SUBJECT: FGCU President’s Performance Measures for 2006-07

PROPOSED BOARD ACTION

Approve proposed measures

BACKGROUND INFORMATION

The Florida Gulf Coast University Board of Trustees is statutorily required to annually evaluate the performance of the FGCU president. Each year at the Board’s fourth quarter meeting, President Merwin proposes a set of performance measures for the new year beginning on July 1. The measures adopted by the FGCU Board will serve as the basis on which the Board during its June 2007 meeting will evaluate the president’s performance for the past year. A set of proposed performance measures for the 2006-07 year is provided. Meeting or exceeding these measures will advance the attainment of the goals set forth in the University’s strategic plan which the FGCU Board of Trustees approved in January 2005.

Supporting Documentation Included: FGCU President’s Performance Measures for 2006-07

Prepared by: Associate Vice President for Planning and Institutional Performance Paul Snyder, and Special Assistant to the President Susan Evans

Legal Review by: General Counsel Wendy Morris (June 5, 2006)

Submitted by: President Bill Merwin
President’s Performance Measures
For July 1, 2006 – June 30, 2007

(As of June 1, 2006)

I. GOAL: High Quality Education.
FGCU’s Vision: Pursue academic excellence to achieve national prominence in undergraduate education and expanding recognition for selected graduate programs

- Build upon initial successes of the University Lecture Series to expand intellectual exchange of views by bringing one internationally acclaimed scholar to FGCU during 2006-07.
- Earn programmatic accreditation in each discipline for which there is a nationally prominent and accepted accrediting body, specifically (1) Athletic Training, and (2) Nurse Anesthesia during 2006-07.
- Fully Implement the Collegiate High School by enrolling 10 students to programs in education, science and engineering.
- Pursue approval for FGCU’s first professional doctorate programs. This will include seeking approval from the Board of Governors, and the Southern Association of Colleges and Schools (SACS).
- Enroll first cohort in the FGCU/USF Medical Education Program.

II. GOAL: The Student Community.
Provide quality educational opportunities serving the region, underrepresented populations, the State of Florida and beyond

- Increase Enrollment

  Fall Term Headcount:

  Actual Fall 2005
  7254 (17% Increase)

  Projected Fall 2006
  8100 (12% Increase)
Full-Time Equivalent (Fundable):

2005-06 Actual
4313 (17% Increase)

Projected 2006-07
4845 (12% Increase)

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- Diversify Student Body:

Students of Color:

Actual Fall 2005
1212 (24% Increase)

Projected Fall 2006
1454 (20% Increase)

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International Students:

Actual Fall 2005
429 (26% Increase)

Projected Fall 2006
450 (5% Increase)

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- Retention and Degree Production

Degree Production:

<table>
<thead>
<tr>
<th></th>
<th>Actual 2005-06*</th>
<th>Projected 2006-07</th>
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<tbody>
<tr>
<td>Bachelor:</td>
<td>890</td>
<td>970 (9% Increase)</td>
</tr>
<tr>
<td>Master:</td>
<td>255</td>
<td>270 (6% Increase)</td>
</tr>
</tbody>
</table>
Total: 1145 1245 (9% Increase)

* Estimated

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Retention:

Actual Fall 2003
70.0%

Actual Fall 2004
80%

Actual Fall 2005
72.4%

Projected Fall 2006
73% (NOTE: Retention has been subject to year-to-year fluctuations, but the overall trend is toward improvement. The 73% rate is what was included in the FGCU strategic plan.)

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Increase Academic Outreach:

- In response to needs determined by the Board of Governors, and FGCU environmental scans launch new baccalaureate and graduate programs. Undergraduate programs to be added include biology, journalism, and long-term care administration. Graduate programs to be added include environmental studies, and education (doctorate).
- Implement strategies to realize short-term goals for regional satellite centers in Naples, Cape Coral, Charlotte County and Hendry County as contained in the supplement to the university strategic plan.
- Explore relationship with long-term care centers for collaboration on academic programs related to elder care.
III. GOAL: Co-curricular and Athletic Programming.

Offer quality co-curricular and athletic programming that promotes and enhances student development and community engagement

- Student-athletes’ average GPA will be comparable to or better than that for the student body as a whole (roughly 3.0).
- A minimum of four teams will represent FGCU in NCAA tournament play.
- Complete the athletic clubhouse building, and initiate planning and fundraising for a soccer complex.
- Continue to provide at least 5000 community service hours by student-athletes.
- Obtain NCAA Division I membership.

