



Item: VII. AF: A-1

Wednesday, June 25, 2008

**SUBJECT: REQUEST FOR APPROVAL OF FLORIDA ATLANTIC UNIVERSITY'S 2006-2007 FLORIDA EQUITY REPORTS: ENROLLMENT, GENDER EQUITY IN ATHLETICS, AND EMPLOYMENT.**

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**PROPOSED BOARD ACTION**

Provide approval of Florida Atlantic University's 2006-2007 Florida Equity Reports which will also be report to the Florida Board of Governors.

**BACKGROUND INFORMATION**

The Florida Equity Reports on Enrollment, Gender Equity in Athletics and Employment summarizes Florida Atlantic University's efforts to expand access to educational advancement and equitable opportunities to previously underserved and underrepresented student and employee populations. This report reviews Florida Atlantic University's responsibilities and reporting requirements under the Florida Educational Equity Act (FEEA), Florida Statutes 1000.05 and other state and federal legislation and mandates that prohibit discrimination for protected students and employees on the basis of race, ethnicity, national origin, gender, disability and marital status. Additionally, gender equity in athletics is reviewed for compliance.

This information was reviewed and approved by the BOT Audit and Finance Committee at the June 11, 2008 meeting.

**IMPLEMENTATION PLAN/DATE**

Not Applicable.

**FISCAL IMPLICATIONS**

Not Applicable.

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**Supporting Documentation:** FAU's 2006-2007 Florida Equity Reports.

**Presented by:** Ms. Paula Behul, Director-EOP

**Phone:** 561-297-3004



**Florida Educational Equity Act Report:**  
Enrollment, Gender Equity in Athletics, and Employment  
Report Year 2007 - 2008

*Florida Atlantic University*

Data Year: July 2006 – June 2007

Approved by University Board of Trustees: \_\_\_\_\_  
Signature/Date

Approved by University President: \_\_\_\_\_  
Signature/Date

Submitted By: \_\_\_\_\_

Paula Behul, Director  
Florida Atlantic University  
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\_\_\_\_\_  
Date

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# **Florida Equity Reports**

## **Florida Atlantic University**

### **Part II Policies and Procedures in Support of Equity**

#### **President's Statement Regarding Equal Opportunity and Affirmative Action Florida Atlantic University**

As President of Florida Atlantic University, building a culture of diversity is a top priority and throughout my career has been a major focus of my leadership efforts in public education. Like our nation at large, the academic community is enriched beyond measure by the persons from many ethnicities and backgrounds. Additionally, the economic base of a region is broadened and strengthened when the door of opportunity is open to all who wish to pass through it to build more productive lives. FAU has long recognized the validity of these principles, and we take great pride in the fact that our student body currently ranks as one of the most diverse in the State University System. The challenge now lies before us to achieve similar balance at the faculty, staff and administrative levels.

At Florida Atlantic University, all people are respected. The University has a zero-tolerance policy for any kind of harassment and discrimination, whether or not it is expressly covered by law. The Offices of Equal Opportunity Programs, Student Affairs, Human Resources, Academic Affairs and the University Ombudsman all play important roles in maintaining an environment of fairness and safety on FAU's seven campuses.

Florida Atlantic University Regulation 5.010, Anti-Discrimination and Anti-Harassment, affirms FAU's commitment to ensure that each member of the University community shall be permitted to work or study in an environment free from any form of unlawful discrimination or harassment that is based on a legally protected class, including race, color, religion, age, disability, sex, national origin, marital status, veteran status or any other basis protected by law. The University recognizes its obligation to work towards a community in which diversity is valued and opportunity is equalized. This rule establishes procedures for an applicant, employee or a member of the University community to file a complaint of alleged discrimination or harassment.

We will continue to value and promote diversity as the University grows in the years ahead. There can be no higher standard for an institution of higher learning to uphold than that which affirms the intrinsic worth and dignity of all human beings.

Frank T. Brogan, President  
June 6, 2007

Any person who believes that he or she is being harassed or otherwise subjected to illegal discrimination is encouraged to consult with the Office of Equal Opportunity Programs. This office is assigned primary responsibility for addressing all matters relating to discrimination and harassment complaints under Title VII, Title IX, the Rehabilitation Act, the Vietnam Era Veterans' Readjustment Act, the Florida Educational Equity Act, the Americans with Disabilities Act, the Florida Civil Rights Act, and other rights statutes, should be brought to the attention of the University's Equal Opportunity Programs Office.

Director, Paula Behul  
Equal Opportunity Programs  
777 Glades Road, AD 291  
Florida Atlantic University  
Boca Raton, FL 33431-6424  
(561) 297-3004 (phone)  
(561) 297-2402 (fax)  
[pbehul@fau.edu](mailto:pbehul@fau.edu) /web address: <http://wise.fau.edu/eop/>

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FAU WEB SEARCH



## FLORIDA ATLANTIC UNIVERSITY EQUAL OPPORTUNITY PROGRAMS

[Home / Equal Opportunity Programs](#)[EOP HOME](#)[CONTACT](#)

### OFFICE OF EQUAL OPPORTUNITY PROGRAMS

Regulation 5.010, Anti-Discrimination & Anti-Harassment

ADA Coordination

Educational Incentives

NEW SEED (Employees)

NEW MCCTS (Students)

Training Calendar

Meet the Staff

EOP Home

President's Office

The Office Equal Opportunity Programs promotes a working and learning environment free from any form of unlawful discrimination or harassment. We focus on the needs of the University community through establishing meaningful partnerships with faculty, students, staff, administrators and the public. The Office supports the incorporation of inclusion and diversity in its programming as well as training initiatives.

Location : Kenneth R. Williams Administration Building  
777 Glades Road, Room 291  
Boca Raton, Florida 33431-0991

Phone: 561-297-3004; Fax: 561-297-2402

Office Hours: Monday through Friday - 8 a.m. - 5 p.m.

Supplemental Educational Employee Development  
(SEED)

Deadline Date: June 30, 2008

Diversity at FAU

<http://wise.fau.edu/president/diversity/>

People Admin

<http://jobs.fau.edu/applicants/>

Faculty Hiring Checklist

<http://www.fau.edu/provost/files/2007facultychecklist.doc>

University Ombudsman

<http://www.fau.edu/ombudsman/>

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# Florida Atlantic University

## **Regulation 5.010     Anti-Discrimination and Anti-Harassment Regulation**

### **1.     POLICY**

- (a) Florida Atlantic University affirms its commitment to ensure that each member of the University community shall be permitted to work or study in an environment free from any form of unlawful discrimination or harassment that is based on a legally protected class, including race, color, religion, age, disability, sex, national origin, marital status, veteran status or any other basis protected by law. The University recognizes its obligation to work towards a community in which diversity is valued and opportunity is equalized. This rule establishes procedures for an applicant or a member of the University community to file a complaint of alleged discrimination or harassment.
- (b) It shall be a violation of this Regulation for any officer, employee or agent to discriminate against or harass, as defined in this Regulation, any other officer, employee, student, agent, or applicant. Discrimination and harassment are forms of conduct which shall result in disciplinary or other action as provided by the Regulations and Policies of the University.
- (c) Activities covered under this rule include, but are not limited to, all educational, athletic, cultural and social activities occurring on a campus of or sponsored by Florida Atlantic University, housing supplied by the University, and employment practices between the University and its employees, including Other Personnel Services (“OPS”) employees.
- (d) The Office of Equal Opportunity Programs (“EOP”) shall administer the policies and procedures outlined in this Regulation. EOP shall answer inquiries regarding the procedures contained in this Regulation and may provide informal advice regarding issues of discrimination.
- (e) Retaliation, or otherwise taking adverse employment or educational action, against a member of the University community because he/she in good faith reported discrimination or harassment, or participated in an investigation or review regarding a complaint, is strictly prohibited. Those found to have violated this prohibition against retaliation will be subject to disciplinary action up to and including termination.
- (f) Any University supervisory employee who receives a report, observes or learns of an alleged violation of this Regulation has an absolute and unqualified duty to immediately report the conduct to the EOP Director. Those found to have failed



to report in a timely manner will be subject to disciplinary action up to and including termination.

- (g) Every University employee has a duty to cooperate fully and unconditionally in a harassment investigation. This duty includes, among other things, speaking with the EOP investigator and voluntarily providing all documentation which relate to the claim being investigated. The failure and/or refusal of any employee to cooperate in an investigation may result in disciplinary action up to and including termination.
- (h) The prohibited conduct contained in this Regulation shall apply to vendors and contractors of the University. The Director of the Equal Opportunity Programs shall consult with the vendor or contract manager to determine how any investigation will be undertaken. The University shall take action against the vendor or contractor, when warranted, in accordance with the terms of the governing contract or agreement.

## **2. DEFINITIONS**

- (a) For the purpose of this Regulation, discrimination is defined as unlawfully treating any member of the University community differently than similarly situated others based on a legally protected class. Harassment is a form of unlawful discrimination based on certain legally protected classes under Title VII of the Civil Rights Act of 1964 and other laws.
- (b) Additionally, discrimination on the basis of sex in education programs and activities receiving federal financial funding as set forth in Title IX of the Education Amendments of 1972, as amended, is included in this Regulation's definition of prohibited discrimination.
- (c) Examples of conduct which fall into the definition of discrimination include, but are not limited to:
  - 1. Unlawful disparity of treatment in recruitment, hiring, training, promotion, transfer, reassignment, termination, salary and other economic benefits, and all other terms and conditions of employment on the basis of membership in a legally protected class.
  - 2. Unlawful disparity of treatment in educational programs and related support services on the basis of membership in a legally protected class.
  - 3. Unlawful limitation in access to housing, or of participation in athletic, social, cultural or other activities of the University because of membership in a legally protected class not based on a bona fide requirement or distinction.

