



State University System
Education and General
Performance Funds from FY 2021-2022
University of Distinction Reporting Template
Quarter 1 Update
(July 1, 2021-September 30, 2021)
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University:	Florida Gulf Coast University
Amount Allocated:	\$3,000,000
Carryforward:	\$1,707,113
Total:	\$4,707,113

I. Overall Spending Summary

Using Table 1, provide an overall summary of expenditures.

Table 1: Spending Summary

University Initiative	Spending as of September 30, 2021
Maintain/increase financial aid	\$29,816
Retain faculty/hire additional faculty (13 FTE)	\$36,897
Retain staff/hire additional staff (5 FTE)	\$15,877
Enhance Library resources	\$50,000
Increase research productivity and build research capacity	\$176,960
Support for cross college collaborations	-
Hire Executive in Residence (0.5 FTE)	\$6,322
Complete purchases from 2020-2021	\$1,291,422
Total Spending:	\$1,607,294

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 September 30, 2021	Progress on Initiative as of September 30, 2021
1 Assistant Professor (1 FTE)	\$12,000	Hired Assistant Professor, Environmental Psychology. Start Date 8/7/21.
Faculty Positions (12 FTE)	\$14,185	Full page advertisement in The Chronicle of Higher Education for 15 faculty positions, including 12 funded by LBR. Ad runs 10/1/21.
Retention raises (2 FTE)	\$10,712 (estimated)	One counter-offer; one increase to salary based on rank and years of service. (Estimate based on number of pay periods in Q1).
Faculty FTE Total: 1 hired; 12 advertised	\$36,897	

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 September 30, 2021	Progress on Initiative as of September 30, 2021
1 OPS Position: Dive Master (0.375 FTE)	\$5,494	Hired part-time Dive Safety Office FY21.
1 Research Laboratory Coordinator I (1 FTE)	\$10,382	Hired Research Laboratory Coordinator in FY21.
1 Administrative Specialist (0.5 FTE)	-	Hired this quarter. Anticipated start date 10/18/21. The 0.5 FTE supported by the LBR is being matched using other funds.
1 Outreach Coordinator (1 FTE)	-	Hiring process initiated (2 x 0.5 FTE). Advertising begins 10/21.
1 Research Laboratory Technician I (1 FTE)	-	Hiring process to be initiated 10/21.
Staff FTE Total: 3.875	\$15,877	

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

Other University Initiatives	Spending as of September 30, 2021	Progress on Initiative as of September 30, 2021
Maintain/increase financial aid	\$29,816	Seven graduate students received LBR research assistantships (\$6,250-\$17,500) in Q1. A request for proposals for 15 UG research awards (\$2,500 each) was distributed this quarter.
Enhance Library resources	\$50,000	American Society of Civil Engineers Library Complete Collection (\$25,150); JoVE Unlimited (\$17,500); Books and other onetime purchases (\$7,350).
Increase research productivity & build research capacity	\$176,960 (Expensed/ Encumbered)	Expenditures include \$36,837 in capital equipment and \$154,308 in expenses.
Support for cross college collaborations	-	Request for proposals for Affiliate Faculty Collaborative Research Program was distributed this quarter.
Hire Executive in Residence (0.5 FTE)	\$6,322	Hired Presidential Fellow in Water Policy (0.5 FTE). Start date 08/07/21.
Complete purchases from 2020-2021 (Carryforward)	\$1,291,422 (Expensed/ Encumbered)	Expenditures included \$1,078,953 in capital equipment and \$212,469 in expenses.
Other Total:	\$1,554,520	

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:** Seven graduate research assistantships were awarded this quarter, and requests for proposals for undergraduate research projects were distributed to faculty.
- b. **Return on Investment:** The awarding of additional financial aid for undergraduate and graduate students should increase the number of students enrolled full time, which may positively impact our 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 after graduation.
- c. **Progress on metrics:** Increased financial aid will begin impacting STEM degree production over the next few years as students currently funded complete their degrees.
- d. **Plan for Second Quarter:** We will review proposals and disperse funds for Fall 2021 undergraduate research awards beginning in the second quarter. Up to 15 awards will be made totaling \$37,500.

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 our degree programs and advance applied and convergence research related to water and the environment will align with these clusters of excellence. In addition, instructor positions will help accommodate general education enrollment and support release time for faculty who are active in research so they can seek additional external grants and mentor student research. To create interdisciplinary connections across colleges, joint appointments will be 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 this quarter we hired an Assistant Professor in Environmental Psychology—a joint appointment with the College of Arts and Sciences. A full page advertisement in The Chronicle of Higher Education runs beginning October 1st and lists the following 12 new faculty positions funded by this LBR:

Professor, Eminent Scholar, Marine Conservation Biology
Assistant/Associate Professor, Environmental Health
Assistant/Associate Professor, Land Use
Assistant Professor, Analytical Chemistry/Forensic/Toxicology
Assistant Professor, Biochemistry

Assistant Professor, Climate Change
Assistant Professor, Engineering
Assistant Professor, Restoration Ecology
Assistant Professor, Soil Science
Visiting Assistant Professor, Environmental Justice
Instructor I, Earth Science
Instructor I, Environmental Science

- b. **Return on Investment:** The hiring of a significant number of faculty should 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. Furthermore, 22 faculty and staff in The Water School were featured in 75 news stories or editorials in 27 news outlets this quarter, for a total of 100 media hits. This level of media outreach indicates not only the eagerness of The Water School to engage residents and visitors regarding issues related to water and the environment, but also the level of interest present in the region.
- c. **Progress on metrics:** 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 Second Quarter:** Search committee chairs and members have already been identified for each position. Initial review of applications will begin in November with the aim of holding on-campus interviews in Q3.

