56 following the adjournment of the Executive Sessions.

57  
58 At 8:50 a.m., having concluded the Executive Session, Chair Gable resumed the open  
59 meeting of the FGCU Board of Trustees in the Cohen Center Ballroom.

60  
61

62 **Item 3: Response to Any Trustee Questions on Student Success - Enrollment  
63 Management Initiative**

---

64 Chair Gable stated there had been a voluntary attendance Board workshop yesterday  
65 on the Four-Year Graduation Improvement Plan led by Vice President for Student  
66 Success and Enrollment Management Mitch Cordova. Chair Gable said it had been a  
67 great presentation and asked Dr. Cordova if he wished to make a comment.

68  
69 Dr. Cordova thanked the Board for its participation and insightful comments at the  
70 workshop. He explained he had reported yesterday the preliminary four-year  
71 graduation rate was 26 percent, which was a calculation prior to summer term. He said  
72 he was pleased now to report that following summer term, the new preliminary  
73 calculation was 28 percent, which reflected a five percent increase over last year.

74  
75 Chair Gable congratulated Dr. Cordova and noted FGCU was on the right path. He  
76 called for questions from the Board. There were no questions or comments.

77  
78

79 **Item 4: Consent Agenda (See Tabs #1-5)**

---

80 Chair Gable stated there were five items on the Consent Agenda: (1) Minutes of June 5,  
81 2018 Meeting; (2) Ninth Amendment and Restatement of Florida Gulf Coast University  
82 Board of Trustees Bylaws; (3) Fourth Amendment and Restatement of Florida Gulf  
83 Coast University Financing Corporation Bylaws; (4) Appointment of New Directors and  
84 Fellows to FGCU Foundation Board of Directors; and (5) Textbook and Instructional  
85 Materials Affordability Annual Report (Academic Year 2017-2018).

86  
87 Chair Gable called for a motion to approve the Consent Agenda.

88  
89 Trustee Joseph Fogg made a motion to approve the Consent Agenda. Trustee Richard  
90 Eide seconded the motion. There was no public comment, or Board discussion. The  
91 vote was 11-0 in favor of the motion.

92

93 **Item 5: Standing Report from FGCU Financing Corporation Board of Directors**

---

94 Chair Gable introduced FGCU Financing Corporation Board of Directors Chair Joe  
95 Catti.

96  
97 Mr. Catti said the last meeting for the Financing Corporation was on June 6, 2018. He  
98 reported on that meeting as follows: (1) At the request of the Florida Board of Governors  
99 (BOG),the Financing Corporation changed its by-laws to reflect the appointment of at  
100 least one member by the FGCU Board of Trustees, and for approval by the FGCU  
101 Board of Trustees on any appointments to the Financing Corporation Board; (2) The  
102 Financing Corporation’s Fiscal Year 2018-2019 Operating Budget, which is provided as  
103 an information item to the FGCU BOT today, was approved; and (3) \$8 million was  
104 approved to assist the University in building the Student and Community Counseling  
105 Center, for which the Financing Corporation will be repaid by the University. He said  
106 the Financing Corporation currently was finishing its audit and would be reviewing it at  
107 the next Financing Corporation Board meeting.

108  
109 Mr. Catti reported on several items regarding student housing. He said the good news  
110 was University housing had opened this semester with occupancy of over 100 percent.  
111 He explained students were doubling up in North Lake Village until a spot cleared for  
112 them. He reported \$13.5 million dollars for fall revenue had been projected, and \$13.9  
113 million had been billed. He said the full-sized bed program reflected that 558 of the  
114 1,800 students in the North Lake Village had selected the full-sized option, which was  
115 less than anticipated. He stated this program will be monitored, but it had generated  
116 revenues of \$77,000, and the payback period on the product was less than two years.  
117 He called on Vice President for Administrative Services and Finance, and Executive  
118 Director of FGCU Financing Corporation Steve Magiera to elaborate on this item.

119  
120 Mr. Magiera explained Associate Vice President for Student Engagement Brian Fisher  
121 and his staff had been concerned about competition in student housing and had done a  
122 survey of students to find out how many might be interested in full-sized beds for a  
123 small additional charge. He said the response was around 60 percent of those  
124 surveyed. He reported 30 percent actually had been purchased, and the payback time  
125 was less than two years. He stated this was an opportunity to give an enhancement  
126 without actually raising the cost of rental, and it was an optional program.

127  
128 Mr. Catti moved on to capital projects and explained three buildings in North Lake  
129 Village had received new roofs, and five buildings had been painted. He added there  
130 had been shower refurbishments, some new carpets, and some furniture replacements.  
131 Mr. Catti concluded his presentation by welcoming Trustee Richard Eide as the FGCU  
132 Board of Trustees liaison to the FGCU Financing Corporation Board of Directors.

133  
134 Chair Gable called for questions and there were none.

135  
136  
137  
138

139 **Item 6: Standing Report from FGCU Foundation Board of Directors**

---

140 Chair Gable introduced FGCU Foundation Board of Directors Chair David Holmes to  
141 give this report.

142  
143 Mr. Holmes thanked the Board for this opportunity, and reported the Foundation had  
144 overcome several obstacles in the past year and still had managed to raise over \$20  
145 million for FGCU. He said this fell a little short of the \$25 million goal, but in the context  
146 of obstacles described, he felt this amount was excellent. He added although the  
147 amount had not reached the goal, the number of actual donors had increased over the  
148 fiscal year.

149  
150 Mr. Holmes reported that as of June 30, 2018, the total Foundation endowment stood at  
151 \$95.9 million, and soon, with positive investment results, the funds on deposit in the  
152 endowment could exceed \$100 million. He said total assets were just over \$131 million.

