Florida Gulf Coast University Board of Trustees
June 19, 2007

SUBJECT: Results on FGCU’s Performance Goals for 2006-07

PROPOSED BOARD ACTION
Information Only -- Review the results on FGCU’s performance goals for 2006-07

BACKGROUND INFORMATION

With the creation of state university boards of trustees in 2001, a performance evaluation system for university presidents was statutorily adopted. The FGCU Board of Trustees was a leader among the universities in establishing and implementing an annual evaluation process that begins with a set of president’s performance goals adopted prior to the July 1 fiscal year start, and then subsequently a Board’s presidential performance evaluation on the attainment of these goals at the conclusion of the fiscal year. Included in this process is a written self-evaluation by the president which is shared with the Board in advance of the evaluation.

A performance evaluation has been conducted by the FGCU Board of Trustees for the University president every year. Pursuant to the process, a set of president’s performance goals for 2006-07 was adopted by the Board in June 2006, with the subsequent evaluation scheduled for June 2007.

The annual performance goals are institutional in nature, with the premise that the University’s degree of success is in large part attributable to the degree of leadership success of the president. In addition, the annual performance goals are aligned with the goals of the University’s strategic plan.

Given the recent transition in the presidency at FGCU, Interim President Richard Pegnetter will review the University’s results on the 2006-07 performance goals that were adopted by the Board.
Supporting Documentation Included:  Interim President’s Review of Results on FGCU’s Performance Goals for 2006-07

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

Legal Review by:  General Counsel Wendy Morris  (June 4, 2007)

Submitted by:  Interim President Richard Pegnetter
# Results on FGCU’s Performance Goals

For July 1, 2006 – June 30, 2007

## 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.

  **Result:** The ULS featured Former Secretary of State and Retired General Colin Powell before a capacity crowd at Alico Arena on March 23.

- 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.

  **Result:** Both programs achieved accreditation from their respective accrediting bodies. In addition, the Master of Physical Therapy had its accreditation reaffirmed.

- Fully Implement the Collegiate High School by enrolling 10 students to programs in education, science and engineering.

  **Result:** The Collegiate High School enrolled 16 students in its first cohort during fall 2006.

- 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).

  **Result:** The Board of Trustees will be asked to approve Ed.S. and Ed.D. degrees in Education and the D.P.T. in Physical Therapy at its June 2007 meeting. The programs will then be submitted to the Board of Governors and SACS for approval in late Fall 2007.

- Enroll first cohort in the FGCU/USF Accelerated Medical Education Program.

  **Result:** The first two FGCU students were admitted to this highly selective program during the 2006-2007 academic year.
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:**
  
  **Projected Fall 2006**
  8100 (12% Increase)
  
  **Actual Fall 2006**
  8316 (15% Increase)
  
  **Full-Time Equivalent (Fundable):**
  
  **Projected 2006-07**
  4845 (12% Increase)
  
  **Actual 2006-07**
  5016 (16% Increase)
  
  *As of May 1, 2007*

- Diversify Student Body:
  
  **Students of Color:**
  
  **Projected Fall 2006**
  1454 (20% Increase)
  
  **Actual Fall 2006**
  1431 (18% Increase)
International Students:

Projected Fall 2006
450 (5% Increase)

Actual Fall 2006
508 (18% Increase)

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- Retention and Degree Production

Degree Production:

<table>
<thead>
<tr>
<th></th>
<th>Projected 2006-07</th>
<th>Actual 2006-07*</th>
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<tbody>
<tr>
<td>Bachelor:</td>
<td>970</td>
<td>1000 (16% Increase)</td>
</tr>
<tr>
<td>Master:</td>
<td>270</td>
<td>260 (7% Increase)</td>
</tr>
<tr>
<td>Total:</td>
<td>1240</td>
<td>1260 (21% Increase)</td>
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* Estimated

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Retention: (Refers to freshman-to-sophomore retention)

Projected Fall 2006
73%

Actual Fall 2006
73.1%

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.

