

**Florida Gulf Coast University Board of Trustees  
June 16, 2009**

**SUBJECT: President's Performance Measures for July 1, 2009 – June 30, 2010**

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**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 Bill 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. President Bradshaw's first review was conducted last year and his first full-year review will occur at this meeting.

The last few years have seen significant declines in state support for the State University System and FGCU. The economic situation remains volatile and unpredictable. To the extent changes in the university's revenue picture in the coming fiscal year may affect attainment of some of the proposed goals, these measures will serve as the basis for the president's June 2010 evaluation.

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**Supporting Documentation Included:** "FGCU Performance Goals for July 1, 2009 – June 30, 2010"

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

**Legal Review by:** N/A

**Submitted by:** President Wilson G. Bradshaw

**FGCU Performance Goals for President Wilson G. Bradshaw  
For July 1, 2009 – June 30, 2010**

**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.*

- Add 15 new faculty positions across the university to keep pace with enrollment growth.
- Complete construction on the Laboratory Sciences Building (AB7) to provide expanded laboratories and classrooms serving the College of Arts and Sciences (CAS) and begin occupancy in January 2010.
- Enroll students in new programs including the M.A. in Environmental Studies, B.S. in Economics, and B.S. in Marine Science.
- Achieve initial accreditation of the U.A. Whitaker School of Engineering and the Bachelor of Social Work program. Achieve reaccreditation for the School of Nursing and the Professional Golf Management program.
- Seek final approval of the Doctorate in Education (Ed.D.) by the Board of Governors and begin to seek initial approval by the Southern Association of Colleges and Schools.

**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)

**Actual Fall 2007**

9388 (13% Increase)

**Actual Fall 2008**

10238 (9% Increase)

**Projected Fall 2009**  
11000 (7% Increase)

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**Full-Time Equivalent (Fundable):**

**Actual 2006-07**  
5018 (16% Increase)

**Actual 2007-08**  
5731 (14% Increase)

**Actual 2008-09\***  
6439 (12% Increase)

**Projected 2009-10**  
6900 (7% Increase)

\*As of 5/21/09

- **Diversify Student Body:**

**Students of Color:**

**Actual Fall 2006**  
1431 (18% Increase)

**Actual Fall 2007**  
1662 (16% Increase)

**Actual Fall 2008**  
1867 (12% Increase)

**Projected Fall 2009**  
2100 (12% Increase)

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**International Students:**

**Actual Fall 2006**  
508 (18% Increase)

**Actual Fall 2007**  
584 (15% Increase)

**Actual Fall 2008**  
620 (6% Increase)

**Projected Fall 2009**  
650 (5% Increase)

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- Retention and Degree Production

**First-Year Student Retention:**

**Actual Fall 2006**  
73.1%

**Actual Fall 2007**  
75.8%

**Actual Fall 2008**  
74.5%

**Projected Fall 2009**  
75%

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**Degree Production:**

	<b><u>Actual 2008-09*</u></b>	<b><u>Projected 2009-10</u></b>
Bachelor:	1400	1500 (7% Increase)
Master:	250	260 (4% Increase)
Total:	1650	1760 (7% Increase)

\*Estimated

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**Increase Academic Outreach:**

- Update current strategic plan for the next five years.
- Add new undergraduate degree programs resources permitting.

### **III. GOAL: Co-curricular and Athletic Programming.**

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

- **Counseling and Health Services will purchase an electronic medical record system, supporting hardware and establish a staff training program to provide a paperless confidential service with electronic student records for students using health related services on campus. The process will be implemented and functioning for Counseling Services by June 30, 2010.**
  - **Assess the campus' student leadership development opportunities and develop a coordinated programmatic effort across the Divisions designed to meet the needs of the Florida Gulf Coast University community by June 30, 2010.**
  - **Complete the accreditation process through the International Association of Counseling Services (IACS) for the Center for Counseling and Psychological Services (CAPS).**
  - **Extend the successful impact on First Time in College Students participating in the First Year Residence Experience (FYRE) program in Everglades Hall to the new Biscayne Hall in fall 2009 and assess the continued progress of FYRE by May 1, 2010.**
  - **Student-athletes' average GPA will be comparable to or better than that for the student body as a whole (roughly 3.0).**
  - **Increase community service hours by 25% from 2600 to 3250 for student-athletes.**
  - **Continue transition to full 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 75 Academic All-Conference student-athletes.**
  - **Have 20 All-Conference first-team 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 2009-10 are as follows:

	<u>Goal</u>
<b>Senior Level Administrator</b>	
Hispanic	1
African American	1
<b>Faculty</b>	
Hispanic	7
African American	8
Asian American/Pacific Islander Or Native American Indian	5

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**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 945 to 960.**

**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 the Laboratory Sciences Building (College of Arts and Sciences-AB7), Parking Garage III, the Solar Field, the Naples Botanical Garden Center, Phase II of Sugden Hall, and Biscayne Residence Hall.
- Complete renovation of the Network Operations Center (NOC).
- Complete designs of the Health Professions Building (AB8), Fine Arts II, and the Student Union additions.

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**Technology:**

- Implement participation in the LambdaRail Consortium to provide expanded bandwidth for the university.
- Implement student technology fee to maintain state-of-the-art information technology serving FGCU students.

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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 Actual: \$13.6 Million  
2007-08 Actual: \$13.7 Million  
2008-09 Projected: \$13.0 Million  
2009-10 Goal: \$13.5 Million

**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 Actual: \$30 Million**

**2007-08 Actual: \$21 Million**

**2008-09 Projected: \$11 Million**

**2009-10 Goal: \$11 Million**

- Continue to seek donors for the Music Education Building and Naples Center.
  - Increase the Endowment by 10%.
  - Increase giving to the President’s Society by 10%.
  - Develop a program to increase alumni giving by 15%.
  - Increase Renaissance Academy programs further in Charlotte County and develop a presence in Hendry and Glades Counties as well.
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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.*

- The Southern Association of Colleges and Schools (Regional Accreditation) will continue the university’s accreditation at the doctoral level. Continue assessment of the Quality Enhancement Plan.
- End with a balanced FGCU budget June 30, 2010.

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