153  
154 Mr. Holmes reported in terms of scholarships, last year \$3.6 million was awarded to  
155 over 1,800 recipients, which was an increase of 20 percent in funds that were given out  
156 in scholarships, and a 25 percent increase in the number of awards. He said student  
157 success was a key focus, and the scholarship funds that they were able to deliver to the  
158 students were a big part of that initiative.

159  
160 Mr. Holmes announced for the first time the FGCU Foundation completed a Strategic  
161 Plan. He said the time was right for the Foundation to correlate with the broader  
162 University plan. He explained the mission of the Foundation Strategic Plan was to  
163 support the Strategic Plan of the University. He explained the Foundation Strategic  
164 Plan had five key pillars: (1) Support the Strategic Plan of the University, including  
165 student success, entrepreneurship, health sciences, academic excellence and  
166 community engagement; (2) Broadly engage both internal and external communities; (3)  
167 Build the donor and revenue base in order to support growth in Foundation resources;  
168 (4) Be good and effective stewards of the endowment raised and managed; and (5)  
169 Increase the knowledge and visibility of FGCU locally, nationally, and globally. He  
170 commented the Foundation believed following these objectives would lead to University  
171 and Foundation excellence, and position the Foundation to launch another  
172 comprehensive fundraising campaign in the coming years. Each of the elements of the  
173 Foundation's strategic plan had specific goals, tactics, objectives, and most importantly  
174 measures of success.

175  
176 Mr. Holmes stated in the process of creating the Strategic Plan, the Foundation Board  
177 took some time to measure itself against peer institutions, and found at just about every  
178 level, the FGCU Foundation was doing an excellent job.

179 Chair Gable called for comments or questions.

180  
181 Trustee Robbie Roepstorff thanked the Foundation and the Financing Corporation for  
182 the effort put forth to get the Student Health and Fitness Center built for the campus.

183

184 Chair Gable also thanked the Foundation for the Student Health and Fitness Center and  
185 offered congratulations on a great year.

186  
187

188 **Item 7: Chair's Report**

---

189 Chair Gable reported the President and he were attending the Board of Governors  
190 (BOG) meeting on the following day at New College of Florida (NCF) in Sarasota. He  
191 noted for the record that he had appointed Trustee Eide to serve as the Board's liaison  
192 to the FGCU Financing Corporation Board of Directors, and Trustee Stephen Smith to  
193 serve on the FGCU Board of Trustees Audit and Compliance Committee. He thanked  
194 both of these individuals for their service.

195

196 Chair Gable introduced Staff Advisory Council (SAC) President Missy Berkley, and  
197 welcomed her.

198

199

200 **Item 8: President's Report**

---

201 President Martin stated he wanted also to thank Mr. Holmes and Mr. Catti and the staff  
202 who work with them. He also thanked Dr. Cordova not only for the presentation, but for  
203 the good news that early in the initiative traction was being felt. He said this was being  
204 exhibited in the summer school outcomes, the interventions with students, and with the  
205 news regarding projected graduation rates.

206

207 President Martin introduced Dr. Craig Cobane, FGCU's visiting American Council of  
208 Education (ACE) Fellow for the year. He explained the American Council of Education  
209 had an ongoing program to help develop future leaders of public higher education, and  
210 Provost and Vice President for Academic Affairs James Llorens was a previous  
211 graduate of the program. He further explained that individuals who showed the  
212 potential to lead competed for a fellowship from ACE to spend a year at a visiting  
213 institution to participate with its leadership team to learn about the culture and activities  
214 at that institution. He added Dr. Cobane was the first individual to select FGCU. He  
215 said Dr. Cobane led the Honors program at Western Kentucky University; held an  
216 Endowed Professorship there, and had a very strong reputation in international  
217 diplomacy and programs.

218

219 President Martin explained the Board of Governors (BOG) had asked for an indication  
220 of how FGCU had invested the funds from last year's Legislative Budget Request (LBR)  
221 and how FGCU would invest additional funds (if received) in the coming year. He said  
222 Chief Budget Officer David Vasquez would make a presentation at the upcoming BOG  
223 meeting. He noted that a copy of the presentation was provided to each Board member  
224 today. He reported the good news that this year FGCU's Legislative Budget Request  
225 had been included in the State University System request as it had not been last year.  
226 He said this was good news because it reflected the fact that the BOG believed FGCU  
227 was on the right track.

228

229 President Martin reported a minor in Agribusiness was being launched under the  
230 auspices of a Center for Agribusiness in the Lutgert College of Business. He said Dr.  
231 Fritz Roka, who had worked at the IFAS Research Center in Immokalee, had been hired  
232 to lead the program. He reported Ron Hamel, who recently retired as the Executive  
233 Vice President and General Manager of the Gulf Coast Citrus Growers Association, had  
234 been hired as a part-time consultant aimed at creating relationships with the region's  
235 agribusiness leadership, helping to advise on curriculum development, working on  
236 internships for students, and in general being an expert who could connect FGCU with  
237 the agribusiness leadership of the region. He said longtime FGCU supporters Bernie  
238 Lester and Ben Hill Griffin were very happy to see this program being launched. He  
239 said an advisory committee would be formed and would continue to look at the best  
240 practices with respect to curriculum. President Martin stated hopefully students would  
241 embark on careers in a robust agricultural sector for Southwest Florida.

242  
243 President Martin reported a possible expansion of the Cohen Center was being  
244 considered because more meeting space was necessary. He explained the plan was to  
245 expand onto the terrace, which got little use, and this could be done using carryforward  
246 monies up to \$2 million. He said in the process of expansion, the building would  
247 become much more of a student union and provide gathering spaces for students.

248  
249 He reported the creation of a Limited Liability Corporation (LLC) as a wholly owned  
250 subsidiary of the FGCU Foundation was being explored so that if the University reached  
251 the point where it wanted to get involved in real estate ventures which would serve the  
252 campus and campus community, but likewise be commercially viable in the process,  
253 FGCU would be ready to go. President Martin said in the State University System  
254 (SUS), a number of the universities had created LLCs. He said he would keep the  
255 Board informed as it went forward.