Retain Staff/Hire Additional Staff: Hiring additional staff will support undergraduate and graduate student research and will enhance faculty research and 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 Q1 of this year we hired an Administrative Specialist, with an anticipated start date of 10/18/21. LBR funding will be used to support half (0.5 FTE) of this position, with existing funds from the Center for Environment and Society being used as match for the remainder. The 1 FTE Outreach Coordinator is being leveraged using matching grant funds to support two positions (i.e., 0.5 FTE x 2 from LBR; additional 0.5 FTE x 2 funded through grants). An Environmental Educator Outreach position has been approved, and we anticipate posting the position on 10/1/21. A Community Outreach Coordinator position will be finalized and posted in Q2. In addition, a Research Laboratory Technician will be hired in Q2.

- b. **Return on Investment:** The hiring of additional staff in support of research and outreach should 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:** Searches underway or soon to be underway 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 FY 23.
- d. **Plan for Second Quarter:** We anticipate filling both outreach coordinator positions (0.5 FTE x 2 from LBR) in Q2. We will also begin advertising the Research Laboratory Technician position in Q2, with the anticipation of making an offer by the end of the quarter.

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 this 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 FGCU 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 Second Quarter:** We will work with the FGCU 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 the research activities of students and faculty is essential in any 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:** This quarter \$176,960 was expensed or encumbered to purchase capital equipment, non-capital equipment, and materials and supplies in support of research and operations. Capital expenditures include the installation of a boat lift at our Vester Marine Field Station. Expenses include the purchase of classroom instruments and dive gear, repair and maintenance of vessels, addition of an ADA ramp at the Field Station, and contractual services to support the Southwest Florida Regional Resiliency Compact and to facilitate the development of the 2021-2026 Strategic Plan for The Water School.
- b. **Return on Investment:** Building research capacity should 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 Second Quarter:** The Water School will continue to build research capacity in the second quarter to enhance training opportunities for undergraduate and graduate students and to increase the potential for research productivity by faculty and students.

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 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:** This quarter a request for proposals was distributed to Affiliate Faculty across campus.
- b. **Return on Investment:** The Affiliate Faculty Collaborative Research Program should 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 Second Quarter:** The deadline for proposal submission is 10/15/21. Awards will be made in the second quarter.

Hire Executive in Residence: In order to take advantage of the unexpected availability of a highly experienced and extremely well connected individual in the area of water and environmental policy and law, The Water School created a part-time position to help advance its research and outreach agenda and expand potential career opportunities for our students. The significance of this hire to the region is reflected by the fact that 11 news outlets covered the story.

- a. **Progress on Initiative:** This quarter we recruited a Presidential Fellow in Water Policy, who joined The Water School Aug. 7, 2021.
- 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 Second 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 build capacity to support research and to enhance educational experiences in and out of the classroom.

- a. **Progress on Initiative:** This quarter \$1,291,422, 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), air compressor (\$34,870), and replacement vehicle (\$33,408).

- b. **Return on Investment:** Using carryforward funds to build research capacity should 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 should 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 Second 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, 2020	Progress on Metric September 30, 2021
Number of STEM degrees awarded	114 (2018-2019 baseline)	Increased financial aid and 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 85.5% of active grants focused on applied water science and policy and another 6.25% on water education. FY22 data will be compared to the baseline to monitor progress.
Research active faculty	77% (2018-2019 baseline)	During FY21 96% of ranked faculty were considered active in research and scholarship. FY22 data will be compared to the baseline to monitor progress.
External funding	\$853,504 (2018-2019, baseline)	This metric was attained in 2020-2021 (target: \$1,000,000) with research expenditures of \$4,057,657. Expenditures for this quarter totaled \$725,603.
Graduate research assistantships	27 (2018-2019 baseline)	Seven graduate students were awarded research assistantships (RAs) from the LBR in Q1. In FY21, 28 graduate students received RAs through grants, private gifts, and the LBR. FY22 data will be compared to the baseline to monitor progress.
Undergraduate research opportunities	67 (2018-2019 baseline)	A call for undergraduate research proposals was distributed this quarter. During FY21, 113 students participated in undergraduate research experiences, a 68.7% increase over the baseline. FY22 data will be compared to the baseline to monitor progress.

VI. 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.