Result: The long-term care administration program has been approved by the Legislature and can now be implemented. The Bachelor of Science in biology program was implemented in fall 2006. A
Bachelor of Science program in mathematics was approved by the Board of Trustees at its April 17, 2007 meeting, and the journalism program continues under development. At the graduate level new master’s programs in history and criminal justice were approved by the Board of Trustees at its April meeting, and FGCU’s first post-master’s degree programs in Education (Ed.S./Ed.D.) and Physical Therapy (D.P.T.) will be considered by the Board of Trustees at its June 2007 meeting. The master’s environmental studies program continues in development.

- 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.

Result: The separate offices of the Charlotte Center and Extended Programs were consolidated under the Provost into a single office for Off-Campus Programs and Continuing Education. A national search for an Executive Director was conducted successfully and the new office began operation in late January 2007. A business plan was drafted and widely disseminated for the planned Naples Center. Exploration of potential sites for future FGCU locations in Charlotte and Cape Coral continued throughout the year.

- Explore relationship with long-term care centers for collaboration on academic programs related to elder care.

Result: Long-term care administration program was approved by the Legislature. FGCU will collaborate with long-term care centers to offer the program to their staff.

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).

Result: The student-athletes’ average GPA was 3.1.

- A minimum of four teams will represent FGCU in NCAA tournament play.

Result: The goal was surpassed. Eight (8) of FGCU’s 11 sports were selected to participate in their respective NCAA postseason tournament.
• Complete the athletic clubhouse building, and initiate planning and fundraising for a soccer complex.

Result: Both facilities have anticipated completion dates in fall 2007.

• Continue to provide at least 5000 community service hours by student-athletes.

Result: Over 7,500 hours have been completed.

• Obtain NCAA Division I membership.

Result: Division I competition will begin in fall 2007. An application for Division I membership was completed and additional requirements are being met including a strategic plan, compliance education, scheduling, etc. Eligibility for full membership (i.e., eligibility for post-season competition) will not be achievable until 2011.

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>
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<tbody>
<tr>
<td>Senior Level Administrator</td>
<td></td>
</tr>
<tr>
<td>Hispanic</td>
<td>1</td>
</tr>
<tr>
<td>African-American</td>
<td>1</td>
</tr>
<tr>
<td>Academic Administration</td>
<td></td>
</tr>
<tr>
<td>Hispanic</td>
<td>2</td>
</tr>
<tr>
<td>African American</td>
<td>1</td>
</tr>
<tr>
<td>Full Professor</td>
<td></td>
</tr>
<tr>
<td>African American</td>
<td>1</td>
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</tbody>
</table>
Female 2

Associate Professor
  Minority/Other 1
  Female 4
  African American 1

Assistant Professor
  Minority/Other 2
  Female 10
  Hispanic 2
  African-American 3

Instructor
  Female 10
  Hispanic 2
  African-American 3

Result: The goals were met or exceeded in the following categories, Sr. Level Administrator, Associate Professor (except African American), Assistant Professor (except female), Instructor (except minorities). The goals were not met for Academic Administration or Full Professor.

Faculty and Staff Development:

- Hire 23 new faculty members to keep pace with enrollment growth.
  
  Result: 25 new faculty members were hired.

- Equalize the distribution of staff representation across the major divisions of FGCU by reviewing and revising the SAC bylaws.
  
  Result: The SAC bylaws were reviewed. It was decided that changes were not necessary this year to equalize staff representation across the major divisions of the university. However, results of the most recent SAC election indicate further review is needed.

- Maintain employee programs and services, including tuition waivers, Winter Break, and Wellness Center membership.
  
  Result: Funding to support Winter break, Wellness Center memberships and tuition waivers was increased to support a larger number of staff during the 2006-2007 year.
Growth: Full-time faculty and staff will grow from 796 to 836.

Result: Full-time faculty and staff grew to 865.

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.
  
  Result: With the development of the South Campus Housing Project, the recent bond issues for funding Phase VIII housing and a second parking garage, and the ground-breaking for the new engineering and business buildings, the implementation of the 2007 Campus Master Plan Update is well on its way.

- Implement Environmental Stewardship Plan.