256  
257 President Martin concluded FGCU athletic teams were performing remarkably well and  
258 he appreciated cheering them on.

259  
260 Chair Gable called for questions.

261  
262 Trustee Fogg asked for the amounts of the Legislative Budget Requests.

263  
264 President Martin responded last year it had been \$13.7 million and this year it was  
265 \$12.76 million. He explained the requests were tied to specific objectives, but the case  
266 also was being made that FGCU had been underfunded on a per-student basis for a  
267 number of years. He said FGCU was catching up to the System on support for  
268 students, and also there was a need for specific initiatives. He stated a great deal had  
269 to do with Pillar 1 of the FGCU Strategic Plan.

270  
271 Trustee Eide commended President Martin on the tremendous job in coordinating the  
272 legislative effort and making it fit what FGCU was trying to accomplish in Southwest  
273 Florida. He said when you put with it the statement, "This is a tactical investment and  
274 not a spending plan," it brought with it a high obligation to keep proving that it was true.

275 President Martin responded FGCU had told the BOG that the Strategic Plan was the  
276 larger objective, and then tactical initiatives would be created within each of the Pillars --  
277 and thus he wanted to stick with the language already used early on with Governor Ed  
278 Morton of the BOG. He said not only did FGCU invest, but it was accountable for  
279 outcomes. President Martin said that he and his team would continue to report back to  
280 the FGCU Board, and where appropriate, the BOG.

281  
282 Chair Gable and President Martin acknowledged Representative Ray Rodrigues, who  
283 had joined the meeting, and thanked him for his support.

284  
285 Trustee Kevin Price asked with the launching of the Center for Agribusiness, if there  
286 would be any synergies with the Buckingham property.

287  
288 President Martin responded the FGCU Buckingham property was being looked at for a  
289 number of things. He said there was an emerging partnership with the community to  
290 use the property in a couple of ways. One was a bee keeping program jointly with the  
291 community and the Entomology Department of the University of Florida (UF), and  
292 another was a certificate or minor program in turf grass management to accompany the  
293 Professional Golf Management (PGM) program.

294  
295 Trustee Price commented water quality and watersheds in the area had been talked  
296 about by the Board, and in many ways this was a foundation of the mission of the  
297 University and of the region. He suggested moving in that direction as well.

298  
299 President Martin responded in FGCU's Public Education Capital Outlay (PECO) request  
300 for the BOG, there was a block of money for Academic Building 9 (AB9) which would  
301 focus heavily on water, as a center for "all things water."

302

303

304 **Item 9: Academic/Student/Faculty Affairs Committee (See Tabs #6 - 7)**

---

305 Chair Gable called on Committee Chair Christian Spilker to present this information.

306

307 Trustee Spilker informed the Board there were two action items and called on Provost  
308 Llorens to present the first action item.

309

310

311 **New Degree Program: Bachelor of Science in Construction Management (TAB**  
312 **#6)**

---

313 Provost Llorens stated he expected this program to be positively received as it was put  
314 together well, and there were no Construction Management degrees offered in  
315 Southwest Florida. He pointed out there was a great demand for this degree, with the  
316 Bureau of Labor statistics suggesting there would be a 16 percent increase in demand  
317 over the next three to five years. He indicated there was strong support from the  
318 community, and with the FGCU Board's approval, the proposal would be submitted to  
319 the Board of Governors (BOG) for approval in January. He added recruiting was

320 underway for a chair and faculty to begin the program in fall of 2019. He asked for the  
321 Board's endorsement.

322  
323 Trustee Spilker called for a motion to approve the Bachelor of Science in Construction  
324 Management.

325  
326 Trustee Jalisa White made a motion to approve the proposal for the Bachelor of  
327 Science in Construction Management. Trustee Mike McDonald seconded the motion.  
328 There was no public comment, or Board discussion. The vote was 11-0 in favor of the  
329 motion.

330  
331 **2018-2021 Collective Bargaining Agreement – FGCU Board of Trustees and**  
332 **United Faculty of Florida/FGCU Chapter, and 2017-2018 Re-Opener (Article 23**  
333 **Salaries, and Article 24 Benefits) (TAB #7)**

---

334 Provost Llorens thanked the bargaining teams and said he believed the new Agreement  
335 was going to move the University forward. He stated faculty were the backbone of any  
336 university, and this Agreement was an investment in faculty and their commitment to  
337 provide quality instruction to students.

338  
339 Provost Llorens said the changes had been submitted to the Board in the agenda  
340 packet, and he asked for the Board's approval.

341  
342 Trustee Spilker called for a motion to approve the 2018-2021 Collective Bargaining  
343 Agreement.

344  
345 Trustee McDonald made a motion to approve the 2018-2021 Collective Bargaining  
346 Agreement – FGCU Board of Trustees and UFF/FGCU Chapter, and 2017-2018 Re-  
347 Opener (Article 23 Salaries, Article 24 Benefits). Trustee K. Smith seconded the  
348 motion. There was no public comment, or Board discussion. The vote was 11-0 in  
349 favor of the motion.

350  
351 President Martin thanked the individuals involved in the negotiations of the Agreement,  
352 and said it recommitted both groups to the best interest of the institution and the  
353 students it served. He added he greatly appreciated the collaborative approach and  
354 was very comfortable with the outcome.

355  
356 Trustee Spilker commended the tremendous amount of work done on both sides of the  
357 table for this Agreement to be made.

358  
359 **Item 10: Standing Report from United Faculty of Florida (UFF)/FGCU Chapter**

---

360 Chair Gable introduced Dr. Win Everham, Co-President of United Faculty of Florida  
361 (UFF)/FGCU Chapter, whose report was being made in conjunction with the collective  
362 bargaining agreement provision that provides an opportunity to speak to FGCU Board of  
363 Trustees agenda items which affect the wages, hours, and other terms and conditions  
364 of employment of employees. "Employees" is defined as a member of the bargaining  
365 unit.