4. Retaliation for asserting protected anti-discrimination rights, filing complaints or protesting practices which are prohibited under this Regulation.
- (d) Examples of conduct which fall into the definition of harassment include, but are not limited to:
1. Harassment is defined to include verbal and/or physical conduct based on a legally protected characteristic which: (A) has the purpose or effect of creating an objectively intimidating, hostile or offensive work or educational environment; (B) has the purpose or effect of unreasonably interfering with an individual's work or learning performance; or (C) otherwise unreasonably adversely affects an individual's employment or educational opportunities.
  2. Examples of harassment could include making "jokes" based on a legally protected characteristic, objectionable epithets/slurs, threatened or actual physical harm or abuse, the display of hostile symbols/objects and other intimidating or insulting conduct directed against the individual because of their legally protected characteristic or membership.
- (e) Sexual harassment includes unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:
1. Submission to such conduct or request is made either explicitly or implicitly a term or condition of an individual's employment; or
  2. Submission to such conduct or request is made either explicitly or implicitly a term or condition of academic achievement; or
  3. Submission to or rejection of such conduct or request by an individual is used as the basis for an employment or academic decision affecting such individual; or
  4. Such conduct or request unreasonably interferes with an individual's work or academic performance or creates an objectively intimidating, hostile, or offensive environment for working or learning.
- (f) The definition of sexual harassment excludes the use of sexual material in a classroom setting for academic purposes.
- (g) When referred to in this Regulation, days means calendar days unless otherwise noted.

### **3. PROCEDURE FOR REPORTING VIOLATIONS**

- (a) The Office of Equal Opportunity Programs is responsible for administering the complaint and investigation process set forth in this Regulation. In cases where the potential complainant chooses not to file a formal complaint, EOP will take action to inform the alleged offender of the concerns, suggesting that the individual monitor and modify (if necessary) his/her behavior. All complaints, formal or informal, must be reported to EOP.
- (b) Any University employee who believes he/she has been harassed or discriminated against in violation of this Regulation must report the facts and circumstances thereof to the Director of Equal Opportunity Programs, the University Ombudsman, the University Provost, the Director of Personnel Services, or to his/her College Dean or Vice President, who in turn must notify the Director of Equal Opportunity Programs.
- (c) Any student who believes he/she has been harassed or discriminated against in violation of this Regulation must report the facts and circumstances thereof to the Director of Equal Opportunity Programs, the University Ombudsman, the University Provost, the Dean of Students, or to his/her Department Head/Director or College Dean, who in turn must notify the Director of Equal Opportunity Programs.
- (d) Reports or allegations of an alleged violation of this Regulation will be processed upon the filing of a written complaint with EOP. The Director of EOP may process an alleged violation without a written complaint if deemed necessary by the Director and enough information is available to conduct a responsible investigation.
- (e) A complaint must be filed with EOP within one-hundred eighty (180) days of the alleged act(s) of discrimination/harassment. The Director of EOP may process an alleged violation outside of this time limitation if deemed necessary by the Director. The filing of a complaint under this Regulation is independent and does not preclude the complainant from also filing a complaint with federal, state or local enforcement agencies. The filing of a complaint with EOP does not constitute a filing with, or have any effect on the filing time limitations of those external agencies. All complainants are urged to contact these external agencies directly to learn the filing deadlines and procedures for each agency. Contact information for these agencies is available from the EOP office.
- (f) All complaints shall contain the name of the complainant and state the nature of the act(s) complained of, including such details as the name of the alleged offender and the date(s) or approximate date(s) on which the offending act(s) occurred, the name(s) of any witnesses, and the desired resolution(s). Any portion of a complaint file that is exempt from public disclosure under the Florida Public Records law shall remain confidential to the extent permitted by law.

#### **4. PROCEDURE FOR INVESTIGATION OF COMPLAINTS**

- (a) EOP shall investigate all complaints that contain enough information to allege prohibited discrimination or harassment. This investigation must include, but shall not be limited to, interviewing the alleged offender and the complainant. The investigation may include the interview of other persons who may have information relevant to the allegations, preparation of witness statements for all persons interviewed, and review of any relevant documents. Upon completion of the investigation, a final report shall be prepared which includes a summary of the complaint, a description of the investigation, whether a violation of University Regulation was found, and recommendations for disposition.
- (b) The Office of Equal Opportunity Programs may attempt conciliation before or during the course of an investigation of a complaint. If conciliation is not achieved, then EOP shall continue to investigate the complaint, and shall issue a final report.
- (c) EOP shall conclude its investigation and issue its final report within seventy-five (75) days of the filing of the complaint. If additional time is required, the complainant and alleged offender will be notified in writing no less than ten (10) days prior to the seventy-five (75) day deadline of the reason(s) for the delay and the expected date of completion.
- (d) The final report by EOP shall be submitted to the appropriate Vice President or Associate Provost if an employee is involved, and/or to the Dean of Students if a student is involved. Corrective or disciplinary action up to and including dismissal or expulsion will be considered and implemented, if warranted, by the Vice President, Provost or Dean of Students in consultation with the EOP Director. Corrective or disciplinary action will also be considered and implemented if EOP determined the complaint was unfounded and made maliciously or recklessly. All disciplinary action shall be subject to applicable University Regulations, policies and collective bargaining agreements.

#### **5. PROCEDURE FOR RECONSIDERATION**

- (a) Any party may submit a written response or statement to be attached to the final report and maintained in the same file.
- (b) Either the complainant or alleged offender may request reconsideration of the finding in the EOP final report. The party must submit this request in writing to the EOP Director within ten (10) days of receipt of the EOP final report.
- (c) The request for reconsideration must be in writing and shall specify the basis of the request. Typically, reconsideration will be granted only in cases where relevant evidence was not reviewed and/or new evidence is available.

- (d) Any disciplinary action imposed as a result of an EOP investigation may be reviewed subject to University Regulation 5.009 (Grievance Procedure), University Regulation 4.007 (Student Disciplinary Procedures), or an applicable collective bargaining agreement.

*Specific Authority: Florida Board of Governors Resolution dated January 7, 2003; Formerly 6C5-5.012, Amended 11-11-87, 7-5-99, 11-9-05, 6-28-06.*

### **Part III     Academic Program Analysis 2007**

- Strategic Plan – reflect racial, ethnic and gender diversity in student enrollment.
- Women accounted for 52.2% of the Fall 07 admissions entering class
- 15.7% Black freshman enrollment, from 13.7% in 06-07
- 18.4% Hispanic freshmen enrollment, up from 17.9% in 06-07
- 57.7% White freshmen enrollment
- 53.6% White AA transfer students
- 80.3% Black students are retained thru the 1<sup>st</sup> year\*
- 73.2% White students are retained thru the 1<sup>st</sup> year.

\*Support networks for minority students

#### **Graduation Rates**

- More than 17% of bachelor's degrees were awarded to Black students
- 17% of bachelor's degrees were awarded to Hispanic students
- 64.6% of bachelor's degrees were awarded to female students
- 67.5% Whites received master's degrees
- 54.1% Whites received doctoral degrees
- 28.4% of doctoral degrees were awarded to non-resident aliens
- Of twenty professional degrees awarded:
  - 3 – Black
  - 2 – Hispanics
  - 25% minority participation rate

#### **Refer to Table III Charts**

1. First Time in College enrollment, previous Academic Year
2. Florida community college A.A. transfers, previous AY
3. Retention of full-time FTICs entering previous AY, after one year
4. Graduation rate of full-time FTICs after six years
5. Bachelor's degrees awarded, previous AY
6. Master's degrees awarded, previous AY
7. Doctoral degrees, awarded, previous AY
8. First professional degrees awarded, previous AY

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PART III: Academic Program Reviews**

**Chart 1. Full-time First-Time-In-College Enrollment, Fall 2007 and Early Admits**

	NRA	B	AI/AN	A/PA	H	W	Unk	T
Men	23	157	4	59	241	711	7	1202
Women	32	237	3	69	222	738	10	1311
Total	55	394	7	128	463	1449	17	2513
Category % of Total	2.2%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%

*Source: IPEDS 2007-08 Part A, Fall enrollment by race, ethnicity, and gender. Column 1, First time students.*

## PART III: Academic Program Reviews

**Chart 2. Full-time Florida Community College A.A. Transfers, Fall 2007 and Summer 2007**

	NRA	B	AI/AN	A/PA	H	W	Unk	T
Men	35	96	4	18	106	325	4	588
Women	35	183	2	28	184	485	6	923
Total	70	279	6	46	290	810	10	1511
Category % of Total	4.6%	18.5%	0.4%	3.0%	19.2%	53.6%	0.7%	100.0%

Source: IPEDS 2007-08 Part A, Fall enrollment by race, ethnicity, and gender. Column 2, Transfer-In



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**Chart 3. Retention of Full-Time FTICs Entering Fall 2006, or Summer 2006 and Continuing into Fall, After One Year**

	NRA	B	AI/AN	A/PA	H	W	Unk	Female	Male	Total
Cohort	38	294	11	117	390	1327	17	1210	984	2194
Category % of Total	1.7%	13.4%	0.5%	5.3%	17.8%	60.5%	0.8%	55.2%	44.8%	100.0%
After 1 year	29	236	7	101	313	971	14	942	729	1671
Retention Rate	76.3%	80.3%	63.6%	86.3%	80.3%	73.2%	82.4%	77.9%	74.1%	76.2%

