

**Florida Gulf Coast University Board of Trustees
September 15, 2009**

SUBJECT: Annual Florida Educational Equity Report

PROPOSED BOARD ACTION

Ratify modifications to the Annual Educational Equity Report for Florida Gulf Coast University, made and submitted to the Board of Governors subsequent to approval by the FGCU Board of Trustees.

BACKGROUND INFORMATION

The University's Annual Florida Equity Report was presented to the FGCU Board of Trustees at its last board meeting of fiscal year 2008-2009 on June 16, 2009. That report reviewed various university programs, activities and services with respect to enrollment and retention, student services, gender equity in athletics and employment. Subsequent to that last board meeting, non-substantive, as well as substantive changes were made. These changes were prompted by the receipt of additional information which would provide a more accurate, comprehensive report of the University's position.

It is requested that the FGCU Board of Trustees ratify the modifications taken in light of the timing constraints and the University's best interest.

Supporting Documentation Included: Summary of Changes

Prepared by: Director of Institutional Equity and Compliance Cheryl Seals-Gonzalez

Legal Review by: General Counsel Vee Leonard (August 25, 2009)

Submitted by: General Counsel Vee Leonard

SUMMARY OF CHANGES (HIGHLIGHTED)

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Changed from-

Gender Equity in Athletics (Part V)

- FGCU submitted all information pertaining to gender equity in athletics, its achievements, and timetable for areas noted for improvement. The University meets the second prong of a “history and continuing practice of program expansion.” Based on its analysis, the University anticipates meeting the goal of proportionality by 2011 to 2012.

Changed to-

Gender Equity in Athletics (Part V)

- FGCU submitted all information pertaining to gender equity in athletics, its achievements, and timetable for areas noted for improvement. The University meets both the prong of a “history and continuing practice of program expansion” and “substantial proportionality.” Based on its analysis, the University will maintain its commitment to substantial proportionality by considering additional sports and/or squad size limitations and expectations in the future.

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The following areas that are not applicable to FGCU:

- Doctoral Degrees Awarded (New program – No degrees to date.)
- First Professional Degrees Awarded (New program – No degrees to date.)

ASSESSMENT:

First-Time-in College (FTIC) and Early Admits Enrollment, Fall 2008: First-time minority enrollment as a whole rose to nearly 20% of the total first-time enrollment in Fall 2008 compared to about 17% in Fall 2007 based on Chart 1 (page 12). A decline in the number of Black/African American and Asian/Pacific Islander student FTICs was offset by strong increases in the number of Hispanic FTICs. Because FGCU is a young university, the data outcomes will be more statistically significant as the enrollment grows. Depending on the resources, projections will continue to show an increase in FTICs.

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Retention of Full-Time FTICs and Early Admits Entering Fall 2007 or Summer 2007 and Continuing into Fall, After One Year: The retention rate for female FTIC students exceeds that of male FTIC students; however, both their rates are above the overall rate of 74.5%. However, the retention rate for

minority FTIC students, as noted in Chart 3 (page 13), fell below the overall rate, which is a reversal in previous years' retention rates.

Graduation Rate of Full-Time FTICs After Six Years (and Early Admits)

Entering Fall 2002 or Summer 2002 Continuing into Fall, After One Year:

The data indicates the need to continuously focus on enhancing the graduation and retention rates for all students. As in previous years, the data indicates that graduation rates of Black/African American, Asian American and female students exceed the six-year graduation rate of 41% for all students, based on Chart 4 (page 13). Yet, it is acknowledged that the overall graduation rate is another benchmark to exceed in future years.

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Bachelor's Degrees Awarded, Annual Year 2007-2008: Of the total number of bachelor degrees awarded, 18% of those degrees went to minority students compared to 16% the previous year. This marks an increase of two percentage points from the previous year, which experienced a decline. The percentage of Black students receiving a bachelor's degree exceeds their percentage representation of the student population. According to Chart 5, (page 14), Hispanic students posted a lower percentage of their representation in the student body on this comparative dimension; however, there was an increase in the total number of degrees awarded. Female students account for 70% of all bachelor degrees awarded, up again about two percentage points over the previous year.

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PART V: GENDER EQUITY IN ATHLETICS

A. Annual Update

Element	Assessment	Area for improvement? (If yes, describe below.)
2. Participation rates, male and female, compared with full-time undergraduate enrollment	<p>Using the NCAA "first of contest" standard, there were 107 (44%) male and 136 (56%) female participants in intercollegiate athletics. This compares to the 57% full-time female and 43% male undergraduate populations according to the FGCU Office of Planning and Institutional Performance.</p> <p>Based on the above, there is a 1% difference in enrollment and participation rates for females, which is within the accepted 3% differential.</p>	

Note: In the report that was presented, there was the indication that a gap existed. This occurred because the reported data included try-outs who did not make the team and those who quit the team (anyone who set their foot on the field). It was determined that the best data to use for the report was data “as of first contest.” According to Equity in Athletics Disclosure Act (EADA), that would be data as of the first scrimmage, exhibition, etc., which will be used in all future Florida Educational Equity Act reports.

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PART V: GENDER EQUITY IN ATHLETICS
B. Areas for Improvement

Areas for improvement	Program for improvement	Timetable
Proportionality	FGCU meets both the prong of a "history and continuing practice of program expansion" and "substantial proportionality." With the addition of the three new sports in fall 2007, female participants were the majority in 2008-09. To maintain substantial proportionality, FGCU will consider additional sports and/or squad size limitations and expectations in the future.	2011-2012

Note: This change resulted due to using the standard of “as of first contest.”

C. Basis for Assuring Compliance

<p>Check one basis below for assuring that the University is in compliance with the Florida Educational Equity Act:</p> <p><input type="checkbox"/> Accommodation of Interest and Abilities</p> <p><input checked="" type="checkbox"/> Substantial Proportionality</p> <p><input type="checkbox"/> History and Practice of Expansion of Sports</p>

Note: Prior to the change, the line for “History and Practice of Expansion of Sports” was given as the basis for ensure compliance for the Florida Educational Equity Act.

(END)