



**Item: AFSP: A-13**

**AUDIT AND FINANCE/STRATEGIC PLANNING COMMITTEES**  
**Wednesday, June 13, 2007**

**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 COMMITTEE ACTION**

Recommend approval to the Board of Trustees the FAU'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.

**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:** 561-2973004

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# **Part I Enrollment**

## Florida Equity Reports

### **A. Enrollment, Gender Equity in Athletics, and Employment**

#### **Florida Atlantic University**

Data year: July – June, 2006-07

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

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

Submitted by: \_\_\_\_\_  
Ms. Paula Behul, Director  
Equal Opportunity Programs  
Florida Atlantic University  
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561-297-3005

Date Sent: \_\_\_\_\_

## **B. Policies and Procedures**

Florida Atlantic University (FAU) has the following policies and procedures in place as required by state and federal laws:

- o FAU Equal Opportunity Programs  
<http://www.fau.edu/eop/index.php>
- o Regulation 5.010, Anti-Discrimination & Anti-Harassment Regulation  
<http://wise.fau.edu/eop/>
- o Responsibility for Implementation of the Affirmative Action Plan 41 CFR 60-2.12(c),  
41 CFR 60-2.22 and F.A.C. 6C5-7.001
- o University Grievance Procedure, 6C5-5.011
- o FAU HIV/AIDS Policy, Presidential Memorandum #83  
<http://www.fau.edu/admin/pm/83.htm>
- o Americans with Disabilities Act (ADA) Policy  
[http://www.fau.edu/divdept/equalop/ada\\_pol.htm](http://www.fau.edu/divdept/equalop/ada_pol.htm)

**C. Anti-Discrimination  
& Anti-Harassment  
Regulation 5.010**

ADA Coordination

Educational Incentives  
Staff  
Students

Training

Meet the Staff

EOP Home  
<http://wise.fau.edu/eop/>

Diversity at FAU  
University Diversity Report  
[www.fau.edu/president/index.php](http://www.fau.edu/president/index.php)

**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 Director:

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

## **D. Academic Program Analysis 2006 - 2007**

- Strategic Plan – reflect racial, ethnic and gender diversity in student enrollment.
- Women accounted for 55% of the 06–07 admissions entering class
- 13.7% Black freshmen enrollment, same as 05-06
- 17.9% Hispanic freshmen enrollment, up from 15.5% in 05-06
- 60% White freshmen enrollment
- 55% AA transfer students
- 82% Black students are retained thru the 1st year\*
- 72% White students are retained thru the 1st year.

\*Supportive environment for minority students

### **Graduation Rates**

- Nearly 19% of bachelor's degrees were awarded to Black students
- More than 15% of bachelor's degrees were awarded to Hispanic students
- 64.5% Whites received master's degrees
- 51.5% Whites received doctoral degrees
- 32.4% degrees were awarded to non-resident aliens
- Of twenty professional degrees awarded:
  - 2 - Blacks
  - 1 - American Indian/Alaska Native
  - 4 - Hispanics-35% minority participation rate

### **Refer to Table 3**

- a. First Time in College enrollment, previous Academic Year
- b. Florida community college A.A. transfers, previous AY
- c. Retention of full-time FTICs entering previous AY, after one year
- d. Graduation rate of full-time FTICs after six years
- e. Bachelor's degrees awarded, previous AY
- f. Master's degrees awarded, previous AY
- g. Doctoral degrees awarded, previous AY
- h. First professional degrees awarded, previous AY

**Table 3 Charts**  
**Academic Program Analysis**

**Florida Equity Reports**  
**Florida Atlantic University**  
**2006-07**

**Table 3: Academic Program Reviews (charts I.E.1.a-I.E.1.h)**

**Reference: I.E.1, Florida Equity Reports Guidelines**

| <b>I.E.1.a. First-Time-In-College enrollment, Fall 2006 and Summer Continuing into Fall</b> |      |       |       |      |       |       |      |      |
|---|------|-------|-------|------|-------|-------|------|------|
|   | NRA  | B     | AI/AN | A/PA | H     | W     | Unk  | T    |
| Male  | 20   | 107   | 6     | 45   | 172   | 600   | 6    | 956  |
| Female  | 13   | 184   | 5     | 63   | 208   | 683   | 13   | 1169 |
| Total   | 33   | 291   | 11    | 108  | 380   | 1283  | 19   | 2125 |
| Category % of Total   | 1.6% | 13.7% | 0.5%  | 5.1% | 17.9% | 60.4% | 0.9% |      |