*Source: Local File*

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**Chart 4. Graduation Rate of Full-Time FTICs, Beginners and Early Admits Entering Fall 2001, or Summer 2001 and Continuing into Fall After Six Years**

	NRA	B	AI/AN	A/PA	H	W	Unk	Female	Male	Total
Cohort	82	317	4	86	245	1233	0	1126	841	1967
Category % of Total	4.2%	16.1%	0.2%	4.4%	12.5%	62.7%	N/A	57.2%	42.8%	100.0%
After 6 years										
Number of Graduates	45	120	1	43	92	433	0	462	272	734
Percent Graduated	54.9%	37.9%	25.0%	50.0%	37.6%	35.1%	N/A	41.0%	32.3%	37.3%
Category % Graduate	6.1%	16.3%	0.1%	5.9%	12.5%	59.0%	N/A	62.9%	37.1%	100.0%
Number Retained	50	161	2	49	121	542	0	555	370	925
Percent Retained	61.0%	50.8%	50.0%	57.0%	49.4%	44.0%	N/A	49.3%	44.0%	47.0%
Category % Retained	5.4%	17.4%	0.2%	5.3%	13.1%	58.6%	N/A	60.0%	40.0%	100.0%

*Source: Local Files*

## PART III: Academic Program Reviews

### Chart 5. Bachelor's Degrees Awarded, AY 2006-2007

	NRA	B	AI/AN	A/PA	H	W	Unk	T
Men	112	233	5	68	265	853	0	1536
Women	90	520	12	143	473	1568	3	2809
Total	202	753	17	211	738	2421	3	4345
Category % of Total	4.6%	17.3%	0.4%	4.9%	17.0%	55.7%	0.1%	100.0%

Source: IPEDS Completions 2007-08 report (degrees awarded AY 2006-07), GRAND TOTAL BY FIRST MAJOR, Bachelor's degrees. Chart for 99.0000, all disciplines.

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### Chart 6. Master's Degrees Awarded, AY 2006-2007

	NRA	B	AI/AN	A/PA	H	W	Unk	T
Men	44	35	0	22	39	262	2	404
Women	37	72	0	26	77	479	3	694
Total	81	107	0	48	116	741	5	1098
Category % of Total	7.4%	9.7%	N/A	4.4%	10.6%	67.5%	0.5%	100.0%

Source: IPEDS Completions 2007-08 report (degrees awarded AY 2006-07), GRAND TOTAL BY FIRST MAJOR, Master's degrees. Chart for 99.0000, all disciplines.

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### Chart 7. Doctoral Degrees Awarded, AY 2006-2007

	NRA	B	AI/AN	A/PA	H	W	Unk	T
Men	15	4	0	1	1	15	0	36
Women	6	2	0	1	4	25	0	38
Total	21	6	0	2	5	40	0	74
Category % of Total	28.4%	8.1%	N/A	2.7%	6.8%	54.1%	N/A	100.0%

Source: IPEDS Completions 2007-08 report (degrees awarded AY 2006-07), GRAND TOTAL BY FIRST MAJOR, Doctoral degrees. Chart for 99.0000, all disciplines.

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### Chart 8. First Professional Degrees Awarded, AY 2006-2007

	NRA	B	AI/AN	A/PA	H	W	Unk	T
Men	0	1	0	0	0	4	0	5
Women	0	2	0	0	2	11	0	15
Total	0	3	0	0	2	15	0	20
Category % of Total	N/A	15.0%	N/A	N/A	10.0%	75.0%	N/A	100.0%

professional degrees. Chart for 99.0000, all disciplines.

## **Part III    B. Student Services**

### **ACADEMIC AFFAIRS**

#### **Admissions**

Female students accounted for 51% of incoming freshmen.  
<http://www.fau.edu/academic/admissions/admissn.htm>

#### **Academic Advising**

Students receive assistance and guidance in developing suitable educational plans, strengthening decision-making skills, increasing their awareness of University policies and procedures, clarifying life and career goals and acquiring information regarding University and community resources.

#### **Undergraduate Students**

Services are gender and ethnicity transparent.  
<http://www.fau.edu/academic/freshman/virtual/>

#### **Graduate Students**

<http://www.fau.edu/graduate/>

#### **Office for Student Retention**

<http://www.fau.edu/retention>

### **STUDENT AFFAIRS**

Student Affairs compliments the academic mission by offering program activities and services that encourage students to critically explore today's global society through in-depth engagement with faculty, staff and students who come from different socioeconomic, ethnic, racial, international, gender and/or religious backgrounds. The diversity of our campus community combined with our excellent academic programs make FAU a dynamic vibrant academic institution.

Charles Brown, Vice President, Student Affairs

<http://www.fau.edu/student/>

#### **Campus Recreation**

Promotes healthy lifestyles through positive use of unobligated time.

- Intramural Sports – 808 student participants in leagues tournaments  
11% female  
89% male

- Fitness Programs – 338 student participants  
92% female  
8% male

Yoga, Pilates, Hip Hop, Fat Burner, Step, Body Sculpting, Cardio Combat

<http://www.fau.edu/campusrec/>

### **Career Development Center**

Provides career advising and assessment opportunities to all students.

- Gender and ethnicity transparent  
<http://www.fau.edu/cdc>

### **Financial Aid**

Offers student employment, college work study and temporary funds for student workers.

- Gender and ethnicity transparent  
<http://www.fau.edu/financial/index.php>

### **Graduate Admissions**

Offers incentive fellowships and internships for minority students such as:

- Delores Auzenne Fellowship
- McKnight Doctoral Fellowship
- Minority Graduate Fellowship
- Washington Center/BB&T Hispanic Workforce Development Initiative

<http://graduate.fau.edu/>

### **Housing**

Offers living and learning community programs such as:

- Diversity Issue Programming
- Women in Leadership
- Learning Strategies & Human Development
- English Composition
- Introduction to Women's Studies
- Sociology
- Women's Health (Breast Cancer, Domestic Violence)

<http://wise.fau.edu/housing/>



### **Multicultural Affairs**

Seeks to enhance the academic success and personal development of FAU's diverse student population. Services offered are:

#### **Academic Enhancement Programs**

- Tutorial Services
- ESOL/CLAST Preparation
- Book Loan Program
- College Reach-Out Program

<http://wise.fau.edu/student/ma/programs.htm>

<http://wise.fau.edu/crop>

### **Student Health Services**

Female students comprise approximately 59% of full time students and 64% of part time students (Fall '06 data):

- 73% of visits on the Boca and MacArthur campuses are by females

<http://www.shs.fau.edu/>

### **Counseling Center**

Provides individual and group mental health counseling and medication management services:

- 66% women visit the Boca Counseling Center
- 80% women visit the Broward Counseling Center

<http://wise.fau.edu/counseling/>

## **Part IV    Gender Equity in Athletics Update**

In compliance with the Florida Educational Equity Act (FEEA) and pursuant to the 1979 Intercollegiate Athletics Policy Interpretations FAU is required to choose one of three prongs or assessments for compliance.

- Prong I**     - Substantial Proportionality  
**Prong II**    - History and practice of expansion of sports  
**Prong III**   - Accommodation of interests and abilities

### **In compliance with Prong III**

On-campus full-time undergraduate students were surveyed in the Fall to determine their sports interest. Survey showed our undergraduate population's interest are being met with our current sports.

### **Sports Offering**

18 Intercollegiate Teams

- Eight (8) men
- Ten (10) women

### **Participation Rates Compared with Full-time Enrollment**

Full Time Enrollment

- Male        - 4,673 or 43%
- Female     - 6,237 or 58.5%

Athletic Participation

- Male        - 266 or 59%
- Female     - 186 or 41%

### **Availability of Facilities**

- Renovation of Phase I of the FAU Arena and men's and women's basketball locker rooms has been completed. Phase II will begin July 2008.
- New scoreboards were installed for men's/women's swimming, men's/women's soccer, softball, volleyball and men's/women's basketball.
- Facilities appear to be equivalent.

## **Publicity and Promotion**

### **Marketing Plans**

- In-game promotions are done for all
- Football, men's/women's basketball, baseball, softball, volleyball and men's/women's soccer.
- Football and men's basketball games are provided radio broadcasts, which are webcast and are on the internet.
- Women's basketball internet broadcast is free (due to disparity in radio availability).

### **Media Guides (Equal distribution)**

- Football, men's/women's basketball, men's/women's soccer, volleyball, cross country and track, men's/women's swimming, men's/women's tennis, softball and baseball.

## **Equipment**

All equipment is provided to practice and compete

- Basketball, cross-country/track, soccer, softball, swimming and volleyball.

### **Sports where equipment is needed**

- Men's/women's tennis (racquets)
- Men's/women's golf (clubs)

## **Scheduling games and practice times**

### **Arena – Shared Facility**

- Volleyball – (Fall) Men's/women's basketball practice around volleyball when their season begins in mid-October. Men's/women's basketball rotate each semester. Coaches feel practice times are fair.

