

**Florida Gulf Coast University Board of Trustees
June 17, 2008**

SUBJECT: President's Performance Measures for July 1, 2008 – June 30, 2009

PROPOSED BOARD ACTION

Approve proposed measures.

BACKGROUND INFORMATION

The Florida Gulf Coast University Board of Trustees is required by law to annually evaluate the performance of the FGCU president. Historically, the board of trustees first conducted such a review at its June 2002 meeting, followed by the fall 2002 negotiation and approval of an employment contract for then President Merwin. President's performance measures for 2002-03 were subsequently adopted by the FGCU Board of Trustees, and were used as the basis for the Board's annual evaluation of the president during its May 29, 2003 meeting. Each year thereafter the board has conducted such a cycle of goal-setting tied to the university's strategic plan followed by a review of performance one year later.

This will be the first set of goals specifically to guide President Bradshaw's performance. These measures will serve as the basis for the president's June 2009 evaluation.

Supporting Documentation Included: "Proposed President's Performance Measures for July 1, 2008 – June 30, 2009"

Prepared by: Associate Provost for Planning and Institutional Performance Paul Snyder

Legal Review by: N/A

Submitted by: President Wilson G. Bradshaw

Proposed FGCU Performance Goals For July 1, 2008 – June 30, 2009

(As of May 21, 2008)

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

- Restore 8 faculty positions lost to budget cuts in 2007.
- Open new laboratory facilities to support students and faculty in physical therapy, occupational therapy, athletic training, human performance, and nursing.
- Inaugurate new buildings: Holmes Hall (U.A. Whitaker School of Engineering), Lutgert Hall (Lutgert College of Business), and Sugden Hall (Resort and Hospitality Management).
- Enroll students in FGCU's first advanced graduate degree programs in Education (the Ed.S.) and Physical Therapy (D.P.T.).
- Add 10 new faculty positions to the College of Arts and Sciences.

II. GOAL: The Student Community.

Provide quality educational opportunities serving the region, under-represented populations, the State of Florida and beyond

- Increase Enrollment

Fall Term Headcount:

Actual Fall 2006

8316 (15% Increase)

Projected Fall 2007

9760 (17% Increase)

Actual Fall 2007

9388 (13% Increase)

Projected Fall 2008

10000 (7% Increase)

Full-Time Equivalent (Fundable):

2006-07 Actual

5018 (16% Increase)

Projected 2007-08

6100 (22% Increase)

Actual 2007-08*

5726 (14% Increase)

Projected 2008-09

6200 (8% Increase)

- **Diversify Student Body:**

Students of Color:

Actual Fall 2006

1431 (18% Increase)

Projected Fall 2007

1688 (18% Increase)

Actual Fall 2007

1662 (16% Increase)

Projected Fall 2008

1828 (10% Increase)

International Students:

Actual Fall 2006

508 (18% Increase)

Projected Fall 2007

599 (18% Increase)

Actual Fall 2007

584 (15% Increase)

Projected Fall 2008
642 (10% Increase)

- **Retention and Degree Production**

Degree Production:

	<u>Actual 2007-08*</u>	<u>Projected 2008-09</u>
Bachelor:	1100	1200 (9% Increase)
Master:	315	340 (8% Increase)
Total:	1415*	1540 (9% Increase)

*Estimated

First-Year Student Retention:

Actual Fall 2006
73.1%

Projected Fall 2007
73%

Actual Fall 2007
75.8%

Projected Fall 2008
76.5%

Increase Academic Outreach:

- **Add new undergraduate degree programs in the College of Arts and Sciences, resources permitting.**
 - **Implement joint facility collaboration with Edison College in Charlotte County.**
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III. GOAL: Co-curricular and Athletic Programming.
Offer quality co-curricular and athletic programming that promotes and enhances student development and community engagement

- **Seek and receive accreditation through the International Association of Counseling Services (IACS) for the Center for Counseling and Psychological Services (CAPS).**
 - **Establish and assess the impact on the First Time in College Student participating in the First Year Residence Experience (FYRE) program in Everglades Hall**

 - **Student-athletes' average GPA will be comparable to or better than that for the student body as a whole (roughly 3.0).**
 - **Continue to provide at least 5000 community service hours by student-athletes.**
 - **Obtain second year status with the NCAA Division I membership.**
 - **Finish in the top half of the regular season Atlantic Sun Conference/Coastal Collegiate Swimming Association results in half of the sports that are eligible to compete.**
 - **Have 50 Academic All-Conference student-athletes.**
 - **Have 10 All-Conference student-athletes**
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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 2008-09 are as follows:

	Goal
Senior Level Administrator	
Hispanic	1
African American	1
 Full Professor	
Hispanic	1
African American	1
Asian American	1
 Associate Professor	
Hispanic	2
African American	2
Asian American	2
 Assistant Professor	
Hispanic	2
African American	3
Asian American/Pacific Islander Or Native American Indian	2
Female	5

Instructor	
Hispanic	2
African-American	2

Faculty and Staff Development:

- Maintain employee programs and services, including tuition waivers, Winter Break, and Wellness Center membership.
 - Increase available training to faculty and staff in the areas of supervision and performance evaluation.
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Growth: Full-time faculty and staff will grow from 917 to 940.

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:

- Complete construction of Holmes Hall (U.A. Whitaker School of Engineering Building), Lutgert Hall (Lutgert College of Business Building), and Sugden Hall (Resort and Hospitality Management Building).
 - Phase 9 of Student Housing will begin construction.
 - Phase 2 of Sugden Hall will be designed and under construction.
 - Academic Building 7 (CAS-sciences), the Student Union Addition, and the Naples Botanical Garden Center will begin construction.
 - The Music Building design will be completed and construction begun.
 - Academic Building 8 (Health Professions) will be programmed and an architect selected to begin design.
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Technology:

- Continue development of the one-card system, including the deployment of card readers to streamline business processes and increase security, and utilization of the 'store of value' feature of the card in more locations, both on and off campus. Use of the 'store of

value' feature will go hand-in-hand with efforts to expand the ability of students to handle funds, transactions, and payments online.

- Continue to anticipate and meet the university's continuously growing need for reliable, high-speed internet connectivity.

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

2007-08 Actual: \$13.5* Million

2008-09 Goal: \$13.6 Million

*Estimated

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

2007-08 Actual* \$21 Million

2008-09 Goal \$17 Million

- Continue to seek donors for the Music Education Building and Naples Center. Assess Academic needs and prioritize same for future capital campaign. Increase the Endowment by 10%.
 - Secure private funding to complement \$8.5 M in state funding for the development of a solar field to make FGCU self-sufficient in energy generation.
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- **Expand Renaissance Academy programs further into Lee and Charlotte Counties**
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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

- **Commission on Colleges (COC) of the Southern Association of Colleges and Schools (Regional Accreditation): Prepare materials for submission on time to COC for part 2 of the university's level change to offer doctoral degrees and host COC site visit in spring 2009. The Quality Enhancement Plan (QEP) will conduct a peer review of its status with the assistance of an external expert as a means of gauging project progress in preparation for the 2010 progress report due to SACS in spring 2011.**
- **End with a balanced FGCU budget June 30, 2009.**

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