366 Dr. Everham began by recognizing where the FGCU Chapter of UFF had been a year  
367 ago. He reminded the Board roads were being cleared, buildings were being checked,  
368 and FGCU was making sure it had survived Hurricane Irma. He added since that storm,  
369 other “storms” had been weathered. Since spring of 2017, the UFF Collective  
370 Bargaining Agreement had been in negotiation. He commented many people around  
371 the table had worked hard to nurture the Agreement. He reported slightly more than 95  
372 percent of the certified faculty votes approved the ratification last week, and he thanked  
373 the Board for doing the same.

374

375

376 **Item 11: Finance, Facilities and Administration Committee** (See Tabs #8-18)

---

377 Chair Gable called on Committee Chair Ken Smith to present this information.

378

379 Trustee K. Smith reported there were six information items and six action items on the  
380 agenda. He called on Vice President for Administrative Services and Finance, and  
381 Executive Director of FGCU Financing Corporation Steve Magiera to present the items.

382

383 **Video Presentation for Active Shooter Preparedness Training**

---

384 Mr. Magiera stated this item was in response to the Board’s concern about students’  
385 and employees’ training for security and active shooters. He said the Board would see  
386 a video, and afterward he would explain how the video would be shared with the  
387 campus.

388

389 The Active Shooter Preparedness video *When Lighting Strikes* was presented, and  
390 viewed by the Board.

391

392 Following the video, Mr. Magiera explained University Police Department (UPD) Chief  
393 Steven Moore considered several enhanced videos and selected this one. He said the  
394 video would be put on Canvas with a link that would indicate if it had been viewed by  
395 students and employees. He reported over 60 percent of faculty and staff already have  
396 viewed the video. He said students currently have two videos which must be viewed  
397 each fall, and this would be the third. He explained the video must be viewed before the  
398 end of the semester to enable students’ registration for the spring. He said for staff this  
399 must be done annually as part of their job requirements and performance evaluation.

400

401 Trustee K. Smith called for questions or comments.

402

403 Trustee Kevin Price commented today was the anniversary of 9/11, and he had been a  
404 student at FGCU on that day and remembered watching television with others and  
405 thinking how unimaginable the events had been. He reminded everyone present that  
406 students coming in as freshmen had not been born at that time. He commented this  
407 video has become a reality.

408

409 President Martin stated students were holding an event today on the library lawn from  
410 12-2 p.m. to commemorate 9/11.

411

412 **Finance and Budget Update (TAB #8)**

---

413 Mr. Magiera said FGCU was 60 days into the fiscal year and there were not many items  
414 to report, but key items were revenues were almost one percent above what had been  
415 projected, about \$595,000; and expenses were about two percent below what had been  
416 expected, about \$1 million. He said another key item was when the budget was  
417 approved, there was \$12.8 million in an unallocated section. He reported to date  
418 President Martin has allocated \$8.4 million of this money, and planned to allocate the  
419 rest around the January 1, 2019. He said this was being done strategically.

420  
421 Trustee K. Smith called for questions or comments and there were none.

422  
423 **2017-2018 End-Of-Year Budget Report (TAB #9)**

---

424 Mr. Magiera informed the Board the year had finished with revenues of about \$3 million  
425 over what had been projected in June on a total revenue budget of \$242 million, which  
426 was a positive variance of 1.27 percent. The overall expenditures were 1.83 percent  
427 underspent, which was about \$4.4 million on a total expenditure budget of \$238 million.  
428 He reported this was the same as in other years.

429  
430 Trustee K. Smith called for questions or comments and there were none.

431  
432 **Carryforward Funds from Fiscal Year Ending June 30, 2018 (TAB #10)**

---

433 Mr. Magiera reported the Carryforward Funds had been reported at the June Board  
434 meeting, but the amount was less than projected after some spending was done in  
435 June. He said the report showed everything which was restricted. He pointed out there  
436 was \$13.4 million and a statutory requirement that 5 percent be held, or \$8 million, that  
437 had to be set aside. If FGCU wanted to spend the funds, the State required an  
438 explanation as to how the funds would be replaced.

439  
440 Mr. Magiera said the second item was the FGCU Board of Trustees (BOT) required  
441 reserve which had been set several years ago at \$5 million. He said the goal at the  
442 time was to eventually match the state required amount. He explained much discussion  
443 was ongoing across the nation concerning carryforward funds with many institutions  
444 attempting to have 8 percent of the operating budget, or approximately one-twelfth. He  
445 said this was difficult, but in emergency situations the University should have funds to  
446 pay people and keep running.

447  
448 Mr. Magiera reported the last item was also restricted money given toward a talent gap  
449 program; there was originally \$1.5 million and there was still about a half million dollars  
450 which had not yet been allocated. He added there was no discretionary carryforward  
451 this year.

452  
453 Trustee Eide asked if these were the carryforward funds to which President Martin had  
454 referred for the addition on the Cohen Center.

455  
456 Mr. Magiera responded negatively, and said President Martin had been referring to  
457 carryforward funds which would be generated this fiscal year.

458 Trustee McDonald asked if the monies which were set aside generated interest  
459 revenue, and if so, where does that money go.

460  
461 Mr. Magiera responded there was an interest account at the University where money  
462 goes, but most of FGCU's money was held at the State level at the State Board of  
463 Administration (SBA) where it earned a little interest, about 2 percent.

464  
465 Trustee McDonald asked when the money was received, if it was allocated for a special  
466 purpose.

467  
468 Mr. Magiera responded the money went into the auxiliary account and could be  
469 allocated as needed.

470  
471 Trustee K. Smith called for further questions and there were none.