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

**Florida Equity Reports**  
**Florida Atlantic University**  
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**Table 3: Academic Program Reviews (charts I.E.1.a-I.E.1.h)**

| <b>I.E.1.b. Florida Community College A.A. Transfers, Fall 2006 and Summer Continuing into Fall</b> |      |       |       |      |       |       |      |     |
|---|------|-------|-------|------|-------|-------|------|-----|
|   | NRA  | B     | AI/AN | A/PA | H     | W     | Unk  | T   |
| Male  | 16   | 37    | 1     | 11   | 30    | 105   | 1    | 201 |
| Female  | 15   | 57    | 2     | 12   | 70    | 203   | 2    | 361 |
| Total   | 31   | 94    | 3     | 23   | 100   | 308   | 3    | 562 |
| Category % of Total   | 5.5% | 16.7% | 0.5%  | 4.1% | 17.8% | 54.8% | 0.5% |     |

Source: Institution Internal Records

**Florida Equity Reports**  
**Florida Atlantic University**  
**2006-07**

**Table 3: Academic Program Reviews (charts I.E.1.a-I.E.1.h)**

| <b>I.E.1.c. Retention of Full-Time FTICs (Beginners and Early Admits) Entering Fall 2005 or Summer 2005 and continuing into Fall, After One Year</b> |       |       |        |       |       |       |       |        |       |       |
|--|-------|-------|--------|-------|-------|-------|-------|--------|-------|-------|
|  | NRA   | B     | AI/AN  | A/PA  | H     | W     | Unk   | Female | Male  | Total |
| Cohort   | 46    | 238   | 2      | 84    | 327   | 1322  | 14    | 1106   | 973   | 2079  |
| Category % of Total  | 2.2%  | 11.4% | 0.1%   | 4.0%  | 15.7% | 63.6% | 0.7%  | 53.2%  | 46.8% |       |
| After 1 year   |       |       |        |       |       |       |       |        |       |       |
| Retention Rate   | 80.4% | 83.8% | 100.0% | 76.2% | 74.9% | 73.9% | 78.6% | 77.1%  | 74.1% | 75.7% |

Source: BOG-IRM Retention/Progression Supplemental Report 1 [www.flbog.org/irm/mastfiles/PDF\\_Files/ret-print.pdf](http://www.flbog.org/irm/mastfiles/PDF_Files/ret-print.pdf) page 25 of 88. The second year retention will have to be ascertained from your internal records using fall 2005 and spring and summer

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**Table 3: Academic Program Reviews (charts I.E.1.a-I.E.1.h)**

| <b>I.E.1.d. Graduation Rate of Full-Time FTICs (Beginners and Early Admits) Entering Fall 2000 or Summer 2000 and continuing into Fall, After Six Years</b> |       |       |       |       |       |       |      |        |       |       |
|---|-------|-------|-------|-------|-------|-------|------|--------|-------|-------|
|   | NRA   | B     | AI/AN | A/PA  | H     | W     | Unk  | Female | Male  | Total |
| Cohort  | 58    | 296   | 11    | 93    | 186   | 1194  | 0    | 993    | 845   | 1838  |
| Category % of Total   | 3.2%  | 16.1% | 0.6%  | 5.1%  | 10.1% | 65.0% | 0.0% | 54.0%  | 46.0% |       |
| After 6 years   |       |       |       |       |       |       |      |        |       |       |
| Number of Graduates   | 28    | 111   | 3     | 39    | 69    | 420   | 0    | 391    | 279   | 670   |
| Percent Graduated   | 48.3% | 37.5% | 27.3% | 41.9% | 37.1% | 35.2% | 0.0% | 39.4%  | 33.0% |       |
| Category % Graduated  | 4.2%  | 16.6% | 0.4%  | 5.8%  | 10.3% | 62.7% | 0.0% | 58.4%  | 41.6% |       |
| Number Retained   | 31    | 149   | 4     | 48    | 92    | 553   | 0    | 495    | 382   | 877   |
| Percent Retained  | 53.4% | 50.3% | 36.4% | 51.6% | 49.5% | 46.3% | 0.0% | 49.8%  | 45.2% |       |
| Category % Retained   | 3.5%  | 17.0% | 0.5%  | 5.5%  | 10.5% | 63.1% | 0.0% | 56.4%  | 43.6% |       |

Source: BOG-IRM Retention/Progression Supplemental Report 1 [www.flbog.org/irm/mastfiles/PDF\\_Files/ret-print.pdf](http://www.flbog.org/irm/mastfiles/PDF_Files/ret-print.pdf) page 25 of 88. The Retained will be at the end of the sixth year and not the beginning of the seventh as reported on the GRS.

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**Table 3: Academic Program Reviews (charts I.E.1.a-I.E.1.h)**

| <b>I.E.1.e. Bachelor's Degrees Awarded, AY 2005-06</b> |      |       |       |      |       |       |      |      |
|--|------|-------|-------|------|-------|-------|------|------|
|  | NRA  | B     | AI/AN | A/PA | H     | W     | Unk  | T    |
| Male   | 110  | 248   | 6     | 80   | 223   | 843   | 1    | 1511 |
| Female   | 114  | 543   | 12    | 99   | 424   | 1514  | 0    | 2706 |
| Total  | 224  | 791   | 18    | 179  | 647   | 2357  | 1    | 4217 |
| Category % of Total                                    | 5.3% | 18.8% | 0.4%  | 4.2% | 15.3% | 55.9% | 0.0% |      |

Source: IPEDS Completions 2006-07 report (degrees awarded AY 2005-06), GRAND TOTAL BY FIRST MAJOR, Bachelor's degrees. Chart for 99.0000, all disciplines.

