



**State University System  
Education and General  
Performance Funds from FY 2021-2022  
University of Distinction Reporting Template  
Quarter 3 Update  
(July 1, 2021 – March 31, 2022)**

<b>University:</b>	<b>Florida Gulf Coast University</b>
<b>Amount Allocated:</b>	<b>\$3,000,000</b>
<b>Carryforward:</b>	<b>\$1,707,113</b>
<b>Total:</b>	<b>\$4,707,113</b>

**I. Overall Spending Summary**

*Using Table 1, provide an overall summary of expenditures.*

**Table 1: Spending Summary**

University Initiative	Spending as of March 31, 2022
Maintain/increase financial aid	\$195,153
Retain faculty/hire additional faculty (13 FTE)	\$187,375
Retain staff/hire additional staff (5 FTE)	\$86,638
Enhance Library resources	\$50,000
Increase research productivity and build research capacity	\$810,078*
Support for cross college collaborations	\$30,000
Hire Executive in Residence (0.5 FTE)	\$34,829
Complete purchases from 2020-2021	\$1,488,177
<b>Total Spending:</b>	<b>\$2,882,250</b>

\* This amount is less than that reported in Q2 due to the transfer of some expenditures to other funding sources.

## II. Faculty FTE

Using Table 2, provide additional details on each initiative that will spend funds identified as Faculty FTE in the 2021-22 Universities of Distinction Spending Plan. Please be as specific as possible in identifying expenditures by identifying positions that are in different stages of the hiring process. Where possible, provide a detailed narrative on current progress compared to goals.

**Table 2: Faculty FTE Details**

Faculty Initiatives	Spending as of March 31, 2022	Progress on Initiative as of March 31, 2022
Faculty Positions (2 FTE)	\$88,555	Assistant Professor in Environmental Psychology; Associate Professor Environmental Education
Faculty Positions (12 FTE)	\$43,395	Advertised 15 faculty positions, including 12 funded by LBR. Travel for multiple candidates.
Retention Raises (2 FTE)	\$55,425 (estimated)	One counter-offer; one merit increase based on research productivity (3 edited volumes, 7 book chapters, 7 peer-reviewed papers over last 3 years) and equity (previous salary 12% below mean).
<b>Faculty FTE Total: 2 hired; 12 advertised</b>	<b>\$187,375</b>	

## III. Staff FTE

Using Table 3, provide additional details on each initiative that will spend funds identified as Staff FTE in the 2021-22 Universities of Distinction Spending Plan. Please be as specific as possible in identifying expenditures by identifying positions that are in different stages of the hiring process. Where possible, provide a detailed narrative on current progress compared to goals.

**Table 3: Staff FTE Details**

Staff Initiatives	Spending as of March 31, 2022	Progress on Initiative as of March 31, 2022
1 OPS Position: Dive Safety Officer (1.0 FTE)	\$16,067	Hired part-time Dive Safety Officer in FY21. Converted to full-time position 03/20/22.

1 Research Laboratory Coordinator (1 FTE)	\$44,932	Hired Research Laboratory Coordinator in FY21
1 Administrative Specialist (0.5 FTE)	\$9,894	Hired Administrative Specialist FY 22; 0.5 FTE supported by LBR is being matched using other funds.
1 Outreach Coordinator (1 FTE)	\$14,398	Hired Outreach Coordinator 01/03/21.
1 Research Laboratory Technician (1 FTE)	\$1,347	Final on campus interview upcoming. Hired two part-time research assistants in interim.
<b>Staff FTE Total:</b>	<b>\$86,638</b>	

**IV. Other Initiatives:**

*Excluding the funds used for faculty and staff FTE, in Table 4, please list the specific initiative(s), the current amount spent on each initiative, and current progress on each initiative. Please be as specific as possible when reporting progress on initiatives (e.g., number of students receiving scholarships or stipends, number of courses redesigned, etc.).*

**Table 4: Other University Initiatives**

<b>Other University Initiatives</b>	<b>Spending as of March 31, 2022</b>	<b>Progress on Initiative as of March 31, 2022</b>
Maintain/increase financial aid	\$195,153	Eight graduate students received research assistantships (RAs); 30 undergraduate students received \$2,500 RAs.
Enhance Library resources	\$50,000	American Society of Civil Engineers Library Complete Collection; JoVE Unlimited; Books and other onetime purchases
Increase research productivity/build research capacity	\$810,078 (Expensed/ Encumbered)	Expenditures/encumbrances include \$376,351 in capital equipment and \$433,727 in expenses.
Support for cross college collaborations	\$30,000	Three proposals funded from Affiliate Faculty Collaborative Research Program.