472  
473 **FGCU Financing Corporation 2018-2019 Budget (TAB #11)**

474 Mr. Magiera reported this year the Financing Corporation Budget was projecting around  
475 \$900,000 in revenue exceeding expenses. He said this money would go into the  
476 unrestricted fund balance, which was currently around \$12-13 million. He added some  
477 money was set aside and restricted under bond covenants. He pointed out another  
478 reason for the unrestricted fund balance was that there was around \$22-24 million of  
479 variable debt, re-marketed weekly, which saved money, but if something drastically  
480 happened to the interest rates, the variable bonds could be paid off.

481  
482 Trustee K. Smith called for questions and there were none.

483  
484 **FGCU Foundation 2018-2019 Budget (TAB #12)**

485 Vice President for University Advancement, and Executive Director of FGCU  
486 Foundation Chris Simoneau reported revenues had increased due to rising interest  
487 rates and the increased value of the endowment. The Foundation was proposing a  
488 balanced budget for the fiscal year.

489  
490 Trustee K. Smith called for questions and there were none.

491  
492 **2018-2021 Collective Bargaining Agreement – FGCU Board of Trustees and Gulf  
493 Coast Police Benevolent Association/FGCU Chapter (TAB #13)**

494 Mr. Magiera said this Agreement was the first of its kind at FGCU, and he asked  
495 President Martin to comment.

496  
497 President Martin stated he strongly recommended the Agreement to the Board. He  
498 acknowledged the good work of Chief Negotiator Pam Bowman, Associate Vice  
499 President for Human Resources; UPD Chief Moore; and others. He said clearly this was  
500 a good outcome for all. He explained this was an opportunity to recognize a really  
501 outstanding University police department which was committed to not only keeping the  
502 campus safe, but also to being part of the educational experience of students. He  
503 stated FGCU had done a good job in its first negotiation with the Police Benevolent

504 Association (PBA), and the outcomes for both sides were positive. He strongly  
505 recommended the Collective Bargaining Agreement for approval by the Board.

506  
507 Trustee K. Smith called for a motion to approve the Collective Bargaining Agreement.

508  
509 Trustee Spilker made a motion to approve the Collective Bargaining Agreement –  
510 FGCU Board of Trustees and Gulf Coast Police Benevolent Association/FGCU Chapter.  
511 Trustee McDonald seconded the motion. There was no public comment, or Board  
512 discussion. The vote was 11-0 in favor of the motion.

513

514 **Regulation: FGCU-PR5.016 Disciplinary Actions (TAB #14)**

---

515 Mr. Magiera stated Tabs #14-15 go together. He stated prior to this change there were  
516 two options to separate an employee from the University without cause. The first option  
517 was to provide 90 days' notice where the employee continued his job; the second option  
518 was to dismiss the employee on the same day and give 90 days of pay and health  
519 benefits in lieu of notice. He said the change would require using the second option  
520 only.

521

522 Trustee K. Smith called for a motion to approve Regulation: FGCU-PR5.016.

523

524 Trustee S. Smith made a motion to approve Regulation: FGCU-PR5.016 Disciplinary  
525 Actions. Trustee Price seconded the motion. There was no public comment, or Board  
526 discussion. The vote was 11-0 in favor of the motion.

527

528 **Regulation: FGCU-PR5.023 Separations (TAB #15)**

---

529 Trustee Spilker stated as this was similar to PR5.016 Disciplinary Actions, no  
530 presentation would be necessary.

531

532 Trustee K. Smith called for a motion to approve Regulation: FGCU-PR5.023.

533

534 Trustee Spilker made a motion to approve Regulation: FGCU-PR5.023 Separations.  
535 Trustee Darleen Cors seconded the motion. There was no public comment, or Board  
536 discussion. The vote was 11-0 in favor of the motion.

537

538 **Regulation: FGCU-PR1.001 Statement of Agency Organization and Operation**  
539 **(TAB #16)**

---

540 Vice President and General Counsel Vee Leonard stated the changes had been made  
541 due to the reorganization and creation of the Division of Student Success and  
542 Enrollment Management and various other departments throughout the University,  
543 which were relocated into that new Division. She said the Statement of Agency  
544 Organization and Operation reflected those changes.

545

546 Trustee K. Smith called for a motion to approve Regulation: FGCU-PR1.001.

547

548 Trustee Fogg made a motion to approve Regulation: FGCU-PR1.001 Statement of  
549 Agency Organization and Operation. Trustee Spilker seconded the motion. There was  
550 no public comment, or Board discussion. The vote was 11-0 in favor of the motion.

551

552 **Third Amendment and Restatement of Resolutions on Presidential Authorizations**  
553 **(TAB #17)**

---

554 Ms. Leonard reported the changes reflected in the Resolution come from Senate Bill 4  
555 which requires the FGCU Board of Trustees to approve prospective members of the  
556 Direct Support Organizations.

557

558 Trustee K. Smith called for a motion to approve.

559

560 Trustee Cors made a motion to approve the Third Amendment and Restatement of  
561 Resolutions on Presidential Authorizations. Trustee Fogg seconded the motion. There  
562 was no public comment, or Board discussion. The vote was 11-0 in favor of the motion.

563

564 Trustee K. Smith commented that if the FGCU Board of Trustees was to approve new  
565 Board members for the DSOs, press releases should not be released until the FGCU  
566 Board of Trustees has approved them.

567

568 Chair Gable agreed with Trustee K. Smith's comment. President Martin agreed.

569

570 **FGCU 2018 Florida Equity Report (TAB #18)**

---

571 Trustee K. Smith called on Director of Equity, Ethics and Compliance, and Title IX  
572 Coordinator Precious Gunter to present this report.