IV. GOAL: Talented and Dedicated Faculty.

Build a diverse team of exceptional faculty and staff who support the mission and guiding principles of the University

Equity Accountability Program (EAP) for Recruitment and Promotion of Women and Minority Professionals. Hold FGCU deans, directors and division heads accountable for developing and maintaining institutional practices that encourage the achievement of equity goals for faculty and staff.

The goals for 2006-2007 are as follows:

<table>
<thead>
<tr>
<th>Goal</th>
<th>Goal</th>
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<tbody>
<tr>
<td>Senior Level Administrator</td>
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<td>African-American</td>
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<tr>
<td>Academic Administration</td>
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<td>1</td>
</tr>
<tr>
<td>Female</td>
<td>2</td>
</tr>
<tr>
<td>Associate Professor</td>
<td></td>
</tr>
<tr>
<td>Minority/Other</td>
<td>1</td>
</tr>
</tbody>
</table>
Faculty and Staff Development:

- Hire 23 new faculty members to keep pace with enrollment growth.
- Equalize the distribution of staff representation across the major divisions of FGCU by reviewing and revising the SAC bylaws.
- Maintain employee programs and services, including tuition waivers, Winter Break, and Wellness Center membership.

Growth: Full-time faculty and staff will grow from 796 to 836.

V. GOAL: State of the Art Infrastructure.

Maintain a state-of-the-art campus that harmonizes with the environment and includes high quality facilities, furnishings, technology, equipment and support services

Buildings and Infrastructure:

- Implement approved Campus Master Plan Update by 2007.
- Implement Environmental Stewardship Plan.
- Break ground for Holmes Hall (Engineering Building) and Lutgert Hall (College of Business Building).
- Complete Library expansion and fourth floor shelled space as classrooms and offices.
- Invest $5 million in infrastructure improvements, including for bridge to the south housing area plus roads, parking, infrastructure, mitigation and utilities to serve the new housing complex. Also, add on to the Central Energy Plant.
Technology:

- Implement Voice over Internet Protocol (VoIP) Private Branch Exchange (PBX) for the University’s telephone system.
- Implement one-card ID system for students, faculty and staff that will eliminate the use of Social Security numbers for identification, and allow for one-card multiple functions across the campus.
- Continue instructional technology upgrades and replacements according to the technology replacement plan.
- Complete the third and fourth phases of a four-phase, campus-wide wireless plan.

VI. GOAL: Research and Sponsored Programs.

*Foster research and sponsored programs that engage faculty, challenge students, and promote public/private academic collaboration*

- **Sponsored Research Funds:**
  2002-03 Actual: $10 Million
  2003-04 Actual: $11 Million
  2004-05 Actual: $15.3 Million (included a one-time $2 million grant)
  2005-06 Actual: $13.2 Million (projected)
  2006-07 Goal: $13.5 Million

- Continue to pursue donation of land for and establishment of at least one research park by 2008 that supports FGCU’s plans for bioengineering and biotechnology.

- Pursue federal funding for and establishment of a Transportation Management Center at FGCU in conjunction with the proposed interchange at Coconut Road/I-75.
VII. GOAL: Community Leadership.

*Position FGCU in a leadership role to address the educational, cultural, social, and economic interests of Southwest Florida*

**Private Contributions & Gifts:**

- 2003-04 Actual: $28 Million
- 2004-05 Actual: $27 Million
- 2005-06 Actual: $30 Million (Projected)
- 2006-07 Goal: $30 Million

- Identify donors for the Performing Arts Complex, and for the Naples Center.
- Arbitron, Neilson and Media Audit ratings data for WGCU-FM, WGCU-TV, and Expressions magazine (i.e., listenership, viewership, circulation). Ratings and membership figures will increase at a rate of at least 3% annually.

VIII. GOAL: Ongoing Quality Improvement.

*Implement and sustain an institutional effectiveness model or the University that is based on a culture of assessment, results in continuous improvement, and supports the University in effectively accomplishing its mission*

- SACS Reaffirmation: (1) Submit requested SACS monitoring reports in September 2006, and (2) Systematic evaluation of the Quality Enhancement Plan (QEP) to foster improvement in student learning

(END)