  Result: The Environmental Stewardship Plan (ESP) adopted in the last academic year contains 30 specific tasks for implementation. The ESP implementation report was submitted to the President's Environmental Stewardship Advisory Council in February 2007. At that time, eighteen tasks were being addressed with new on-going programs, ten of the tasks were already completed, and two of the tasks have yet to be started.

  In addition, FGCU became a Charter Signatory with Interim President Dick Pegnetter's signing of the American College & University Presidents Climate Commitment. The Climate Commitment is designed to make campuses more sustainable and to address global warming.

- Break ground for Holmes Hall (Engineering Building) and Lutgert Hall (College of Business Building).

  Result: Ground-breakings for both buildings occurred in May 2007.
• Complete Library expansion and fourth floor shelled space as classrooms and offices.

  **Result:** The fourth floor shelled space was renovated as classroom and offices in time for occupancy in fall 2006. Renovations to the original library are expected to be completed in the next two months.

• 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.

  **Result:** A bridge to the South Housing area is complete; roads, parking, utilities to serve the South Housing and the Central Energy Plant are now under contract.

**Technology:**

• Implement Voice over Internet Protocol (VoIP) Private Branch Exchange (PBX) for the University’s telephone system.

  **Result:** The new system was implemented in July 2006. The FGCU Department of Telecommunications installed a new VoIP enabled PBX, a new modular messaging system to replace the old Octel voicemail system and replaced all telephone handsets.

• 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.

  **Result:** The university eliminated the use of Social Security numbers as identification numbers on August 5, 2006. This included the implementation of a replacement identification card system, reissuing of all university identification cards, and the retrofitting of all existing card-based services to utilize the new system. The ID cards produced by the new system will be used to deliver many new services on campus, and the next phase of implementing some of these new features has begun.

• Continue instructional technology upgrades and replacements according to the technology replacement plan.

  **Result:** The Technology replacement plan was submitted and approved by the executive staff. During 2006-2007, $250,000 was allocated for technology enhancements in classrooms, campus infrastructure and the library. This constituted roughly 25% of the total need detailed in the plan, indicating the desirability of a state-approved technology fee, which unfortunately again was not adopted by the legislature this year.
Complete the third and fourth phases of a four-phase, campus-wide wireless plan.

**Result:** The third and fourth phases of the wireless plan have been completed with wireless availability now accessible throughout the campus. The University has now moved into monitoring the usage of wireless and adding to additional coverage as needed.

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**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:**
  - 2006-07 Goal: $13.5 Million
  - 2006-07 Actual: $13.5 Million (projected)

- 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.

  **Result:** The University is considering several possible sites within a 25 miles radius of the university. Specifically, a five acre site roughly on the northwest corner of Alico Road and I-75 is near the completion of a donation slated for the end of the 06-07 fiscal year. Other potential sites in the 20 acre range are also being pursued including the 20 acre site committed a number of year ago on what is now the Benderson property located to the north of Alico Road and the south of the airport.

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

  **Result:** Progress is dependent upon pending Federal funding.
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:
2006-07 Goal: $30 Million
2006-07 Actual: $30 Million

- Identify donors for the Performing Arts Complex, and for the Naples Center.

  **Result:** A total of $4 million has been raised towards our goal of $15 million for the Naples Center. A total of $13 million is needed to begin the construction of the project. A business plan for the Naples Center has been published and is being used to interest other potential donors. Proposals have been prepared and submitted to prospective donors for the Music Education Building.

- 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. Current benchmarks, weekly television viewers 225,000, FM listeners 110,000, and members 13,500.

  **Result:** Viewership and memberships both increased by 3%.

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.

  **Result:** SACS monitoring reports were submitted in September 2006 as planned. One more report will be submitted this summer. An evaluation of the progress of the QEP was conducted in Spring 2007 noting progress in faculty development, curriculum change, and assessment of student
learning all key elements of the project focusing on community awareness and environmental literacy.

- **End with a balanced FGCU budget June 30, 2007.**

  **Result:** The university expects to finish the current fiscal year with a balanced budget.