## **Tutoring**

- Race and gender transparent
- At risk students regardless of sex receive priority

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**Table 4: Gender Equity in Athletics**  
**Reference: II.A., Florida Equity Reports Guidelines**

Element	Assessment	Area for improvement? (check if yes, and describe on form below)
1. Sports offerings	FAU offers 18 varsity intercollegiate teams, eight for men and ten for women.	No
2. Participation rates, male and female, compared with full-time undergraduate enrollment	<p>Full-time Undergraduate Enrollment: Male = 4,673 or 43%    Female = 6,195 or 57%</p> <p>Athletic Participation: Male = 266 or 59%    Female = 186 or 41%</p> <p>Although the percentage of undergraduate females participating in intercollegiate athletics is less than the percentage of full time, female undergraduate students, we are not relying on Prong I for compliance with Title IX. FAU is relying on Prong III for compliance. Prong III requires that the institution meet the interest and abilities of it's female undergraduate population. This fall we completed a survey of all full time, undergraduate students on campus to determine their interest in participating in any sports that are not all ready offered by FAU's Athletics Department. The results were sent to a Gender Equity specialist that had worked for the Office of Civil</p>	No

3. Availability of facilities, <i>defined as locker room, practice, and competitive facilities</i>	Renovation phase one of the FAU arena and men's and women's basketball locker rooms has been completed. Phase II of this project is set to begin in July 2008. Phase two includes additional chair back seats, renovated public restrooms and luxury suites. New scoreboards were installed for m/w swimming, m/w soccer, softball, volleyball and m/w basketball. Men's and women's tennis practice and play at Patch Reef Park. This facility provides both teams with access to 17 lit tennis courts and locker rooms. The use of this facility has been provided by the Greater Boca Raton Beach and Parks District. Facilities appear to be equivalent.	No
4. Scholarship offerings for athletes	The total amount of financial assistance awarded in 2007-2008 was \$3,603,232.50. Men represented 59% of the participation and received 52% of the awards. Women represented 41% of the participation and received 48% of the awards. There is a 7% positive difference in the amount of scholarship money spent on female athletes compared to their percentage of participation.	No
5. Funds allocated for:		
a) the athletic program as a whole	The athletic program budget as a whole can be evaluated by comparing each component in this chart. Funds are needed for coaching salaries, scholarships, recruiting, tutors, travel and per diem and every other item mentioned in this table. Therefore, the best way to evaluate this area's weakness is by comparing the items listed on this chart.	No
b) administration	The athletics program is administered by the athletics director. There are six associate athletics directors (Associate AD for Administration, Associate AD for External Relations, Associate AD for Internal Relations, Associate AD for Business, Associate AD for Compliance and Associate AD for Academics) that report directly to the AD. These six associates oversee the rest of the department with the exception of the football, m/w basketball, baseball and softball programs that report directly to the athletics director.	No

c) travel and per diem allowances	Each team stays in hotels rated as good to excellent by the head coach and student athletes. Participants are assigned one student athlete per bed. Teams arrive the day before a competitive event and usually leave immediately after unless commercial air travel is involved. In these cases teams sometime stay overnight to catch flights the following day. Teams eat as a group with one of the coaches or administrators paying the full bill, or participants are given meal money. Participants are allowed \$25 per day for three meals. In some instances teams arrange for catered meals at their hotel, this is often done due to the difficulty of seating larger travel squads at a restaruant. These meals can sometimes cause the price per athlete to rise above \$25. There are no issues with this arrangements. Modes of transportation are determined by the destination and travel party size. Teams travelling within the state travel by bus or van. Teams that leave the state use airline transportation to the site and then arrange for bus or van travel locally	No
d) recruitment	Recruitment funding is relatively equal. Sufficient recruitment funding was affirmed for football, men's basketball, m/w swimming and diving, softball, women's soccer and m/w golf. All coaches are provided cell phones.	No
e) comparable coaching	Recently, assistant coaches were added the women's soccer and volleyball teams. That translates to three men's teams and three women's teams having the full number of coaching staff members permitted by the NCAA. The addition of these positions addressed the equality concerns in this area.	No

f) publicity and promotion	<p>There are marketing plans for football, m/w basketball, baseball, softball, volleyball and m/w soccer. These plans are discussed with the head coaches. At the end of the year, the Assistant AD does a wrap up with each head coach. In-game promotions are done for all home games for the same four men's and women's teams that are provided marketing plans. The football and men's basketball teams are provided radio broadcasts for all games. All football and m/w basketball games are webcast on the internet. The ones for women's basketball are free. Media guides are provided for football, m/w basketball, m/w soccer, volleyball, cross country and track, m/w swimming, m/w tennis, softball and baseball. The efforts in marketing and promotions appear to be equal. An apparrant disparity in radio availability between men's and women's basketball is addressed by making women's basketball internet broadcast free to all interested fans. This allows the fans of this sport across the country to tune in and hear the team play free of charge.</p>	No
g) other support costs	<p>Most coaches have computers and do their own typing. This minimizes the need for secretarial/clerical assistance. The football staff has 1 secretary for ten coaches, two graduate assistants and the Director of Football Operations. They also have a full time athletics coordinator to assists with recruiting efforts. This is based more on the pure numbers of athletes recruited each year for football as opposed to all other sports. On average the football team will sign anywhere from 16-22 athletes each year, whereas, the next highest sport is probably baseball with approximately 5-6 signed each year.. The men's and women's basketball head coaches are given a salary pool to use as they see necessary to field a successful team. These coaches are both given the opportunity to hire the maximum number of coaches allowable by the NCAA as well as a Director of Operations and a secretary. Due to this flexibility and specializing their staffs to their own needs, this is not a problem. There were no compliants about secretarial assistance. Office equipment and supplies are availabe for all as nee</p>	No

6. Provision of equipment and supplies	Six men's teams (baseball, basketball, football, swimming, soccer and cross country) and eight women's teams (basketball, cross country/track, soccer, softball, swimming and volleyball) are provided all the equipment and supplies necessary to practice and compete. Teams needing additional equipment and supplies are m/w tennis (racquets) and m/w golf (clubs). These needs effect both the men's and women's programs equally and therefore do not present an equity issue.	No
7. Scheduling of games and practice times	Most teams have their own practice facility and therefore scheduling is not an issue. The shared facility is the arena. This facility is shared by volleyball and m/w basketball. Volleyball has priority in the fall during their season, and men's and women's basketball practice around volleyball when their season begins in mid-October. Men's and women's basketball have agreed on a rotation that changes each semester. Head coaches and participants feel the practice times are fairly rotated.	No
8. Opportunities to receive tutoring	Participants learn about the availability and services offered by the academic services team at team meetings held at the beginning of each semester. All of this is reinforced through the Student-Athlete Handbook. No teams receive priority in the assignment of tutors. If anyone, at-risk-students, regardless of sex, receive priority.	No
9. Compensation of coaches and tutors	The tutoring budget is \$75,000. Tutors are paid from \$10 - \$13 per hour depending on their educational level (undergraduate or graduate). All coaches are qualified, most having participated at both the high school or club and college level in the sport they coach. The average number of years experience for the coaches of men's teams is 11.6 years and for women's teams 10.6 years. The difference is insignificant.	No
10. Medical and training services	Student athletes are required to have primary insurance; FAU provides a secondary insurance policy. If a SA is qualified for special assistance, FAU provides him/her primary coverage. All walk ons must have insurance and proof of a physical by a physician. Assignments of athletic trainers is based on injury rate and seriousness data obtained by the NCAA.	No



11. Housing and dining facilities and services	SA live in dormitories or apartments on and off campus. The same housing is available for all of the teams who must be on campus to practice and/or compete during the holiday breaks or when classes are not in session. The football participants spend the night prior to a home game at a local hotel. No women's team has expressed interest in this arrangement.	No
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## **Part V Employment Representation**

### **Race and gender representation:**

- Tenured female representation has remained the same
- Both Black and Hispanic tenure rank representation is up from 2002
- New tenure-track faculty are diverse with gender and minority representation
- Executive & Managerial Staff are diverse with gender and minority representation
- Half of non-tenure earning faculty are female

### **Refer to Table V Charts**

1. Category Representation - Tenured faculty
2. Category Representation - Tenure-track faculty
3. Category Representation - Faculty not on tenure-track **or** faculty employed at a non-tenure-granting university
4. Category Representation - Executive/Administrative/Managerial employees
5. New hires, tenured faculty
6. New hires, tenure-track faculty
7. New hires, faculty not on tenure-track **or** faculty employed at non-tenure-granting university
8. New hires, Executive/Administrative/Managerial employees

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**PART V: Employment Representation**

**Chart 1. Category Representation – Tenured Faculty**

Indicator	NRA	B	AI/AN	A/PI	H	W	Not Reported	Female	Total
Number, Fall 2007	3	20	1	51	18	272	0	124	365
Number, Fall 2006	3	21	1	51	19	285	0	124	380
Percentage Change From Fall 2006 to 2007	0.0%	-4.8%	0.0%	0.0%	-5.3%	-4.6%	N/A	0.0%	-3.9%
Number, Fall 2002	9	19	1	47	17	316	0	113	409
Percentage Change From Fall 2002 to 2007	-66.7%	5.3%	0.0%	8.5%	5.9%	-13.9%	N/A	9.7%	-10.8%
Area for improvement, compared with national standards? (Check if yes)									

Source: IPEDS Fall Staff 2007, 2006 and 2002

**Florida Equity Reports**  
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<b>Chart 2. Category Representation – Tenure-Track Faculty</b>									
Indicator	NRA	B	AI/AN	A/PI	H	W	Not Reported	Female	Total
Number, Fall 2007	43	13	0	20	15	136	0	83	227
Number, Fall 2006	30	12	0	19	13	128	0	79	202
Percentage Change From Fall 2005 to 2006	43.3%	8.3%	N/A	5.3%	15.4%	6.3%	N/A	5.1%	12.4%
Number, Fall 2002	19	6	1	13	7	117	0	80	163
Percentage Change From Fall 2002 to 2007	126.3%	116.7%	-100.0%	53.8%	114.3%	16.2%	N/A	3.8%	39.3%
Area for improvement, compared with national standards? (Check if yes)									