Hire Executive in Residence (0.5 FTE)	\$34,829	Hired Presidential Fellow in Water Policy (0.5 FTE). Start date 08/07/21.
Complete purchases from 2020-2021	\$1,488,177 (Expensed/ Encumbered)	Expenditures/Encumbrances include \$1,228,217 in capital equipment and \$259,960 in expenses.
<b>Other Total:</b>	<b>\$2,608,237</b>	

*V. Please provide a detailed narrative of each initiative listed in Table 1, including the anticipated return on investment, progress on the first-year metric or other related metrics, and plans for the second quarter.*

**Maintain/Increase Financial Aid:**

- a. **Progress on Initiative:** Eight research assistantships were awarded to graduate students for FY22. In addition, 30 undergraduate students were awarded \$2,500 each as part of the Undergraduate Research Experience Program. This funding supports student research mentorship by linking students to faculty research programs.
- b. **Return on Investment:** The awarding of financial aid will increase the number of students enrolled with full course loads, which may positively impact the four-year graduation rate. By linking financial aid to research, we anticipate that this funding will better prepare students for employment opportunities or graduate school upon graduation.
- c. **Progress on metrics:** Increased undergraduate financial aid will begin impacting STEM degree production over the next few years as funded students complete their degrees. Enhanced financial aid will also decrease net tuition (Performance Based Funding Metric 3), and encouraging students to register for full course loads will impact Four Year Graduation Rates (PBF Metric 4), Academic Progress Rate (PBF Metric 5), and Six Year Graduation Rates for those students awarded a Pell grant during their first year (PBF Metric 9b). Increased graduate financial aid is also expected to increase the number of Graduate Degrees Awarded in Areas of Strategic Emphasis, including STEM (PBF Metric 8a).
- d. **Plan for Fourth Quarter:** Ten additional students will be selected to receive Undergraduate Research Experience Awards for Summer 2022, with funding beginning Q4.

**Retain Faculty/Hire Additional Faculty:** In FY21 The Water School developed a strategic hiring plan identifying four clusters of excellence: Ecosystem Integrity, Coastal Resilience, Restoration and Remediation, and Health and Well

Being. New faculty hires to support degree programs and advance applied and convergence research related to water and the environment align with these clusters of excellence. New instructor positions will help accommodate general education enrollment and support release time for faculty active in research so they can seek additional external grants and mentor student research. To create interdisciplinary connections across colleges, joint appointments are being made with the College of Arts and Sciences, Marieb College of Health and Human Services, and Whitaker College of Engineering.

- a. **Progress on Initiative:** In Q1 we hired an Assistant Professor in Environmental Psychology—a joint appointment with the College of Arts and Sciences. In Q2 we began advertising for 12 new faculty positions. These searches yielded a total of 360 applicants. Since the last reporting, two positions have been filled (Assist Prof Engineering, Assist Prof Climate Change); offers have been made for four other positions (Instructor Environmental Science, Assist Prof Soil Science, Instructor Earth Science, Eminent Scholar Marine Conservation Biology); four searches are in their final stages of interviews (Assist/Assoc Prof Land Use, Assist Prof Environmental Health, Assist Prof Restoration Ecology, Assist Prof Analytical Chemistry); we are extending the search for one position (Assist Prof Biochemistry); and we will readvertise one position in FY 23 (Visiting Assist Prof Environmental Justice). In Q3 we began supporting an additional position (Assoc Prof Environmental Education) for a faculty member who stepped down from a position that was jointly appointed with an external partner.
- b. **Return on Investment:** The hiring of a significant number of faculty will increase STEM degree production, scholarly contributions that focus on applied water science and policy, the percentage of faculty actively engaged in research, success in acquiring externally sponsored grants, and graduate student funding and undergraduate participation in research through grant-supported assistantships and the availability of additional faculty mentors.
- c. **Progress on metrics:** The remaining faculty searches will be completed and offers made by the fourth quarter of this year, with new faculty in place for Fall 2022. This significant addition of new faculty will begin impacting metrics by the end of FY23.
- d. **Plan for Fourth Quarter:** The search process continues for 9 faculty positions, with negotiations in progress for several of these positions.

**Retain Staff/Hire Additional Staff:** Hiring additional staff will support undergraduate and graduate student research and will enhance faculty research and increase outreach capacity, resulting in greater research productivity and greater impact on local communities. Technical staff will support laboratory and field operations as well as outreach.

