SUBJECT: FGCU Performance Goals for 2007-08

PROPOSED BOARD ACTION

Approve proposed goals as presented

BACKGROUND INFORMATION

The Florida Gulf Coast University (FGCU) Board of Trustees annually adopts performance goals that serve as the basis for evaluating the president at the end of the fiscal year. The performance goals are congruent with the goals contained in the University’s strategic plan, and they also 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.

The importance of an institutionalized and ongoing process that links annual performance goals to the University’s strategic plan cannot be overstated. This approach ensures a continuation of goal setting and attainment that will move FGCU forward even during years of transition in the organization’s top leadership positions.

Given the recent transition in the FGCU presidency and the current search process under way for a new permanent president, a set of general performance goals for 2007-08 is presented for adoption consideration by the FGCU Board. These goals will guide the University through the next year under the leadership of Interim President Richard Pegnetter and the new permanent president.

Supporting Documentation Included: FGCU Performance Goals for 2007-08

Prepared by: 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
FGCU Performance Goals
For July 1, 2007 – June 30, 2008

(As of May 31, 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

- Successful accreditation of the physical therapy program by the Commission on Accreditation in Physical Therapy Education (CAPTE), and successful accreditation of the Master of Public Administration (MPA) program by the National Association of Schools of Public Affairs and Administration.
- Expand collegiate high school program by adding an additional cohort of students in the fall.
- Expand support for graduate students enrolled at FGCU.

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)

   Actual Fall 2006
   8316 (15% Increase)

   Projected Fall 2007
   9760 (17% Increase)
Full-Time Equivalent (Fundable):

2005-06 Actual
4313 (17% Increase)

Projected 2006-07
4845 (12% Increase)

Actual 2006-07*
5016 (16% Increase)

Projected 2007-08
6100 (22% Increase)

*As of May 1, 2007

Diversify Student Body:

Students of Color:

Actual Fall 2005
1212 (24% Increase)

Projected Fall 2006
1454 (20% Increase)

Actual Fall 2006
1431 (18% Increase)

Projected Fall 2007
1688 (18% Increase)

International Students:

Actual Fall 2005
429 (26% Increase)

Projected Fall 2006
450 (5% Increase)
Actual Fall 2006
508 (18% Increase)

Projected Fall 2007
599 (18% Increase)

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- Retention and Degree Production

Degree Production:

<table>
<thead>
<tr>
<th>Degree Production</th>
<th>Actual 2006-07*</th>
<th>Projected 2007-08</th>
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</thead>
<tbody>
<tr>
<td>Bachelor:</td>
<td>1000</td>
<td>1090 (9% Increase)</td>
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<tr>
<td>Master:</td>
<td>260</td>
<td>275 (6% Increase)</td>
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<tr>
<td>Total:</td>
<td>1260</td>
<td>1365 (8% Increase)</td>
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</tbody>
</table>

* Estimated

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Retention:

Actual Fall 2005
72.4%

Projected Fall 2006
73%

Actual Fall 2005
72.4%

Projected Fall 2006
73%

Actual Fall 2006
73.1%
Projected Fall 2007
73%

Increase Academic Outreach:
- Add new academic programs, to include our first three advanced graduate programs that require final approval by the Board of Governors.
- Add new undergraduate degree programs in the Lutgert College of Business and the College of Arts and Sciences.

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).
- Complete the athletic clubhouse building, and soccer complex.
- Continue to provide at least 5000 community service hours by student-athletes.
- Obtain NCAA Division I membership.
- Finish in the top half of the regular season Atlantic Sun Conference results in half of the sports that are eligible to compete.

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

The Annual Florida Equity Report is for the recruitment and promotion of women and minorities. 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 2007-2008 are as follows:

<table>
<thead>
<tr>
<th>Goal</th>
<th></th>
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<tbody>
<tr>
<td>Executive/Administrative/Managerial</td>
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<td>Full Professor</td>
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<tr>
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<td>African American</td>
<td>3</td>
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<td>Asian American/Pacific Islander or Native American Indian</td>
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<tr>
<td>Female</td>
<td>5</td>
</tr>
<tr>
<td>Instructor</td>
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<tr>
<td>Hispanic</td>
<td>2</td>
</tr>
<tr>
<td>African American</td>
<td>2</td>
</tr>
</tbody>
</table>

**Faculty and Staff Development:**

- Maintain employee programs and services, including tuition waivers, Winter Break, and Wellness Center membership.

**Growth:** Full-time faculty and staff will grow from 865 to 905.
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:**
- Begin construction of Holmes Hall (Engineering Building), Lutgert Hall (College of Business Building), and Sugden Hall (Resort and Hospitality Management Building).
- Begin and completed construction of south housing infrastructure improvements, mitigation, utilities and Central Energy Plant.
- Construct Phase 8 of Student Housing.
- Construct Parking Garage 2.
- Break ground for Academic 7, Student Union Addition, and Music Building (Fine Arts Phase 2 Auditorium).
- Break ground on Naples Botanical Garden FGCU Research and Classroom Building.

**Technology:**
- Additional functions are planned to take advantage of the one-card ID system for students, faculty and staff that was implemented last year. Included in this expansion of the one-card system would be to: 1) install card readers on select vending machines as part of a pilot program, 2) provide Health Services and Campus Recreation the use of the system for validation/access and point of sale functionality, 3) investigate the expansion of e-commerce, and 4) use the system in conjunction with 3rd part software for an on-line “shopping cart” for continuing education. (NOTE: The new system eliminates the use of Social Security numbers for identification.)
- Continue instructional technology upgrades and replacements according to the technology replacement plan.
- Expand and enhance the campus’ wireless network service to support more intensive use.
- Begin the exploration and piloting of document imaging.
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
  2006-07 Goal: $13.5 Million
  2006-07 Actual: $13.5 Million (projected)
  2007-08 Goal: $13.5 Million

- Continue to pursue donation of land for and establishment of at least one research park by 2009 that supports FGCU’s plans for bioengineering and biotechnology.
- Pursue federal funding for and establishment of a Transportation Management Center at FGCU.

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
2006-07 Goal: $30 Million
2006-07 Actual: $30 Million
2007-08 Goal: $30 Million

- Identify donors for the Music Education and Performance Hall, and 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 for 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 report and receive approval to proceed with implementation of the Ed.S., Ed.D., and D.P.T. programs for fall 2008, and (2) Systematic evaluation of the Quality Enhancement Plan (QEP) to foster improvement in student learning

- End with a balanced FGCU budget June 30, 2008.

(END)