Source: IPEDS Fall Staff 2007, 2006 and 2002

**Florida Equity Reports  
Florida Atlantic University  
PART V: Employment Representation**

<b>Chart 3. Category Representation – Non-Tenure-Earning Faculty <u>or</u> Faculty at Non-Tenure Granting Universities</b>									
Indicator	NRA	B	AI/AN	A/PI	H	W	Not Reported	Female	Total
Number, Fall 2007	27	11	0	10	19	190	0	143	257
Number, Fall 2006	25	13	0	10	19	180	0	137	247
Percentage Change From Fall 2006 to 2007	8.0%	-15.4%	N/A	0.0%	0.0%	5.6%	N/A	4.4%	4.0%
Number, Fall 2002	10	11	0	8	15	166	0	111	210
Percentage Change From Fall 2002 to 2007	170.0%	0.0%	N/A	25.0%	26.7%	14.5%	N/A	28.8%	22.4%
Area for improvement, compared with national standards? (Check if yes)									

Source: IPEDS Fall Staff 2007, 2006 and 2002

**Florida Equity Reports**  
**Florida Atlantic University**  
**PART V: Employment Representation**

**Chart 4. Category Representation – Executive/Administrative/Managerial**

Indicator	NRA	B	AI/AN	A/PI	H	W	Not Reported	Female	Total
Number, Fall 2007	0	32	0	12	10	217	0	142	271
Number, Fall 2006	0	29	0	12	9	212	0	141	262
Percentage Change From Fall 2006 to 2007	N/A	10.3%	N/A	0.0%	11.1%	2.4%	N/A	0.7%	3.4%
Number, Fall 2002	0	18	0	3	7	142	0	91	170
Percentage Change From Fall 2002 to 2007	N/A	77.8%	N/A	300.0%	42.9%	52.8%	N/A	56.0%	59.4%
Area for improvement, compared with national standards? (Check if yes)									

Source: IPEDS Fall Staff 2007, 2006 and 2002

**Florida Equity Reports**  
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**PART V: Employment Representation**

**Chart 5. New Hires AY 2006-2007 – Tenured Faculty**

Indicator	NRA	B	AI/AN	A/PI	H	W	Not Reported	Female	Total
Number, Fall 2007	0	0	0	0	0	1	0	1	1
Number, Fall 2006	0	0	0	0	0	0	0	0	0
Percentage Change From Fall 2006 to 2007	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number, Fall 2002	0	0	0	0	0	0	0	0	0
Percentage Change From Fall 2002 to 2007	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Area for improvement, compared with national standards? (Check if yes)									

Source: IPEDS Fall Staff 2007, 2006 and 2002

**Florida Equity Reports**  
**Florida Atlantic University**  
**PART V: Employment Representation**

**Chart 6. New Hires AY 2006-2007 – Tenure-Track Faculty**

Indicator	Non-res alien	Black	Am. Ind./ Alaska native	Asian/ Pacific Islander	Hispanic	White, non- Hispanic	Not reported	Female	Total
Number, Fall 2007	17	0	0	1	2	15	0	10	35
Number, Fall 2006	7	1	0	2	1	12	0	10	23
Percentage Change From Fall 2006 to 2007	142.9%	-100.0%	N/A	-50.0%	100.0%	25.0%	N/A	0.0%	52.2%
Number, Fall 2002	1	0	0	2	0	8	0	2	11
Percentage Change From Fall 2002 to 2007	1600.0%	N/A	N/A	-50.0%	N/A	87.5%	N/A	400.0%	218.2%
Area for improvement, compared with national standards? (Check if yes)									

Source: IPEDS Fall Staff 2007, 2006 and 2002



**Florida Equity Reports**  
**Florida Atlantic University**  
**PART V: Employment Representation**

**Chart 7. New Hires AY 2006-2007 – Non-Tenure-Earning Faculty or Faculty at Non-Tenure Granting Universities**

Indicator	Non-res alien	Black	Am. Ind./ Alaska native	Asian/ Pacific Islander	Hispanic	White, non- Hispanic	Not reported	Female	Total
Number, Fall 2007	7	0	0	1	2	23	0	20	33
Number, Fall 2006	8	3	0	1	1	27	0	17	40
Percentage Change From Fall 2006 to 2007	-12.5%	-100.0%	N/A	0.0%	100.0%	-14.8%	N/A	17.6%	-17.5%
Number, Fall 2002	1	3	0	4	6	38	0	28	52
Percentage Change From Fall 2002 to 2007	600.0%	-100.0%	N/A	-75.0%	-66.7%	-39.5%	N/A	-28.6%	-36.5%
Area for improvement, compared with national standards? (Check if yes)									

Source: IPEDS Fall Staff 2007, 2006 and 2002

**Florida Equity Reports**  
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**PART V: Employment Representation**

**Chart 8. New Hires AY 2006-2007 – Executive/Administrative/Managerial**

Indicator	NRA	B	AI/AN	A/PI	H	W	Not Reported	Female	Total
Number, Fall 2007	0	0	0	0	2	11	0	5	13
Number, Fall 2006	0	3	0	0	0	5	0	4	8
Percentage Change From Fall 2006 to 2007	N/A	-100.0%	N/A	N/A	N/A	120.0%	N/A	25.0%	62.5%
Number, Fall 2002	0	1	0	1	0	7	0	5	9
Percentage Change From Fall 2002 to 2007	N/A	-100.0%	N/A	-100.0%	N/A	57.1%	N/A	0.0%	44.4%
Area for improvement, compared with national standards? (Check if yes)									

Source: IPEDS Fall Staff 2007, 2006 and 2002

## **Part VI Areas of Achievement and Improvement**

### **Areas of Achievement**

FAU was ranked 28 in colleges and universities by Hispanic Outlook Magazine. FAU graduated 738 Hispanic students with bachelors degrees in 2006 – 2007.

FAU also graduated 753 Black students with bachelors degrees in 2006 – 2007.

### **Charles E. Schmidt College of Biomedical Science**

- Appointed Minority Student Officer, responsibilities include:
  - Recruitment/Identification of under-represented minority/disadvantaged students for careers in medicine
  - Counseling on scholastic issues
  - Liaison with University of Miami Miller School of Medicine, Office of Minority Affairs
  - Student evaluations assessment
  - Student advocacy
  - Student retention
- Public School Outreach Program – encourages and develops high school students interest in health care fields.
- Pre-Professional Studies Major – provides prerequisite courses needed to enter health professions and educational programs (medical, dental, pharmacy and veterinary)

### **College of Engineering**

#### **Division of Engineering Student Services**

- Provides academic support, guidance, and counseling to Engineering students.
- Free Tutoring Assistance – Teaching Assistants (Graduate Students) are hired to offer free tutoring in math, science, engineering and computer courses.
- Southeastern Consortium for Minorities in Engineering (SECME) Scholarships – 25 – 30 four-year scholarships are offered to incoming freshmen majoring in engineering, math and science to increase the number of minority and female students within the underrepresented fields of study.
- Math Support – New intervention program for students struggling with Calculus.

### **Charles E. Schmidt College of Science**

- The National Science Foundation K-12 “Project ChemBOND: The Next Generation,” is a \$2.6 million grant. The project is designed to work with schools requiring intrinsic improvement (Atlantic High School and Lake Worth High School), with the objective of developing student interest and skills in Science careers.
- Summer Pre-med Program – Provides support in developing success rates for minority students in medical, dental and veterinary science programs.

### **FAU Treasure Coast Campus Ads**

Two print advertisements have run in Scripps Treasure Coast newspapers. The ads reflect our diversity and invite the community to share their future with FAU.

Discover FAU radio spots in English and Spanish aired on Treasure Coast radio stations. The radio spots are extremely positive, inviting and requests the community to Discover FAU. Great Job! (Ads attached)

### **Areas of Improvement**

Continue to develop measurable outcomes for equity and access within the university.

The Diversity Committee will begin meeting in Fall '08 to develop operational goals for the coming year.

- Subcommittee chairs will meet prior to Fall '08 for prioritizing plans.

Equal Opportunity Programs will continue to examine university initiatives and programs for “Best Practices” to be shared for duplication within the university.

As the university advertises positions, we will continue to advertise with diverse networks to ensure diverse search committee membership as well as diverse applicant pools.