573

574 Ms. Gunter stated the report was prepared each year pursuant to the Florida Education  
575 Equity Act, and Board of Governors (BOG) Regulation 2.003 on Equity and Access.  
576 She said specific guidelines were received from the BOG that detail the contents of the  
577 report, which includes information on the University's progress in implementing strategic  
578 initiatives and performance related to equity and access as they pertain to academic  
579 services, programs, and student enrollment; equity in athletics; and employment. She  
580 added the report period was July 1, 2016 to June 30, 2017.

581

582 Ms. Gunter explained that in this time period, 14,821 students were enrolled, with 57  
583 percent female and 43 percent male, which was on track with the national trend. She  
584 noted that of those reporting their race, 34 percent were identified as racial or ethnic  
585 minority, which was an increase from 32.5 percent from the previous year. She said  
586 there had been an overall increase in bachelor degrees awarded over the past three  
587 years, with 59 percent female and 32 percent minorities receiving these degrees. In  
588 terms of gender equity in athletics, FGCU's representation was substantially  
589 proportionate to the overall student population. She said there were 15 sports – 9 were  
590 female sports, and 6 were male sports. There were 278 total athletes and of this  
591 number, 43 percent identified as racial or an ethnic minority.

592

593 Ms. Gunter stated in an effort to continue to promote inclusion and diversity on campus,  
594 there was an Athletics Inclusion & Diversity Committee, chaired by the Athletics Director  
595 and of which Ms. Gunter was a member; as well as the presidentially appointed  
596 University Title IX Committee, of which the Associate Director of Athletics is a member.  
597 Ms. Gunter reported in the area of employment representation for the Equity Report,  
598 only faculty were examined. She said there was a separate federal report each year  
599 based on the Affirmative Action Plan, which examined the entire employee population  
600 as a whole. She reported there were 461 non-tenured faculty members, with 46 percent  
601 female, 78 percent identifying as white, and 22 percent identifying as racial ethnic  
602 minority. This showed an increase in minority faculty. She stated in terms of the  
603 promotion process for faculty, there had been 48 applications for promotion, with 28  
604 male and 20 female; of the 48, 15 withdrew their applications during the process. Of the  
605 faculty who continued the process, 67 percent were promoted, with 13 males and 9  
606 females. She said of the females who continued through the promotion process, 75  
607 percent were promoted. Also, 60 percent of minority males who continued through the  
608 process were promoted. Ms. Gunter reported as of December 31, 2017, there were  
609 1,371 total employees, with 57 percent women, 43 percent men, and 22 percent ethnic  
610 minorities.

611  
612 Ms. Gunter said there were many efforts taking place on campus to combat inequity.  
613 Two examples of such efforts were the Diversity and Inclusion certificate program and  
614 the Student Success- Enrollment Management Initiative. Within these two efforts, their  
615 goals included diversity and inclusion; they sought to increase the number and type of  
616 diversity programs; and they worked to develop resources for underrepresented  
617 students. Some of the collaborations in diversity that occurred across campus were  
618 Soar in 4, Hispanic Heritage Month, Pride Week, Domestic Violence Awareness Month,  
619 the Seminole Tribe Initiative, and the Leadership Development Academy for faculty and  
620 staff. Finally, the diverse training opportunities that were available were Safe Zone,  
621 Sexual Harassment Prevention, What is Diversity? What is Inclusion?, Title IX,  
622 Responsible Employee, and Americans with Disabilities Act (ADA).

623  
624 Trustee K. Smith said this was an excellent report and called for a motion to approve  
625 the report.

626  
627 Trustee Roepstorff made a motion to approve the FGCU 2018 Florida Equity Report.  
628 Trustee Spilker seconded the motion. There was no public comment, or Board  
629 discussion. The vote was 11-0 in favor of the motion.

630

631

632 **Item 12: Audit and Compliance Committee** (See Tab #19-22)

---

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

635

636 Trustee Fogg stated there were four items from the Audit and Compliance Committee  
637 which were recommended for approval by the FGCU Board of Trustees. He informed  
638 the Board that the Committee was working on updating two Charters, one relating to the

639 Committee itself and the other relating to the Office of Institutional Equity and  
640 Compliance. He anticipated these would be completed by the next Board meeting. He  
641 called on Director of Internal Audit Bill Foster to present the four action items.

642

643 **Administration of Florida Bright Futures Scholarship Program by Florida's Public**  
644 **Universities and Colleges Audit (TAB #19)**

---

645 Mr. Foster said in the Bright Futures audit, which had been done on a state-wide basis,  
646 there were no findings related to FGCU.

647

648 Trustee Fogg called for questions and there were none. He called for a motion.

649

650 Trustee S. Smith made a motion to accept the Administration of Florida Bright Futures  
651 Scholarship Program by Florida's Public Universities and Colleges Audit. Trustee Cors  
652 seconded the motion. There was no public comment, or Board discussion. With two  
653 Trustees out of the room, the vote was 9-0 in favor of the motion.

654

655 **2017-2018 Internal Audit Annual Report (TAB #20)**

---

656 Mr. Foster stated this report was required by BOG Regulation 4.002 which stated that  
657 the Director of Internal Audit should prepare a report summarizing the activities of the  
658 office for the preceding fiscal year. He said all audits were performed in accordance  
659 with the Institute of Internal Auditors *International Standards for the Professional*  
660 *Practice of Internal Auditing*. He said the work plan and each individual audit were risk-  
661 driven, all significant observations were reported, and his office had received  
662 cooperation from management and staff. He thanked President Martin, the Audit and  
663 Compliance Committee and the FGCU Board of Trustees for their continued support,  
664 along with the staff of the Office of Internal Audit, for their work and dedication.