- a. **Progress on Initiative:** A part-time Dive Safety Officer and full-time Research Laboratory Coordinator were hired in FY21. In Q3, the Dive Safety Officer was hired full-time for this position. A new Administrative Specialist began work in Q2. LBR funding is being used to support half (0.5 FTE) of this position, with other funds from the Center for Environment and Society being used as match for the remainder. An Outreach Coordinator (1 FTE) was hired and began work in Q3.
- b. **Return on Investment:** The hiring of additional staff in support of research and outreach will result in greater scholarly contributions that focus on applied water science and policy, increase the percentage of faculty actively engaged in research, and provide additional opportunities for acquiring externally sponsored grants through enhanced research capacity.
- c. **Progress on metrics:** These new staff position will begin to increase research and outreach support over the coming months. This increased technical support will begin impacting the number of contributions made to applied water science and policy, the percentage of ranked faculty actively engaged in research, and the acquisition of external funding beginning FY23.
- d. **Plan for Fourth Quarter:** The search process for the additional Laboratory Research Technician position is well underway, with final interviews to be scheduled soon. We anticipate filling this position in Q4.

**Enhance Library Resources:** The Water School has allocated \$50,000 in recurring funds to expand STEM holdings in the FGCU Library. These resources will support student education and student and faculty research.

- a. **Progress on Initiative:** The Water School transferred \$50,000 in a previous quarter to the FGCU Library to expand digital, video, and print resources to support STEM education and research. These resources include the American Society of Civil Engineers Library Complete Collection, JoVE Unlimited (video collection), and books and other onetime purchases.
- b. **Return on Investment:** Ensuring that sufficient Library resources are available to faculty and students supports the curriculum, enhances the quality of scholarly products by faculty and students, and facilitates interdisciplinary collaborations across campus.
- c. **Progress on metrics:** The enhancement of Library resources may impact a number of metrics indirectly, including the number of contributions made to water science and policy, the percentage of ranked faculty actively engaged in research, and success in acquiring external funding. However, it is more likely that enhancing Library

resources will improve the quality of student work and of student and faculty research rather than the quantity of either.

- d. **Plan for Fourth Quarter:** We will continue to work with the Library to inform students and faculty regarding the availability of these new resources.

**Increase Research Productivity & Build Research Capacity:** Ensuring that sufficient laboratory, field, and other resources are available to support student and faculty research is essential in an academic unit with a STEM focus. In addition, the acquisition of new instrumentation and equipment opens up opportunities to address emerging research questions and expand the scope of research conducted by students and faculty.

- a. **Progress on Initiative:** For Q1-Q3, \$810,078 was expensed or encumbered to purchase capital equipment, non-capital equipment, and materials and supplies in support of research and operations. Capital expenditures in Q3 include the acquisition of a FlowCam imaging system for phytoplankton and zooplankton research, a microprofiling system for measuring environmental parameters in wetland sediments, and a Ford F-150 Truck and Ford Expedition to replace vehicles that are being taken out of service.
- b. **Return on Investment:** Building research capacity will increase scholarly contributions that focus on applied water science and policy, the percentage of faculty actively engaged in research, and success in acquiring externally sponsored grants. The potential impact on external funding will also enhance graduate student support and opportunities for undergraduates to participate in research.
- c. **Progress on metrics:** The investment in research capacity will begin impacting the metrics over the next few years as the development of new research projects, the grant proposal process, and publication of results lag behind the acquisition of the resources themselves. More immediately, this initiative will expand the range of research experiences and training opportunities available to our students.
- d. **Plan for Fourth Quarter:** The Water School will continue to build research capacity in the fourth quarter to enhance training opportunities for undergraduate and graduate students and to increase the potential for research productivity by faculty and students. We also anticipate using significant funding to cover startup costs for new faculty.

**Support for Cross College Collaborations:** The Water School has allocated \$40,000 per year to support an Affiliate Faculty Collaborative Research Program designed to enhance interdisciplinary research across colleges and departments and to focus research on issues related to water and the environment. The program leverages LBR funding through matching funds

from each college. That is, each \$10,000 award using LBR funds is matched by \$10,000 from the home college of the awardee, for a total award of \$20,000.

- a. **Progress on Initiative:** Of the proposals submitted to this program for FY22, three were selected for funding, and \$30,000 was transferred to the appropriate colleges to support three awards.
- b. **Return on Investment:** This program for enhancing scholarship will increase scholarly contributions that focus on applied water science and policy, the percentage of faculty actively engaged in research, and success in acquiring externally sponsored grants. The program also has the potential to increase graduate student funding and opportunities for undergraduate research through participation in the projects funded.
- c. **Progress on metrics:** This investment in interdisciplinary funding will begin impacting metrics beginning FY23 as project completion, development of subsequent grant proposals, and publication of results lag behind the acquisition of the resources themselves.
- d. **Plan for Fourth Quarter:** Final reports for each of these supported projects are due at the end of Q4 and will be used to evaluate the impact of this program.

**Hire Executive in Residence:** The Water School has created this part-time position to help advance its research and outreach agenda and expand potential career opportunities for our students.

- a. **Progress on Initiative:** The Presidential Fellow in Water Policy has been actively engaged in the Southwest Florida Regional Resiliency Compact and in connecting FGCU and The Water School with potential partners across the State. He also represented FGCU at the American Water Resources Association Annual Meeting in November 2021 and began teaching a course in Spring that focuses on connecting students with internships and potential employers.
- b. **Return on Investment:** We anticipate that this individual will enhance our efforts to operationalize the Southwest Florida Regional Resiliency Compact, help faculty expand collaborations and partnerships with other institutions and organizations across state and federal governments, and identify and facilitate opportunities for our students to intern with state and local organizations and enhance their career opportunities.
- c. **Progress on metrics:** The Presidential Fellow in Water Policy is already supporting The Water School's efforts to facilitate the Southwest Florida Regional Resiliency Compact. This new position will begin engaging more faculty in research that focuses on applied water science and policy over the next couple of years.



- d. **Plan for Fourth Quarter:** The Presidential Fellow in Water Policy will continue to expand our efforts to support the Southwest Florida Regional Resiliency Compact and grow our connections across the state.

**Complete purchases from 2020-2021:** Carryforward funds from FY21 were used this quarter to continue to build capacity to support research and to enhance educational experiences in and out of the classroom.

- a. **Progress on Initiative:** Over the period June 1, 2021 to March 31, 2022, \$1,488,177 was expensed or encumbered to purchase capital equipment, non-capital equipment, and materials and supplies in support of research and operations. Significant capital purchases included an LC-MS/MS (\$407,015), GC-MS/MS (\$151,046), water treatment plant analyzer (\$73,615), portable photosynthesis system (\$69,791), particle sizer (\$65,451), and air compressor (\$34,870).
- b. **Return on Investment:** Using carryforward funds to build research capacity will result in greater scholarly contributions that focus on applied water science and policy, increase the percentage of faculty actively engaged in research, and improve the success of acquiring externally sponsored grants. The potential impact on external funding will also enhance graduate student support and opportunities for undergraduates to participate in research.
- c. **Progress on metrics:** The investment in research capacity using carryforward funds will begin impacting the metrics over the next few years as the development of new research projects, the grant proposal process, and publication of results lag behind the acquisition of the resources themselves. More immediately, this initiative will expand the range of research experiences and training opportunities available to our students.
- d. **Plan for Fourth Quarter:** We will continue to make progress in spending the remainder of carryforward funds from FY21 through additional purchases, with the intent of building research capacity.

## **VI. Metrics**

*Please list all metrics and provide any updates from the first quarter in Table 5. Make sure to identify first-year metrics in parenthesis.*

**Table 5: Metrics**

Metrics	Status before July 1, 2021	Progress on Metric March 31, 2022
Number of STEM degrees awarded	114 (2018-2019 baseline)	Increased financial aid/additional faculty will begin impacting this metric over the next several years. FY23 data will be compared to the baseline to monitor progress.
Applied water science and policy	71% (2018-2019 baseline)	During FY21 85% of active grants focused on applied water science/policy and another 6% on water education. FY22 data will be compared to baseline to monitor progress.
Research active faculty	77% (2018-2019 baseline)	During FY21 96% of ranked faculty were considered active in research/scholarship. FY22 data will be compared to baseline to monitor progress.
External funding	\$853,504 (2018-2019, baseline)	Metric was attained in 2020-2021 (target: \$1,000,000) with research expenditures of \$4,057,657. Research expenditures for Q1-Q3 in FY22 total \$1,790,756.
Graduate research assistantships	27 (2018-2019 baseline)	Eight graduate students were awarded research assistantships (RAs) from the LBR, and 29 graduate students received RAs and scholarships through grants, the LBR, and private sources. FY22 data will be compared to baseline to monitor progress.
Undergraduate research opportunities	67 (2018-2019 baseline)	During FY21, 113 students participated in undergraduate research experiences, a 69% increase over baseline. FY22 data will be compared to baseline to monitor progress. In Q1-Q3 FY22, 46 undergraduate students received research funding through the LBR, grants, and other sources.

**III. Challenges**

*Identify and explain any challenges that have hindered the institution's progress to date and an explanation of how the institution plans to manage these challenges.*

The continuing COVID-19 pandemic created significant challenges that greatly hindered our progress last year. Hiring, outreach efforts, research, and building research capacity were all impacted. As can be seen in this report, we are now making significant progress in advancing the initiatives of the LBR.