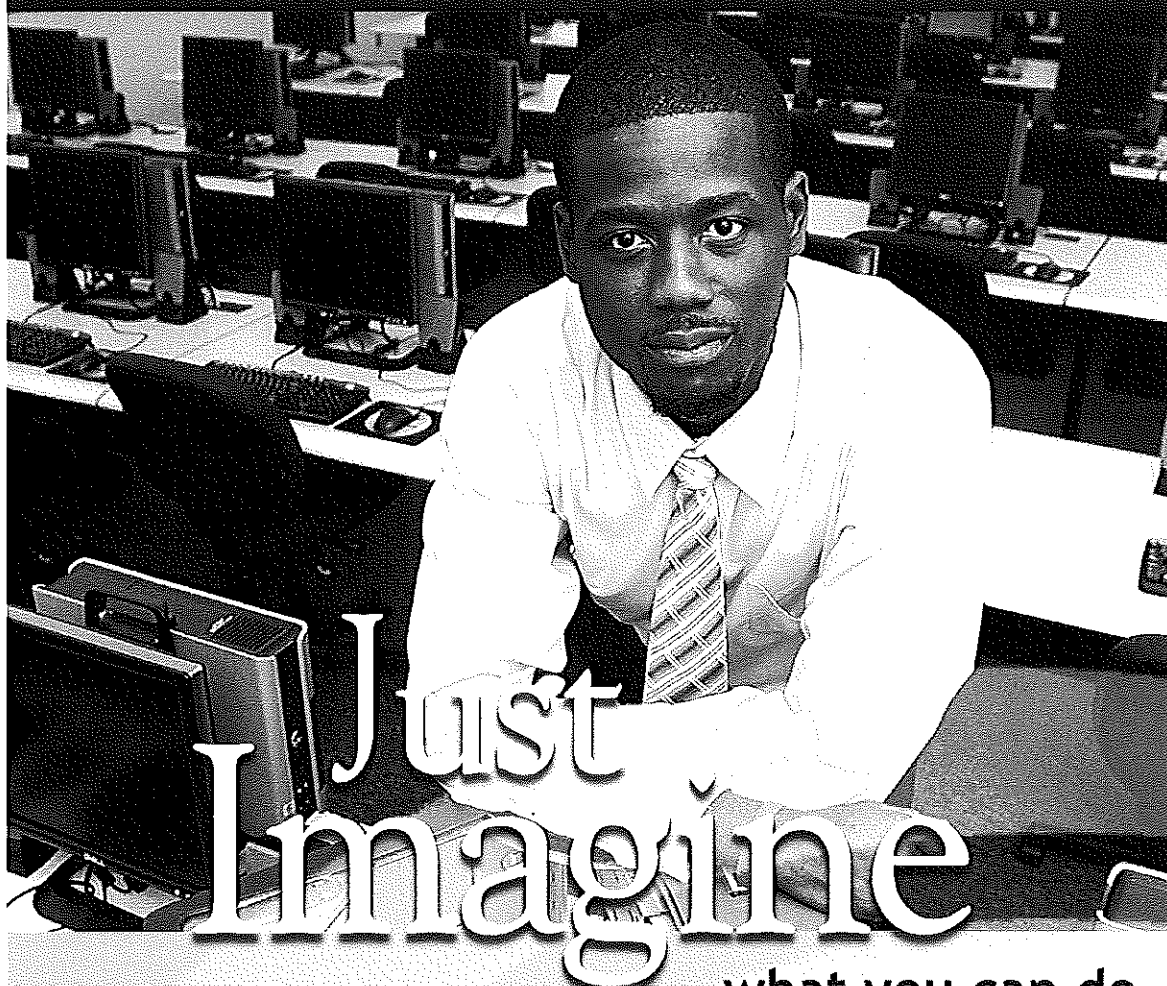
*"I've learned the skills  
necessary for today's  
competitive job market."*

Damien Batchelor, 27

Major: Computer Science

Alumnus and current student

He earned his bachelor's degree at the  
Treasure Coast Campus and is currently  
working on his graduate degree.



# Just Imagine

FAU's Treasure Coast Campus  
offers you the resources of a large  
research university and the personal  
attention of a small college campus.

- Convenient campus centrally located  
just off I-95 in St. Lucie West
- Access to 30+ undergraduate and graduate  
degree programs
- State-of-the-art classroom technology
- Experienced faculty members holding  
the highest degrees and certifications  
in their fields of study
- Nationally and professionally  
accredited colleges

what you can do  
with the right degree

**FAU**<sup>TM</sup>

**TREASURE COAST  
CAMPUS**

Florida Atlantic University

**Plan Ahead! Summer Semester Begins May 12**

**Submit Your Application by April 15**

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## TREASURE COAST CAMPUS

Florida Atlantic University

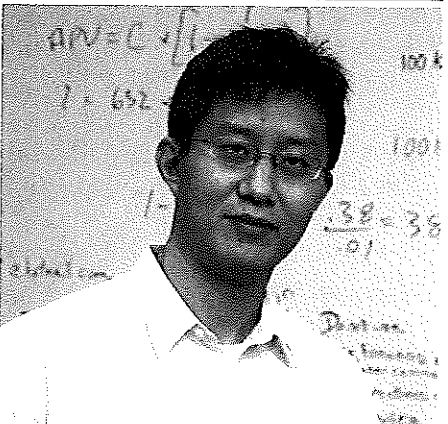
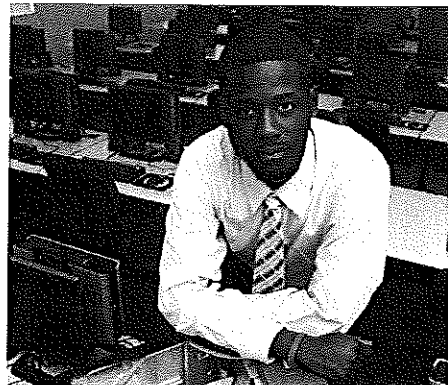
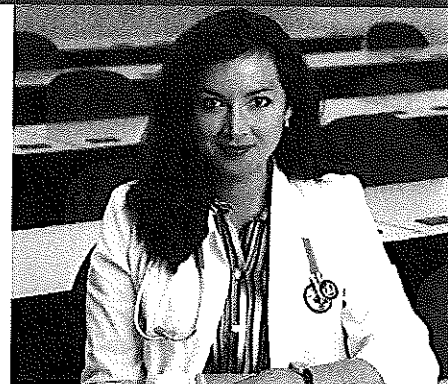
# Just Imagine

what you can do  
with the right degree

FAU's Treasure Coast campus offers you the resources of a large research university and the personal attention of a small college campus.

- Convenient campus centrally located just off I-95 in St. Lucie West
- Access to 30+ undergraduate and graduate degree programs
- State-of-the-art classroom technology
- Experienced faculty members holding the highest degrees and certifications in their fields of study
- Nationally and professionally accredited colleges

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**Part VII** Protected Class Representation in the tenure process  
were representative of both gender and minority status

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**PART VII: Protected-class Representation in the Tenure Process, 2006-07**

Sex, Race/Ethnicity	*Eligible	Applied	Withdrawn	Denied	Deferred	Nominated
<b>MALES</b>						
American Indian or Alaskan Native						
Asian or Pacific Islander	3	3				3
Black, Not Hispanic						
Hispanic	1	1				1
White, not Hispanic	17	17	1	2		14
<b>Total Male (include Other, Not Reported)</b>	<b>21</b>	<b>21</b>	<b>1</b>	<b>2</b>		<b>18</b>
<b>FEMALES</b>						
American Indian or Alaskan Native						
Asian or Pacific Islander	1	1				1
Black, not Hispanic						1
Hispanic	3	3		1		1
White, not Hispanic	12	12		1		6
<b>Total Female (Number and Percent) (include Other, Not Reported)</b>	<b>12/36%</b>	<b>12/36%</b>				<b>11/38%</b>
<b>GRAND TOTAL</b>	<b>33</b>	<b>33</b>	<b>1</b>	<b>3</b>		<b>29</b>

\*Eligible: Data collected only from departments with actual applicants. Does not include tenure nominations as a condition of employment.

ELIGIBLE FOR RECOMMENDATION: Faculty who have no more than six years credit toward tenure.

APPLIED: Faculty whose names have been submitted for tenure review. Sum of Withdrawn, Denied, and Nominated (or provide )

WITHDRAWN: Faculty who withdrew from tenure consideration after applying for review.

DENIED: Faculty for whom tenure was denied during the review process.

NOMINATED Faculty for whom tenure is being recommended by the University.



**Part VIII** Promotion and Tenure Committee Composition were  
representative of both gender and minority participation

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**PART VIII: Promotion and Tenure Committee Composition, AY 2006-07**

Type of Committee	Black, not Hispanic		American Indian/Alaskan Native		Asian or Pacific Islander		Hispanic		White, not Hispanic		Total including Other, Not Reported	
	M	F	M	F	M	F	M	F	M	F	M	F
University Committee					1				4	3	5	3
Dorothy F. Schmidt College of Arts and Letters	1	2							4	4	5	6
Anthropology		1							2	2	2	3
English									2	3	2	3
History									3	1	3	1
Languages							1	2	2	3	3	5
Communication		2							4	3	4	5
Political Science									6	0	6	0
Sociology	1					1			2	3	3	4
Visual Arts & Art History									8	5	8	5
Barry Kaye College of Business					1				6		7	0
Finance Department						1	1		4	1	5	2
Marketing											2	0
School of Accounting					1		1		6	4	8	4
Economics	2				1	2			2		5	2
Industry Studies					1				3	1	4	1

[illegible]

Type of Committee	Black, not Hispanic		American Indian/Alaskan Native		Asian or Pacific Islander		Hispanic		White, not Hispanic		Total including Other, Not	
	M	F	M	F	M	F	M	F	M	F	M	F
Charles E. Schmidt College of Science					1		1		4		6	
Psychology (Full Professor)								1	18	5	18	6
Mathematical Sciences (Full)					2	1			10		12	1
Mathematical Sciences (Assoc. Professor)					4	2			12		16	2
Mathematical Sciences (Tenure)					3	2			11		14	2
Physics (Full Professor)					1		1		4		6	
Biological Sciences					1		2		6	1	8	2
College of Education							1		4	2	5	2
Counselor Education									4		4	0
Ed Leadership									5	4	5	4
Exceptional Student Ed		1			1				3	5	4	6

## A. Budgetary Incentive Plan

Due to university-wide budget cuts a Budgetary Incentive Plan was not initiated. However, the university administration will continue its practice of inclusiveness in developing retention plans and in-house training resources for the university staff.

## B. President's Evaluation Process and Results

November 14, 2007 Board of Trustee Meeting Performance Review, Page 6 of 8

**FAU**  
**BOARD OF TRUSTEES**  
Florida Atlantic University

**Meeting Minutes**  
**Wednesday, November 14, 2007**  
**Ft. Lauderdale Campus**  
**111 East Las Olas Boulevard, Ste. HEC 1110**  
**Ft. Lauderdale, Florida 33301**

Chairman Norman Tripp convened the meeting of the Florida Atlantic University Board of Trustees (BOT) at 2:10 pm. with the following members participating:

Trustees Scott Adams, Nancy Blosser, Bill Bryant, Armand Grossman, Rajendra Gupta, Lalita Janke, Sherry Plymale, Eric Shaw, Robert Stilley, Tony Teixeira, and George Zoley.

Absent: Trustees David Feder.

The following university officials participated:

Mr. Frank T. Brogan, President; Dr. John Pritchett, Provost; Mr. David Kian, General Counsel; Dr. Jennifer O'Flannery, Chief of Staff; Dr. Kristen Murtaugh, Vice President MacArthur Campus; Dr. Ken Jessell, Vice President for Financial Affairs; and Mr. Tom Donaudy, Vice President for Facilities.

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**I. Call to Order**

Chairman Norman Tripp convened the Full Board Meeting at 2:10 pm.

**II. Approval of the meeting minutes.**

With no additions or corrections to the minutes there was a motion to approve the minutes for the September 10, 2007 special BOT meeting by Trustee Sherry Plymale. **The motion was seconded by Trustee Scott Adms. The motion passed unanimously.**

**III. Chairman's Report**

Trustee Tripp introduced Dr. Joyanne Stephens, Vice President of the Broward Campuses to give a welcome. Dr. Stephens welcomed the BOT and thanked her staff and the President's staff for the coordination of the meeting. She invited the trustees to visit the new Downtown Plaza, displaying the names of the past and present trustees.

Trustee Tripp gave a report on the September Board of Governors (BOG) meeting. There were many issues of governance that were discussed. FAU's BOT and administration is working with the Chancellor of the BOG on legislative issues. On Thursday, November 8, 2007, Dean Colson, the Special Advisor to the Governor on Higher Education issues visited FAU for a campus tour and meeting with President Brogan and Trustee Tripp. Mr. Colson is helping the Governor and his staff to better understand Florida's public higher education system and how the State can and should collectively plan for the growth and the future.

Trustee Tripp served as the Chair to the African American Library celebration in Broward County. FAU sponsored the event. Trustee Tripp thanked Dr. Jennifer O'Flannery for taking the lead in attending many of the meetings and helping to make the event a success. Trustee Tripp noted that FAU's 2007 Homecoming was a success. Trustee Tripp noted that he has spent at least six hundred hours working as Chair of the BOT since January. He acknowledged the commitment it takes to as a trustee as well as Chair and felt it was important that the BOG and the Chancellor to know how much time Trustees spend serving their communities and prospective universities. Trustee Tripp acknowledged Trustee George Zoley and his service to FAU during his tenure as a trustee.

Trustee Tripp asked Dr. Ken Jessell to introduce the new Senior Vice President for University Advancement and Alumni Affairs. Dr. Jessell stated that the Executive Committee of the FAUF Board recommended approval of Mr. Randy Talbot as Executive Director of the FAUF to the FAUF Board of Directors. President Brogan thanked Dr. Jessell for his service during the interim, Dr. Anne Boykin for leading the search committee, the search committee, and the members of the FAUF for helping in terms of working with the search and their charge in making sure the FAUF is in a stronger position as it gears up for its capital campaign.

#### **IV. Medical Education Partnership Update**

Trustee Tripp introduced Dr. Pascal Goldschmidt, Dean of the University of Miami Miller School of Medicine (UMMSM); and Steve Sloate, Senior Vice President and Chief Strategy Officer of the Boca Raton Community Hospital to give an update on the medical education partnership. Dr. Michael Friedland commented that the first four-year class was admitted August 2007. Recruitment of faculty for roles as preceptors to have oversight and mentoring of students is currently taking place and there was an approval of the new internal medical residency program involving John F. Kennedy Hospital and the Veteran's Hospital as a component of UMMSM at FAU Regional Campus. Dr. Pascal addressed the BOT regarding the partnership with UMMSM, FAU, and BRCH. Dr. Pascal noted that the students that are enrolled in the program come with an average grade point average are 3.7 and an average MCAT score of 31.5. The first class that will complete the entire program at FAU entered in the summer of 2007. The medical program has created the first residency training program in Palm Beach County. Dr. Goldschmidt thanked the BOT on behalf of UMMSM for the opportunity to be a part of the program.

Mr. Steve Sloate gave an update from the hospital perspective on three aspects: graduate medical education component, space within which the learners will participate in the educational process, and where the BRCH is in its trajectory. Pertaining to the graduate medical education component, a recent survey completed by Palm Beach Medical Society indicated that 50% of physicians in Palm Beach County intend to retire in five years. To insure an adequate supply of physicians to treat the Baby Boom generation and the manifestation of chronic disease inherit in that generation is to get as close to the educational pipeline as possible. The intent of the medical program is to have more than 300 residents completing residencies between the northern end of the county at John F. Kennedy Medical Center and the Veteran's Administration Medical Center and at the southern end of the county at the BRCH. Mr. Sloate added that Dr. Greenwall has been added to the BRCH staff to focus on academic program development and physician relations. It is BRCH intention is to begin recruit and fill 125 residencies one year prior to the new hospital opening.



Mr. Sloate stated that in the affiliation agreement and the lease agreement that was entered into by UMMSM, FAU, and BRCH there are specific requirements related to making the teaching hospital one of the safest in the United States as well as ensuring that there is adequate facilities to make the education experience the best possible. Representatives from all of the parties have been involved in making sure that the space planning is efficient. The teaching hospital will be known as the Charles E. Schmidt Medical Center due to the \$75 million donation to the project. The project will add at least \$2.2 billion to the economy because of the incoming capital by donations, selling and redevelopment of the existing property, and creating 1100 jobs for construction of the project. There are some hurdles that need to be cleared such as raising \$250 million in philanthropy and raising \$100 million in pledges before the hospital opens which is currently on track. Debt has to be secured through the bond market in excess of \$300 million which is predicated on the current hospital operations. Because of what has happened in the real estate market in the past 2 years, hospital in the Palm Beach County are experiencing decrease in their inpatient census, the number of procedures done, and the number of emergency room visits. These challenges are being monitored from quarter to quarter to ensure that the philanthropy is in hand, the economic performance of the existing hospital in hand, and the groundbreaking is on schedule.

Trustee Tripp thanked Dr. Goldschmidt and Mr. Sloate and stated that UMMSM and BRCH have the full support of the BOT.

#### **V. Audit and Finance Committee**

**Trustee Nancy Blosser**

Trustee Nancy Blosser reported that the Audit and Finance Committee met on October 24, 2007. Three agenda items resulted in motions to come before the committee for approval. Due to the excellent attendance at that meeting, these items were fully vetted.

**AF: A-1. Recommendation to Approve Amendment to Regulation 8.001 to Implement Legislative and Board of Governors Established Increases in Student Fees Effective Spring Semester of Academic Year 2007-2008. There was a motion by Trustee Blosser to approve item listed. The motion was seconded by Trustee Robert Stilley. The motion passed unanimously.**

**AF: A-2. Recommendation to Approve the Audit and Finance Committee Charter. There was a motion by Trustee Sherry Plymale to approve the item listed. The motion was seconded by Trustee Rajendra Gupta. The motion passed unanimously. Trustee Tripp extended thanks to Mr. Morley Barnett, Dr. Ken Jessell, and Trustee Robert Stilley for working diligently on the Audit and Finance Committee Charter.**

**AF: A-3. Recommendation to Approve the Proposed Amendments to Regulation 1.005, Public Information and Inspection of Records and 1.007, Agency Clerk. There was a motion by Trustee Nancy Blosser to approve the item listed. The motion was seconded by Trustee Lalita Janke. The motion passed unanimously.**

#### **VI. Committee on Academic and Student Affairs**

**Trustee Armand Grossman**

Trustee Armand Grossman reported that the Audit and Finance Committee met on October 24, 2007. Five agenda items resulted in motions to come before the committee for approval. Due to the excellent attendance at that meeting, these items were fully vetted.

**AS: A-1. Approval of New Regulation on Academic Programs: a. Regulation 3.002 on Approval of New Academic Programs and b. Regulation 3.003 on Academic Program Termination.** There was a motion by Trustee Armand Grossman to approve the item listed. The motion was seconded by Trustee Sherry Plymale. The motion passed unanimously.

**AS: A-2. Approval to Repeal Regulation 3.001 on Continuing Education.** There was a motion by Trustee Armand Grossman to approve the item listed. The motion was seconded by Trustee Robert Stilley. The motion passed unanimously.

**AS: A-3. Approval to Amend Regulation 5.003 on Limited Access to Employee Records.** There was a motion by Trustee Armand Grossman to approve the item listed. The motion was seconded by Trustee Robert Stilley. The motion passed unanimously.

**AS: A-4. Approval to Amend Regulation 5.004 on Student Records.** There was a motion by Trustee Armand Grossman to approve the item listed. The motion was seconded by Trustee Nancy Blosser. The motion passed unanimously.

**AS: A-5. Approval to Establish a Graduate College.** There was a motion by Trustee Armand Grossman to approve the item listed. The motion was seconded by Trustee Eric Shaw. Trustee Shaw commented that faculty is delighted and the addition of a graduate college will further FAU's research program, will dramatically increase chances of earning grants, and will attract more Ph.D. students. The motion passed unanimously.

## **VII. Lifelong Learning Society Overview**

Trustee Tripp introduced Mr. Ely Meyerson to give an overview on the Lifelong Learning Society (LLS). FAU's LLS was created in 1980 and has grown to become the largest and most outstanding program in the nation. The mission of the program is to develop and offer university level, non-credit courses throughout the full service area. The Jupiter, Treasure Coast campuses' programs were started in 1997 and 2006 respectively. The Broward campus program was started in 2006 but had to be scaled down due to budget cut-backs this year. Last year (2006-2007) a total of 19,000 LLS students accounted for 35,000 class registrations. There are several unique features of the LLS that distinguish it from other programs and accounts for its success. Approximately 80% LLS faculty have regular teaching appointments at FAU. In exchange for teaching at the LLS, faculty receives stipends to supplement their salaries. LLS offers 180 courses in 2006-2007 in the areas of current affairs, music, general education, Jewish studies, philosophy, history, literature/theater, and science. The LLS has the finest facilities in the nation constructed largely with student gifts: The Barry and Florida Friedberg Lifelong Learning Center in Boca Raton and the Elinor Beron Rosenthal Lifelong Learning Complex in Jupiter. The LLS is annual budget is approximately \$2 million with an income that is derived almost entirely from course registration and membership fees. Due to large enrollments LLS has been able to generate reserves that have been the source of major gifts to FAU. The gifts made to FAU include two teaching auditoriums; and over \$1.5 million dollars in scholarships, graduate assistantships, endowed professor positions, faculty travel funds, and the Center for Teaching Excellence. The LLS has established the following goals to guide the program for the next five years:

- 5% annual growth
- Affordable course fees

- FAU's teaching and research programs
- Diversify the curriculum
- Community outreach

Trustee Tripp stated that the BOT was very proud of the LLS and what it is doing in the community. President Brogan stated that the faculty associated with LLS helps to make the participation of students so great.

### **VIII. Innovation Village Update**

Trustee Tripp introduced Mr. David Kian to give the Innovation Village update. Mr. Kian announced that there is an ongoing website that will be dedicated to Innovation Village located at [www.fau.edu/innovationvillage](http://www.fau.edu/innovationvillage). There will be constant updates of all facets of the development of all of the components of Innovation Village to include program developments, timelines, and links to public announcements. Once construction begins there will be a live webcam out on the construction site that will give daily shots of the progress on the projects. The website will also contain artist renderings. The website will discuss the recreation, residence, and retail component of Innovation Village.

The University Housing office has been working with the Facilities Office to develop the program for the request for proposal (RFP) for the architectural engineers on the first stage of housing. The residential facilities will be located on the northeast side of FAU's Boca Raton Campus. The first stage will be 600 beds in 2009 and the second stage will include 600 beds in 2010. Depending on FAU's ability to fill the first 1200 beds in the first two years, there will be a third stage of 300-600 beds in 2011-2012. The program that is currently in place (in draft form) is estimating the budget to be in the upwards of \$40 million for the first stage and capping at approximately \$50 million. The administration expects the program to be completed with necessary authorizations by the end of November, which will allow for the public advertising by mid-December. The program contains the necessary timelines for design, construction etc. and will be linked on the webpage.

The formal construction program for the retail component of Innovation Village has not begun. It will be done in conjunction with the housing and recreation component. Since the BOT's authorizations the preliminary sketches has been expanded with two different artist renderings that are available on the webpage. The retail aspect is being integrated, architecturally, to create a seamless creation with the residential components and the athletic components. There will be a minimum of 60,000 square footage of retail space. The retail aspect will be service support retail for FAU.

There are several new renderings of the stadium that are more specific to FAU's Boca Raton campus. Based on the University of Central Florida and other universities' stadiums, it was apparent FAU could target a design and construction cost of \$62 million and produce a stadium of approximately 32,000 seating capacity. The projections on the stadium structure are now in the refining process. There will be an incorporation of the retail aspect, residential aspects, and other aspects of campus life in the stadium (i.e., student activities, band program). The RFP's for the architectural engineer will be added to the webpage in January.

Mr. Kian discussed the financing aspect of Innovation Village. The administration has been working to integrate the sales of the stadium with the sponsorship of the stadium components.

The combination will form benchmarks which will include philanthropic support and debt support. The more that is generated through sales, sponsorship, and philanthropy, the less is incurred in debt. The administration has taken the financial figures from the Proforma developed with Johnson Consulting, to identify levels of need that needs to be attained through sales of premium seating, sales of various sponsorships, and philanthropic support. A marketing campaign is being developed that will enable achievement of the levels financial income. Mr. Kian discussed the naming opportunities and premium seating opportunities that are available. In order for the stadium component of Innovation Village to succeed there must be a successful athletic component, therefore there will be a linkage of the opportunity of access to the stadium with financial of support to the university's athletics program. Due to the coupling of the sale of the interest in the stadium and the philanthropic support there needs to be clarification on tax implications. The final tax recommendations will be provided to the next BOT at the December 12, 2007, committee meeting.

In addition to the RFP for the architectural engineer a request for qualifications (RFQ) for the credit underwriter to support the construction cost that will not be raised through sponsor support and ticket sales will be posted in early 2008. The project is unified project, and the BOT will be updated regularly on each of the components.

#### **IX. President's Evaluation**

#### **Trustee Norman Tripp**

Trustee Tripp asked President Brogan to leave while his annual evaluation was discussed. Trustee Tripp stated that rather than asking questions to complete President Brogan's evaluation, he requested the BOT to email comments regarding the evaluation report. The comments that were emailed reflected President Brogan's tenure with FAU.

President Brogan's contract is up for renewal and Trustee Tripp recommended that a consulting firm be hired to advise the BOT on the general status of salaries of Presidents in comparable universities in the nation. Trustee Sherry Plymale asked if the firm would advise the BOT through all the components of the contract negotiations. Trustee Tripp stated that the firm would advise the BOT for an eight to ten month period. Trustee Scott Adams asked when President Brogan's contract expired. Mr. Kian stated in February or March of 2009. **There was a motion by Trustee Tripp to interview and hire a firm to advise the BOT on all the components of President Frank Brogan's contract negotiations. The motion was seconded by Trustee Plymale. The motion passed unanimously.**

At the September BOT retreat, President Brogan submitted his written self assessment and an evaluation of his work for the 2006-2007 academic year and the goals and challenges for the 2007-2008 academic year. The BOT Chair's review considers the past academic year and the completion of five years as President of FAU. The evaluation includes input and correspondence received by Trustees as well as comments made by Trustees in full board and committee meetings. The evaluation also includes interviews of members of the public, university stakeholders, community leaders, faculty, administrators, students, state university representatives, and community college partners. Trustee Tripp highlighted the evaluation process, listed persons interviewed, discussed the common themes from the interviews, discussed the completed goals for 2006-2007, and discussed the goals and challenges for 2007-2008. Trustee Tripp stated that President Brogan requested that the BOT not approve any compensation over the \$1000 bonus afforded to each eligible university employee. Trustee Tripp asked the BOT if there was anything that needed to be added. Trustee Plymale stated that

the evaluation was very comprehensive and President Brogan has done a great job. **Trustee Lalita Janke made a motion to for the BOT to accept the President's evaluation. The motion was seconded by Trustee Eric Shaw. The motion passed unanimously.**

#### **X. President's Report**

#### **President Frank T. Brogan**

Trustee Tripp asked President Brogan to give the President's Report. President Brogan thanked the Board for the comprehensive evaluation and the total vetting of the evaluation. President Brogan stated that he will be attending the Governor's Juvenile Justice Committee Meeting on November 15, 2007. He is also been participating as a member of National Collegiate Athletic Association. Governor Charlie Crist visited FAU in September and spoke to the medical education students. The fall commencement will be held on December 14, 2007 with three ceremonies held in the Arena. Dr. Steve Swanson, distinguished alum, is scheduled to speak at the commencement ceremonies and will receive an honorary doctorate degree.

The legislature will approve to move forward with the FAU partnership with the Max Planck Institute. The Presidential Debates will take place on FAU's campus in January. The dates will be confirmed by NBC soon. FAU is working with NBC and Leadership Florida to make this a successful event. Dr. Larry Lemanski is leaving FAU and going to serve as Vice President of Research at Temple University.

FAU's basketball season has started and games will be held in the new arena. FAU's football team will be playing the University of Florida, November 17, 2007.

The Harbor Branch Oceanographic Institute celebration will be on Wednesday, November 28, 2007 at 3:00pm.

#### **XI. Approval of the 2008 BOT Meeting Schedule**

Trustee Tripp stated that unless there are any issues with the meeting schedule will stand. There will be flexibility to the schedule as needed.

#### **XII. Old Business**

There was no old business.

#### **XIII. New Business**

#### **XIV. BOT Member Comments**

Trustee Robert Stilley commended President Brogan on the work he has done to date and encouraged him to continue to make decisions. Trustee Armand Grossman acknowledged President Brogan's leadership and the advancement in FAU due to his hard work and the work of the staff. Trustee Nancy Blosser commended the President's evaluation and thanked President Brogan for his hard work. Trustee George Zoley commended Trustee Tripp on his work on the President's evaluation. Trustee Tony Teixeira extended his thanks to the BOT. Trustee Tripp acknowledged Trustee Teixeira with his leadership of the student body and his work on the BOT. Trustee Eric Shaw expressed his gratitude for President Brogan's Leadership. Trustee Plymale echoed Trustee Shaw's sentiment of gratitude for President Brogan's Leadership. Trustee Zoley stated that it was an honor to serve on the FAU BOT. Trustee Tripp thanked Trustee Zoley for his work on the FAU BOT.

**XV. Public Comments**

There were no public comments.

**XVI. Adjournment**

The meeting adjourned at 4:45 p.m.