665

666 Mr. Foster said the staff in the Office of Internal Audit were members of various  
667 organizations to keep current on internal audit and university audit activities. These  
668 memberships included: the Institute of Internal Auditors (IIA), the Association of College  
669 and University Auditors (ACUA), the Information Systems Audit and Control Association  
670 (ISACA), the Association of Certified Fraud Examiners (ACFE), the American Institute of  
671 Certified Public Accountants (AICPA), the Florida Institute of Certified Public  
672 Accountants (FICPA), and the State University Audit Council (SUAC). He added during  
673 2017-2018 two members of his Office had served as treasurer and president of the  
674 Southwest Florida Chapter of the Institute of Internal Auditors; and during 2017-2018,  
675 each member of his Office had met the requirement for Continuing Professional  
676 Education (CPE) hours.

677

678 Trustee Fogg called for questions, and hearing none, called for a motion.

679

680 Trustee S. Smith made a motion to approve the 2017-2018 Internal Audit Annual  
681 Report. Trustee Cors seconded the motion. There was no public comment, or Board  
682 discussion. The vote was 11-0 in favor of the motion.

683

684

685 **2018-2019 Internal Audit Work Plan (TAB #21)**

---

686 Mr. Foster explained this was the proposed Internal Audit Work Plan for 2018-2019,  
687 which included Performance Measures Data Integrity Audit, Degree Works, Vester  
688 Marine and Environmental Science Research Field Station, and Information Technology  
689 Security.

690  
691 Trustee Fogg called for questions, and hearing none, called for a motion.

692  
693 Trustee S. Smith made a motion to approve the 2018-2019 Internal Audit Work Plan.  
694 Trustee Cors seconded the motion.

695  
696 Trustee Roepstorff asked if Mr. Foster would be outsourcing the audit testing and using  
697 the same group as in the past for the Performance Measures Data Integrity Audit. Mr.  
698 Foster responded affirmatively.

699  
700 Trustee Fogg asked President Martin to give information about the Vester Field Station.

701  
702 President Martin explained on the coast, FGCU had a research station focused on  
703 marine science, which was in part a gift. He said it was a center where FGCU focused  
704 on water concepts, coastal resilience and many other things. He stated along with a  
705 small research center and some other facilities, there was a small housing unit which  
706 had been used heavily by graduate students from other universities which have worked  
707 with faculty on coastal relations. He said a tour could be arranged for the Board.

708  
709 There was no public comment, or Board discussion. The vote was 11-0 in favor of the  
710 motion.

711

712 **Academic Camps and Conferences Audit (TAB #22)**

---

713 Mr. Foster informed the Board this report presented a limited scope audit of academic  
714 camps, conferences or similar programs conducted during the fall 2016, spring 2017  
715 and summer 2017 semesters. He said the Office of Campus Conference Programs had  
716 procedures and processes in place to comply with requirements for camp operations,  
717 however, management within the office had begun implementing additional procedures  
718 to ensure the consistency and effectiveness of camps and conferences operations. Mr.  
719 Foster said the objectives were to determine whether FGCU academic camps were  
720 conducted in compliance with applicable state statutes, University policies and  
721 procedures and other guidelines, to determine whether additional guidelines, policy, or  
722 procedures were needed, and to determine whether appropriate fees and royalties were  
723 collected.

724  
725 Mr. Foster said for this audit, a mix of camps, conferences, and other enrichment  
726 programs that were operated during fall 2016, spring 2017 and summer 2017 semesters  
727 were reviewed. He stated there was a record of 143 camps, conferences and other  
728 enrichment programs, and 20 events were selected for review. He said packages had  
729 been developed, and these packages would outline: (1) General Counsel approved  
730 waivers for campers, adults, and personnel involved in the camp program; (2)



731 Appropriate procedures for Department of Children and Families (DCF) State required  
732 background checks through the Office of Human Resources; (3) Mandatory and  
733 optional insurance requirements for all camps from the department of Environmental  
734 Health and Safety; and (4) Appropriate cash collection procedures for all camps from  
735 the Finance and Accounting Department.

736

737 Mr. Foster stated a Campus Conference Program employee would be responsible for  
738 ensuring all camp administrators had the appropriate required waivers, insurance, and  
739 background checks completed before a camp participant or personnel could partake in  
740 the program. Each respective vice president should inform his/her division of the camp  
741 requirements, and the Campus Conference Programs department was designated to  
742 coordinate and ensure all camp requirements (background screenings, University  
743 waivers, insurance, and appropriate fee collection procedures) were completed.  
744 Campus Conference Programs will maintain, update, and post on its website all  
745 information regarding camps and all required documents for each specific camp.

746

747 Trustee Fogg called for questions, and hearing none, called for a motion.

748

749 Trustee Spilker made a motion to accept the Academic Camps and Conferences Audit.  
750 Trustee McDonald seconded the motion. There was no public comment, or Board  
751 discussion. The vote was 11-0 in favor of the motion.

752

753

#### 754 **Item 13: Old Business**

---

755 There was no old business for discussion.

756

757

#### 758 **Item 14: New Business**

---

759 There was no new business for discussion.

760

761

#### 762 **Item 15: Chair's Closing Remarks and Meeting Adjournment**

---

763 Chair Gable called on President Martin for a couple of announcements. President  
764 Martin announced that a year ago an Academy for Leadership Development had been  
765 launched in the hopes of building a cadre of people to lead the institution, and Trustee  
766 McDonald was in the first cohort. He said a call for the next cohort yielded a response  
767 of about 40 people, and the plan was to expand the program into additional cohorts  
768 starting in the spring semester.

769

770 President Martin also announced that an executive search firm was being engaged, not  
771 around a single search but over a period of time so the firm could be on standby as  
772 openings arose. He said the Cabinet interviewed a firm called Diversified Search, which  
773 had offices in Miami and Philadelphia as well as around the country. The firm's  
774 credentials had been checked, and FGCU now was in the process of negotiating an  
775 arrangement to use the firm for various executive searches. He said there were three  
776 positions currently that would utilize the search firm: (1) Dean of the Marieb College of

777 Health and Human Sciences, (2) Director of the Bower School of Music and the Arts,  
778 and (3) Associate Vice President for Enrollment Management. He explained hiring this  
779 firm would allow it to get to know FGCU well in the process.

