

Selected Goals from 2004-2005 Annual Reports

Unit: College of Business

Strategic Plan Goal	Unit Goal
With which 1 or 2 goals from the 8 current strategic plan goals does your 2004-2005 goal best align?	What were your unit level goals for 2004-2005 as contained in your 2003-2004 Annual Report?
Goal 4: Talented and Dedicated Faculty & Staff	The success of the college is founded on the strength of its faculty. Recruiting, hiring, developing and retaining high quality terminally qualified faculty who can continue to energize the success of the college mission through continuous improvement is a critical goal. A balance of academic and applied interest, experience, and student centeredness, have been, and will continue to be, primary measures in the selection, development and retention of faculty.
What action did you undertake to achieve this goal?	
Advertised nationally, recruited and filled vacant faculty positions in the following academic areas: Accounting, Computer Science, Decision Sciences (Production & Operations Management, and Quantitative Methods), Finance, and Management. By the end of the spring 2005 semester, five of the seven vacant faculty positions were filled with full-time candidates. Contracts are to be issues with a starting date of August 7, 2005.	
By what means did you assess goal achievement?	
Degree of success in filling vacant faculty positions with qualified faculty in the face of a highly competitive market place and faculty shortages across the country.	
Teaching and scholarly performance and potential of faculty hired to fill vacant positions.	
Quality of the application pool as determined by the extent to which applicants met or exceeded stated qualification for the faculty position(s).	
Extent to which desired candidate(s) accepted positions offered.	
Describe the assessment results and the conclusions about goal attainment you inferred from them.	

The college was able to fill five of its seven vacant positions - a 71.4 % success rate. However only one of the five positions was filled by a female -- an area of concern to the leadership team in the college. For the 2005-2006 academic year, the two vacant positions will be filled by visiting faculty -- both males.

In about 60% of the positions (3 out of 5) we were able to hire our top candidate. In the two other instances we were not able to meet the salary expectations of the candidate.

Two positions were left vacant because we entered the market too late and were not able to attract a suitable "deep" and diverse pool of applicants. Those two positions will be advertised early in the next recruitment cycle.

Comparing females to males across the COB faculty - there are 11 females out of 46 full-time faculty (23.9%) and none are from minority groups.

A review of the year's recruitment activities indicate that the COB was successful in attracting highly qualified faculty applicants. This is a clear indication that faculty candidates have a good perception of the FGCU COB.

What continuous improvement resulted from the use of the assessment data?

The assessment results indicate that its attempt to ensure gender and ethnic diversity is meeting with some success even as the marketplace becomes more competitive.

Consequently, over the next few years, the college will become more aggressive in seeking and attracting qualified faculty in a manner consistent with ensuring a highly qualified faculty that is diverse in terms of both ethnicity and gender.

The college will increase placement of advertisements in publications predominantly used by minorities. Additionally, we will increase the degree to which networking is used to recruit and attract females and minorities. The college will also work with the Office of the Provost to attract and make competitive offers to further encourage more females and ethnic minorities to accept faculty positions at FGCU's College of Business.

Working with the Office of the Provost, the COB will continue to recruit and offer nationally competitive salaries consistent with attracting high quality faculty across all areas of business.