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**Table 3: Academic Program Reviews (charts I.E.1.a-I.E.1.h)**

| <b>I.E.1.f. Master's Degrees Awarded, AY 2005-06</b> |      |       |       |      |       |       |      |      |
|--|------|-------|-------|------|-------|-------|------|------|
|  | NRA  | B     | AI/AN | A/PA | H     | W     | Unk  | T    |
| Male   | 51   | 26    | 1     | 20   | 36    | 222   | 0    | 356  |
| Female   | 45   | 88    | 1     | 25   | 69    | 436   | 0    | 664  |
| Total  | 96   | 114   | 2     | 45   | 105   | 658   | 0    | 1020 |
| Category % of Total                                  | 9.4% | 11.2% | 0.2%  | 4.4% | 10.3% | 64.5% | 0.0% |      |

Source: IPEDS Completions 2006-07 report (degrees awarded AY 2005-06), GRAND TOTAL BY FIRST MAJOR, Master's degrees. Chart for 99.0000, all disciplines.

**Florida Equity Reports**  
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**Table 3: Academic Program Reviews (charts I.E.1.a-I.E.1.h)**

| <b>I.E.1.g. Doctoral Degrees Awarded, AY 2005-06</b> |       |      |       |      |      |       |      |    |
|--|-------|------|-------|------|------|-------|------|----|
|  | NRA   | B    | AI/AN | A/PA | H    | W     | Unk  | T  |
| Male   | 17    | 0    | 0     | 4    | 4    | 8     | 0    | 33 |
| Female   | 5     | 3    | 0     | 0    | 0    | 27    | 0    | 35 |
| Total  | 22    | 3    | 0     | 4    | 4    | 35    | 0    | 68 |
| Category % of Total                                  | 32.4% | 4.4% | 0.0%  | 5.9% | 5.9% | 51.5% | 0.0% |    |

Source: IPEDS Completions 2006-07 report (degrees awarded AY 2005-06), GRAND TOTAL BY FIRST MAJOR, Doctor's degrees. Chart for 99.0000, all disciplines.

**Florida Equity Reports**  
**Florida Atlantic University**  
**2006-07**

**Table 3: Academic Program Reviews (charts I.E.1.a-I.E.1.h)**

| <b>I.E.1.h. First Professional Degrees Awarded, AY 2005-06</b> |      |       |       |      |       |       |      |    |
|--|------|-------|-------|------|-------|-------|------|----|
|  | NRA  | B     | AI/AN | A/PA | H     | W     | Unk  | T  |
| Male   | 0    | 0     | 0     | 0    | 2     | 4     | 0    | 6  |
| Female   | 0    | 2     | 1     | 0    | 2     | 9     | 0    | 14 |
| Total  | 0    | 2     | 1     | 0    | 4     | 13    | 0    | 20 |
| Category % of Total  | 0.0% | 10.0% | 5.0%  | 0.0% | 20.0% | 65.0% | 0.0% |    |

Source: IPEDS Completions 2006-07 report (degrees awarded AY 2005-06), GRAND TOTAL BY FIRST MAJOR, First professional degrees. Chart for 99.0000, all disciplines.

## • **Student Services**

### **Admissions**

Women account for fifty-five (55) percent of incoming freshmen class in 2006-07.

- First generation student attend “Admit Day” (“A Day”) for review of FAU scholarships and programs.  
<http://www.fau.edu/academic/admissions/admissn.htm>

### **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
  - 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 blind  
<http://www.fau.edu/cdc>

### **Financial Aid**

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

- Gender and ethnicity blind  
<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 Develop Initiative

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

- **Housing** Offers living and learning community programs such as:
  - 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:
  - Tutorial Services
  - Mentoring
  - Book Load Program
  - College Reach-Out Program

<http://wise.fau.edu/student/ma/programs.htm>  
<http://wise.fau.edu/crop>
- **Student Health Services** Women 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 women

<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 II.

### Gender Equity in Athletics 2006 - 2007

#### **Sports Offering**

18 intercollegiate

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

Full time undergraduate enrollment

- Male - 4,418 or 41.5%
- Female - 6,237 or 58.5%

#### **Participation Rates**

- Male - 257 or 55.4%
- Female - 207 or 44.6%
- -13.9% difference

Compliance on Prong II (History and Continuing Practice of Providing Opportunities)

- 1996 - Softball added
- 2001- Outdoor track and field
- 2006- Indoor track and field

#### **Availability of Facilities**

- New outdoor track facility
- Renovation of FAU Arena and men's & women's locker rooms.
- Completion by October 2007.
- New scoreboards – m/w swimming, m/w soccer, softball, volleyball and m/w basketball

#### **Publicity & Promotion**

Marketing Plans – Football, m/w basketball, baseball, softball, volleyball and m/w soccer

- In-game promotions are done for all home games and all four m/w's teams
- Football and men's basketball have radio broadcasts of all games/internet webcasts.
- Football – seven games on television
- Men's basketball – three games on television
- Women's Basketball – One internet webcast.

Media Guides (Equal distribution)

- Football, m/w basketball, m/w soccer, volleyball, cross country and track, m/w swimming, m/w tennis, softball, baseball and m/w golf.

**Equipment**

All equipment necessary to practice

- Four men's teams (baseball, basketball, football and cross country)
- Five women's teams (basketball, cross country/track, soccer, softball and volleyball)

Teams needing equipment and supplies

- m/w tennis (racquets)
- m/w golf (clubs)
- m/w swimming and diving (parkas)

**Tutoring**

- Race, gender blind
- At risk-students receive priority

**Participation**

Rates Compliance

Moving from Prong II (adding an additional sport – not required at this time)

To Prong III (meeting interest)

- Survey new undergraduate students to evaluate their interest in additional sports.
- Initial survey – Fall '07
- Follow-up survey – every other year to comply with Prong III.

## **Part III. Employment**

The diversity of faculty at Florida Atlantic University, by race/ethnicity and gender, is consistent with national standards. The FAU Board of Trustees has, however, thought its Strategic Plan, recognized the importance of institutionalizing diversity among the University's faculty and staff. Several workshops have been conducted this year focused on best practices in hiring for diversity, recognizing that all faculty hired must have strong credentials and follow the appropriate faculty review procedures for appointment.

**Table 5**

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

**Table 6**

The University Budget Incentive Plan has not been developed to date. The plan requires the university outline specific Employment Equity goals and the resources to be used to accomplish those goals. Recommended items include: Executive Committee members commit to specific monetary plans of action and report to the President by March of each year their diversity accomplishments.

**Table 7**

Protected-class Representation in the Tenure Process, 2005-06

**Table 8**

Promotion and Tenure Committee Composition, AY 2005-06

**Table 5 Charts**  
**Tenured Faculty**

**Florida Equity Reports**  
**Florida Atlantic University**  
**2006-07**

**Table 5: Employment Representation (charts III.A.1-8)**

Reference: III.A., Florida Equity Reports Guidelines

| <b>III.A.1. Category representation – Tenured Faculty</b>              |               |       |                         |                         |          |                     |              |        |       |
|--|---------------|-------|-------------------------|-------------------------|----------|---------------------|--------------|--------|-------|
| Indicator  | Non-res alien | Black | Am. Ind./ Alaska native | Asian/ Pacific Islander | Hispanic | White, non-Hispanic | Not Reported | Female | Total |
| Number, Fall 2006  | 3             | 21    | 1                       | 51                      | 19       | 285                 | 0            | 124    | 380   |
| Number, Fall 2005  | 5             | 21    | 0                       | 51                      | 17       | 290                 | 0            | 120    | 384   |
| Percentage Change From Fall 2005 to 2006                               | -40.0%        | 0.0%  | 0.0%                    | 0.0%                    | 11.8%    | -1.7%               | 0.0%         | 3.3%   | -1.0% |
| Number, Fall 2001  | 7             | 21    | 1                       | 43                      | 17       | 307                 | 0            | 100    | 396   |
| Percentage Change From Fall 2001 to 2006                               | -57.1%        | 0.0%  | 0.0%                    | 18.6%                   | 11.8%    | -7.2%               | 0.0%         | 24.0%  | -4.0% |
| Area for improvement, compared with national standards? (Check if yes) |               |       |                         |                         |          |                     |              |        |       |

Source: IPEDS Fall Staff, 2006, 2005 and 2001

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**Florida Atlantic University**  
**2006-07**

**Table 5: Employment Representation (charts III.A.1-8)**

| <b>III.A.2. Category representation – Tenure-Track Faculty</b>                  |               |       |                         |                         |          |                     |              |        |       |
|---|---------------|-------|-------------------------|-------------------------|----------|---------------------|--------------|--------|-------|
| Indicator   | Non-res alien | Black | Am. Ind./ Alaska native | Asian/ Pacific Islander | Hispanic | White, non-Hispanic | Not Reported | Female | Total |
| Number, Fall 2006   | 30            | 12    | 0                       | 19                      | 13       | 128                 | 0            | 79     | 202   |
| Number, Fall 2005   | 39            | 9     | 1                       | 14                      | 11       | 123                 | 0            | 77     | 197   |
| Percentage Change<br>From Fall 2005 to 2006                                     | -23.1%        | 33.3% | -100.0%                 | 35.7%                   | 18.2%    | 4.1%                | 0.0%         | 2.6%   | 2.5%  |
| Number, Fall 2001   | 23            | 7     | 1                       | 17                      | 8        | 138                 | 0            | 101    | 194   |
| Percentage Change<br>From Fall 2001 to 2006                                     | 30.4%         | 71.4% | -100.0%                 | 11.8%                   | 62.5%    | -7.2%               | 0.0%         | -21.8% | 4.1%  |
| Area for improvement,<br>compared with national<br>standards? (Check if<br>yes) |               |       |                         |                         |          |                     |              |        |       |

Source: IPEDS Fall Staff, 2006, 2005 and 2001

**Florida Equity Reports**  
**Florida Atlantic University**  
**2006-07**

**Table 5: Employment Representation (charts III.A.1-8)**

| <b>III.A.3. Category representation – Non-Tenure-Earning Faculty <u>or</u> faculty at non-tenure granting universities</b> |               |       |                         |                         |          |                     |              |        |       |
|--|---------------|-------|-------------------------|-------------------------|----------|---------------------|--------------|--------|-------|
| Indicator  | Non-res alien | Black | Am. Ind./ Alaska native | Asian/ Pacific Islander | Hispanic | White, non-Hispanic | Not Reported | Female | Total |
| Number, Fall 2006  | 25            | 13    | 0                       | 10                      | 19       | 180                 | 0            | 137    | 247   |
| Number, Fall 2005  | 21            | 10    | 0                       | 8                       | 23       | 185                 | 0            | 142    | 247   |
| Percentage Change From Fall 2005 to 2006   | 19.0%         | 30.0% | 0.0%                    | 25.0%                   | -17.4%   | -2.7%               | 0.0%         | -3.5%  | 0.0%  |
| Number, Fall 2001  | 10            | 11    | 0                       | 4                       | 9        | 135                 | 0            | 93     | 169   |
| Percentage Change From Fall 2001 to 2006   | 150.0%        | 18.2% | 0.0%                    | 150.0%                  | 111.1%   | 33.3%               | 0.0%         | 47.3%  | 46.2% |
| Area for improvement, compared with national standards? (Check if yes)   |               |       |                         |                         |          |                     |              |        |       |

Source: IPEDS Fall Staff, 2006, 2005 and 2001

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**Table 5: Employment Representation (charts III.A.1-8)**

| <b>III.A.4. Category representation – Executive/Administrative/Managerial</b>   |               |       |                         |                         |          |                     |              |        |       |
|---|---------------|-------|-------------------------|-------------------------|----------|---------------------|--------------|--------|-------|
| Indicator   | Non-res alien | Black | Am. Ind./ Alaska native | Asian/ Pacific Islander | Hispanic | White, non-Hispanic | Not Reported | Female | Total |
| Number, Fall 2006   | 0             | 29    | 0                       | 12                      | 8        | 212                 | 0            | 141    | 261   |
| Number, Fall 2005   | 1             | 25    | 0                       | 11                      | 8        | 219                 | 0            | 143    | 264   |
| Percentage Change<br>From Fall 2005 to 2006                                     | -100.0%       | 16.0% | 0.0%                    | 9.1%                    | 0.0%     | -3.2%               | 0.0%         | -1.4%  | -1.1% |
| Number, Fall 2001   | 1             | 17    | 0                       | 2                       | 4        | 127                 | 0            | 72     | 151   |
| Percentage Change<br>From Fall 2001 to 2006                                     | -100.0%       | 70.6% | 0.0%                    | 500.0%                  | 100.0%   | 66.9%               | 0.0%         | 95.8%  | 72.8% |
| Area for improvement,<br>compared with national<br>standards? (Check if<br>yes) |               |       |                         |                         |          |                     |              |        |       |

Source: IPEDS Fall Staff, 2006, 2005 and 2001

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**Table 5: Employment Representation (charts III.A.1-8)**

| <b>III.A.5. New Hires AY 2005-06 – Tenured Faculty</b>                 |               |         |                         |                         |          |                     |              |         |         |
|--|---------------|---------|-------------------------|-------------------------|----------|---------------------|--------------|---------|---------|
| Indicator  | Non-res alien | Black   | Am. Ind./ Alaska native | Asian/ Pacific Islander | Hispanic | White, non-Hispanic | Not Reported | Female  | Total   |
| Number, Fall 2006  | 0             | 0       | 0                       | 0                       | 0        | 0                   | 0            | 0       | 0       |
| Number, Fall 2005  | 0             | 1       | 0                       | 0                       | 0        | 0                   | 0            | 1       | 1       |
| Percentage Change From Fall 2005 to 2006                               | 0.0%          | -100.0% | 0.0%                    | 0.0%                    | 0.0%     | 0.0%                | 0.0%         | -100.0% | -100.0% |
| Number, Fall 2001  | 0             | 0       | 0                       | 0                       | 0        | 0                   | 0            | 0       | 0       |
| Percentage Change From Fall 2001 to 2006                               | 0.0%          | 0.0%    | 0.0%                    | 0.0%                    | 0.0%     | 0.0%                | 0.0%         | 0.0%    | 0.0%    |
| Area for improvement, compared with national standards? (Check if yes) |               |         |                         |                         |          |                     |              |         |         |

Source: IPEDS Fall Staff, 2006, 2005, 2001 for the period July 1 to October 31

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**Table 5: Employment Representation (charts III.A.1-8)**

| <b>III.A.6. New Hires AY 2005-06 – Tenure-Track Faculty</b>            |               |        |                         |                         |          |                     |              |        |        |
|--|---------------|--------|-------------------------|-------------------------|----------|---------------------|--------------|--------|--------|
| Indicator  | Non-res alien | Black  | Am. Ind./ Alaska native | Asian/ Pacific Islander | Hispanic | White, non-Hispanic | Not Reported | Female | Total  |
| Number, Fall 2006  | 7             | 1      | 0                       | 2                       | 1        | 12                  | 0            | 10     | 23     |
| Number, Fall 2005  | 6             | 2      | 0                       | 1                       | 2        | 26                  | 0            | 11     | 37     |
| Percentage Change From Fall 2005 to 2006                               | 16.7%         | -50.0% | 0.0%                    | 100.0%                  | -50.0%   | -53.8%              | 0.0%         | -9.1%  | -37.8% |
| Number, Fall 2001  | 4             | 1      | 0                       | 2                       | 1        | 17                  | 0            | 14     | 25     |
| Percentage Change From Fall 2001 to 2006                               | 75.0%         | 0.0%   | 0.0%                    | 0.0%                    | 0.0%     | -29.4%              | 0.0%         | -28.6% | -8.0%  |
| Area for improvement, compared with national standards? (Check if yes) |               |        |                         |                         |          |                     |              |        |        |

Source: IPEDS Fall Staff, 2006, 2005, 2001 for the period July 1 to October 31

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**Table 5: Employment Representation (charts III.A.1-8)**

| <b>III.A.7. New Hires AY 2005-06 – Non-Tenure-Earning Faculty or faculty at non-tenure granting universities</b> |               |        |                         |                         |          |                     |              |        |       |
|--|---------------|--------|-------------------------|-------------------------|----------|---------------------|--------------|--------|-------|
| Indicator  | Non-res alien | Black  | Am. Ind./ Alaska native | Asian/ Pacific Islander | Hispanic | White, non-Hispanic | Not Reported | Female | Total |
| Number, Fall 2006  | 8             | 3      | 0                       | 1                       | 1        | 27                  | 0            | 17     | 40    |
| Number, Fall 2005  | 1             | 1      | 0                       | 1                       | 8        | 25                  | 0            | 29     | 36    |
| Percentage Change From Fall 2005 to 2006   | 700.0%        | 200.0% | 0.0%                    | 0.0%                    | -87.5%   | 8.0%                | 0.0%         | -41.4% | 11.1% |
| Number, Fall 2001  | 1             | 1      | 0                       | 0                       | 1        | 19                  | 0            | 14     | 22    |
| Percentage Change From Fall 2001 to 2006   | 700.0%        | 200.0% | 0.0%                    | 0.0%                    | 0.0%     | 42.1%               | 0.0%         | 21.4%  | 81.8% |
| Area for improvement, compared with national standards? (Check if yes)   |               |        |                         |                         |          |                     |              |        |       |

Source: IPEDS Fall Staff, 2006, 2005, 2001 for the period July 1 to October 31

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**Table 5: Employment Representation (charts III.A.1-8)**

| <b>III.A.8. New Hires AY 2005-06 – Executive/Administrative/Managerial</b> |               |        |                         |                         |          |                     |              |        |       |
|--|---------------|--------|-------------------------|-------------------------|----------|---------------------|--------------|--------|-------|
| Indicator  | Non-res alien | Black  | Am. Ind./ Alaska native | Asian/ Pacific Islander | Hispanic | White, non-Hispanic | Not Reported | Female | Total |
| Number, Fall 2006  | 0             | 3      | 0                       | 0                       | 0        | 5                   | 0            | 4      | 8     |
| Number, Fall 2005  | 0             | 0      | 0                       | 1                       | 0        | 4                   | 0            | 3      | 5     |
| Percentage Change From Fall 2005 to 2006                                   | 0.0%          | 0.0%   | 0.0%                    | -100.0%                 | 0.0%     | 25.0%               | 0.0%         | 33.3%  | 60.0% |
| Number, Fall 2001  | 1             | 1      | 0                       | 0                       | 0        | 3                   | 0            | 3      | 5     |
| Percentage Change From Fall 2001 to 2006                                   | -100.0%       | 200.0% | 0.0%                    | 0.0%                    | 0.0%     | 66.7%               | 0.0%         | 33.3%  | 60.0% |
| Area for improvement, compared with national standards? (Check if yes)     |               |        |                         |                         |          |                     |              |        |       |

Source: IPEDS Fall Staff, 2006, 2005, 2001 for the period July 1 to October 31

**Table 6 Charts**  
**Protected Class Representation**  
**within the tenure process**

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**Table 6: Protected-class Representation in the Tenure Process, 2005-06**

| Sex, Race/Ethnicity  | *Eligible       | Applied         | Withdrawn | Denied   | Deferred | Nominated      |
|--|-----------------|-----------------|-----------|----------|----------|----------------|
| <b>MALES</b>   |                 |                 |           |          |          |                |
| American Indian or Alaskan Native  |                 |                 |           |          |          |                |
| Asian or Pacific Islander  | 1               | 1               |           |          |          | 1              |
| Black, Not Hispanic  |                 |                 |           |          |          |                |
| Hispanic   | 1               | 1               |           |          |          | 1              |
| White, not Hispanic  | 5               | 5               |           |          |          | 5              |
| <b>Total Male<br/>(include Other, Not Reported)</b>                        | <b>7</b>        | <b>7</b>        |           |          |          | <b>7</b>       |
| <b>FEMALES</b>   |                 |                 |           |          |          |                |
| American Indian or Alaskan Native  |                 |                 |           |          |          |                |
| Asian or Pacific Islander  | 1               | 1               |           |          |          | 1              |
| Black, not Hispanic  | 1               | 1               |           |          |          | 1              |
| Hispanic   | 2               | 2               |           | 1        |          | 1              |
| White, not Hispanic  | 7               | 7               |           | 1        |          | 6              |
| <b>Total Female (Number and Percent)<br/>(include Other, Not Reported)</b> | <b>11 / 61%</b> | <b>11 / 61%</b> |           |          |          | <b>9 / 56%</b> |
| <b>GRAND TOTAL</b>   | <b>18</b>       | <b>18</b>       |           | <b>2</b> |          | <b>16</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.

**Table 7 Charts**  
**Promotion and Tenure**  
**Committee Composition**

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**Table 7: 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        | 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 |

| 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  |
| College of Engineering and Computer Science       |                     |   |                                 |   | 3                         |   |          |   | 1                   | 1  | 5                          | 1  |
| Computer Science & Eng                            | 1                   |   |                                 |   | 6                         |   | 1        |   | 5                   |    | 13                         |    |
| Civil Engineering                                 |                     |   |                                 |   | 4                         |   |          |   |                     |    | 4                          |    |
| Harriet L. Wilkes Honors College                  |                     | 1 |                                 |   |                           |   |          |   | 1                   | 10 | 4                          | 10 |
| College of Architecture, Urban and Public Affairs |                     |   |                                 |   |                           |   |          |   | 4                   | 1  | 4                          | 1  |
| Criminal Justice                                  |                     |   |                                 |   | 1                         |   |          |   | 10                  | 4  | 11                         | 4  |
| Public Administration                             |                     |   |                                 |   | 1                         | 1 |          |   | 7                   | 2  | 8                          | 3  |
| College of Biomedical Science                     |                     |   |                                 |   |                           |   |          |   |                     |    |                            |    |
| Tenure Committee                                  |                     |   |                                 |   | 4                         |   |          |   | 4                   | 1  | 8                          | 1  |
| Promotion Committee                               |                     |   |                                 |   | 6                         | 4 |          | 1 | 10                  | 4  | 16                         | 9  |
|   |                     |   |                                 |   |                           |   |          |   |                     |    |                            |    |
|   |                     |   |                                 |   |                           |   |          |   |                     |    |                            |    |

| 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                       |                     |   |                                 |   | 1                         |   | 1        |   | 4                   |    | 6                          |    |   |
| College of Science                       |                     |   |                                 |   |                           |   |          |   |                     |    |                            |    |   |
| 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  |   |

**FAU**  

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**BOARD OF TRUSTEES**  
Florida Atlantic University

*2005-06 Evaluation of President Frank T. Brogan  
Report Prepared by Sherry Plymale, Chair  
November 6, 2006*

**Board Observations:**

The BOT is extremely pleased with the performance of President Brogan since the fall of 2005.

Six members of the Board of Trustees chose to use the form provided with the President's self assessment. Others provided verbal feedback through the channels suggested. No one expressed dissatisfaction in any area.

Board members were particularly pleased with the presentation of the self assessment. The organization of the document made it easy to read and recall the accomplishments and goals of this year. The presentation also demonstrates the evolution and institutionalization of our systems and processes.

President Brogan has an uncanny ability to create and capitalize on opportunities for this university's growth and development. This year alone he completed the placement of the Scripps Research Institute on the MacArthur campus, finalized the Medical Education affiliation agreement for the expansion to a four year program with the Miller School of Medicine at the University of Miami, completed the lease agreement with the Boca Raton Community Hospital for a teaching hospital to be located on our Boca Raton campus, as well as established a relationship with Torrey Pines Institute for Molecular Studies which will locate in Port St. Lucie near our Treasure Coast Campus. These achievements are all above and beyond the normal growth and development of the university in general.

For the second year in a row President Brogan has led his team through a response and recovery of a catastrophic hurricane season. The President used the crisis to develop processes and procedures that have improved FAU's general readiness to emergencies.

The Strategic Plan adopted by this Board in January of 2006 established 7 goals for the university to achieve by 2013. Within the 7 goals are 48 objectives. Since its inception progress has been made: Most objectives are "in progress": four have been deferred because of lack of funding at this time, one was deferred

until the completion of the reorganization of the Division of University Communications and Marketing, and one objective was completed. The plan will continue to evolve, objectives and strategies will change, be deleted or added, however I am pleased to report to you at this time that adequate progress toward our goals and objectives is being made.

In the fall of 2006, we admitted the first group of FTIC's admitted based on the more rigorous admission standards we adopted in 2005. These standards reduce the number of remedial courses permitted by our FTIC's. We expect this will result in higher retention and graduation rates. Although we did not experience an increase in enrollment neither did we experience a decrease and we suffered no decline in diversity.

Other noteworthy achievements this year include: the addition of the College of Biomedical Sciences, the expansion of Lifelong Learning Societies to Broward County and to the Treasure Coast, the increase in our endowment, and balancing of the Athletic Budget.

#### **Goals for 2006-07:**

President Brogan presented a whole section on challenges and opportunities to work on for the next year, 2006-07 and they are clearly described on pages 34 - 36 of the self assessment document. In addition to these goals, I have asked him to add or focus in the following areas:

- With respect to Goal 1, objectives 3-5, I ask that by next year's self assessment we have quantifiable results recorded in regard to FTIC, retention rates and graduation rates.
- Expand the Research Division's partnerships and collaborations to other Business Development Boards in our region who are interested in these outreach activities (most notably Broward County and St. Lucie County).
- Develop a plan and implementation strategy to build our synchronous distance learning program as an enhancement to our distributive campus model.
- Personally participate in professional development activities at the national organization level to both share his entrepreneurial successes as well as garner information from other university presidents.
- Last year the Board asked the President to focus on fundraising. This past year the foundation has experienced very positive growth. To continue on this effort, President Brogan's fundraising efforts should focus on both athletics and on the unrestricted dollar area of the foundation to further enhance the stability of both.

- Assist the Board of Trustees in furthering the relationships of the BOT, the Alumni Board and the Foundation Board.

**Compensation Recommendation:**

As the Board Chair, I recommend to the members of the FAU Board of Trustees that, in addition to the three percent raise afforded to all university employees, we provide an additional 10% one time bonus on the President's base salary as of October 1, 2006. This will be funded through the FAU Foundation.

This would be the first bonus ever given to President Brogan. In previous years we have aligned any salary increases with those given to university personnel. This past year, President Brogan has demonstrated extraordinary leadership, and vision while ensuring the completion and implementation of several significant projects.

## Employment Equity

Florida Atlantic University began a detailed review of diversity within the university at the request of the FAU Board of Trustees Audit and Finance committee. A “**Report on the Status of Diversity**”, was presented to the Board of Trustees on June 14, 2006. The report outlined a plan of action to ensure the university sustains an environment of openness, inclusiveness, and cultural awareness through a strong and effective diversity initiative. Through the establishment and work of the Diversity Initiatives Committee, composed of a cross section of faculty, staff and administrators, programming was developed to ascertain the needs of the university’s diverse populations of faculty, staff and administrators to develop additional recruitment tools and programming to increase diversity within these ranks. The intent of such an effort is to mirror FAU’s current student diversity, our South Florida location, with the diversity goals communicated in the university strategic plan.

Specific programming in the areas of hiring practices, faculty lecture series with special emphasis on curriculum development, retention assessments, student services and diversity web site development were instituted. Sub-committees will continue to work to develop outcomes and directives to further create a more diverse working environment. The Department of Human Resources hired an Assistant Director for Diversity in May ‘07 to work on the implementation of the Diversity Initiatives Committee’s goals and directives.

The Faculty Lecture Series sub-committee along with the Retention sub-committee of the Diversity Initiatives Committee will develop a faculty/administrator/staff climate survey to determine and examine areas of satisfaction and dissatisfaction within the university.

Florida Atlantic University was also ranked thirty-first (31<sup>st</sup>) in the Top 100 Institutions awarding Bachelor’s Degrees to Hispanic students by Hispanic Outlook magazine. This data was derived from 2006 data gathered by the National Center for Education Statistics (NCES).