780 Trustee Eide asked if FGCU would pay to retain the firm or if it would be paid per each  
781 search.

782

783 President Martin said there would be an initial one-year arrangement, and the firm  
784 would be paid per each search.

785

786 Chair Gable took note of today's date, the anniversary of Hurricane Irma, stating it was  
787 hard to believe what was happening 365 days ago. He reminded everyone of FGCU's  
788 assistance to the community and how it made a huge impact.

789

790 Chair Gable thanked Dr. Cordova for his efforts in yesterday's Workshop on the FGCU  
791 Four-Year Graduation Improvement Plan. He also expressed his appreciation for  
792 everyone who worked on the Collective Bargaining Agreements.

793

794 Chair Gable stated Trustee S. Smith and Trustee Leo Montgomery were organizing a  
795 golf outing to support the men's and women's golf teams. He asked Trustee S. Smith to  
796 comment.

797

798 Trustee S. Smith said he and Trustee Montgomery conceived the idea to invite the  
799 men's and women's golf teams to Mediterra, the community where they live, to benefit  
800 FGCU Athletics. He said arrangements had been made, and he now was inviting  
801 members of the FGCU Board of Trustees to join them for this social event. He also had  
802 invited members from the Mediterra community to participate.

803

804 Chair Gable announced the FGCU Board of Trustees meeting scheduled for December  
805 7, 2018 was canceled, and the next Board meeting would be on Tuesday, January 8,  
806 2019. He said the limited agenda meeting on February 19, 2019 would be held by  
807 conference call. He announced the Audit and Compliance Committee would be having  
808 an Executive Session following the conclusion of today's Board meeting, and it had  
809 been duly noticed. All Trustees were invited to participate.

810

811 Trustee Eide asked if the dates had been set for FGCU Day at the Capitol in  
812 Tallahassee.

813

814 Chair Gable asked Director of Government Relations Jennifer Goen to respond.

815

816 Ms. Goen stated FGCU Day at the Capitol would be on Tuesday, March 26, 2019, with  
817 a reception on the evening of March 25, 2019.

818

819 Chair Gable asked Ms. Goen to provide that information to Vice President and Chief of  
820 Staff Susan Evans so she could share it with the Board.

821

822 Chair Gable adjourned the meeting at 10:33 a.m.

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

825

826 Agenda Items:

827 A. See Tabs #1 – 22

828 a. [https://www2.fgcu.edu/Trustees/AgendaFile/2018/09-11-  
829 2018/FGCUBOTMTG-AGENDAPACKET\\_09-11-18.PDF](https://www2.fgcu.edu/Trustees/AgendaFile/2018/09-11-2018/FGCUBOTMTG-AGENDAPACKET_09-11-18.PDF)

830

831 B. Handouts

832 a. [https://www2.fgcu.edu/Trustees/AgendaFile/2018/09-11-  
833 2018/Meeting%20Handouts%20-  
834 %20September%2011,%202018%20BOT.PDF](https://www2.fgcu.edu/Trustees/AgendaFile/2018/09-11-2018/Meeting%20Handouts%20-%20September%2011,%202018%20BOT.PDF)

835

836

837 Attachment:

838 A. Record of Votes

<b>Record of Votes</b>														
<b>FGCU Board of Trustees</b>														
<b>DATE: 9/11/2018</b>														
	Consent Agenda 1- Fogg 2- Eide	New Degree Program: Bachelor of Science in Construction Management (Tab #6) 1- White 2- McDonald	2018-2021 Collective Bargaining Agreement – FGCU Board of Trustees and United Faculty of Florida/FGCU Chapter, (Tab #7) 1- McDonald 2- K. Smith	2018-2021 Collective Bargaining Agreement – FGCU Board of Trustees and Gulf Coast Police Benevolent Association/FGCU Chapter (Tab #13) 1- Spilker 2- McDonald	Regulation: FGCU-PR5.016 Disciplinary Actions (Tab #14) 1- S. Smith 2- Price	Regulation: FGCU-PR5.023 Separations (Tab #15) 1- Spilker 2- Cors	Regulation: FGCU-PR1.001 Statement of Agency Organization and Operation (Tab #16) 1- Fogg 2- Spilker	Third Amendment and Restatement of Resolutions on Presidential Authorizations (Tab #17) 1- Cors 2- Fogg	Florida Gulf Coast University 2018 Florida Equity Report (Tab #18) 1- Roepstorff 2- Spilker	Administration of Florida Bright Futures Scholarship Program by Florida's Public Universities and Colleges Audit (Tab #19) 1- S. Smith 2- Cors	2017-2018 Internal Audit Annual Report (Tab #20) 1- S. Smith 2- Cors	2018-2019 Internal Audit Work Plan (Tab #21) 1- S. Smith 2- Cors	Academic Camps and Conferences Audit (Tab #22) 1- Spilker 2- McDonald	
	<b>TRUSTEES</b>	<b>Yes/No</b>	<b>Yes/No</b>	<b>Yes/No</b>	<b>Yes/No</b>	<b>Yes/No</b>	<b>Yes/No</b>	<b>Yes/No</b>	<b>Yes/No</b>	<b>Yes/No</b>	<b>Yes/No</b>	<b>Yes/No</b>	<b>Yes/No</b>	<b>Yes/No</b>
1	Trustee Darleen Cors	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2	Trustee Richard Eide	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Trustee Joseph Fogg	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Trustee Mike McDonald	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
5	Trustee Montgomery (excused absence)													
6	Trustee Kevin Price	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
7	Trustee Robbie Roepstorff	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
8	Trustee Kenneth Smith	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes
9	Trustee Stephen Smith	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
10	Trustee Christian Spilker	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes
11	Trustee Jalisa White	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
12	Trustee Blake Gable	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes