

Florida Gulf Coast
University



SUMMARY OF THE
Presidential Search Process

CONDUCTED FOR THE
FLORIDA BOARD OF GOVERNORS

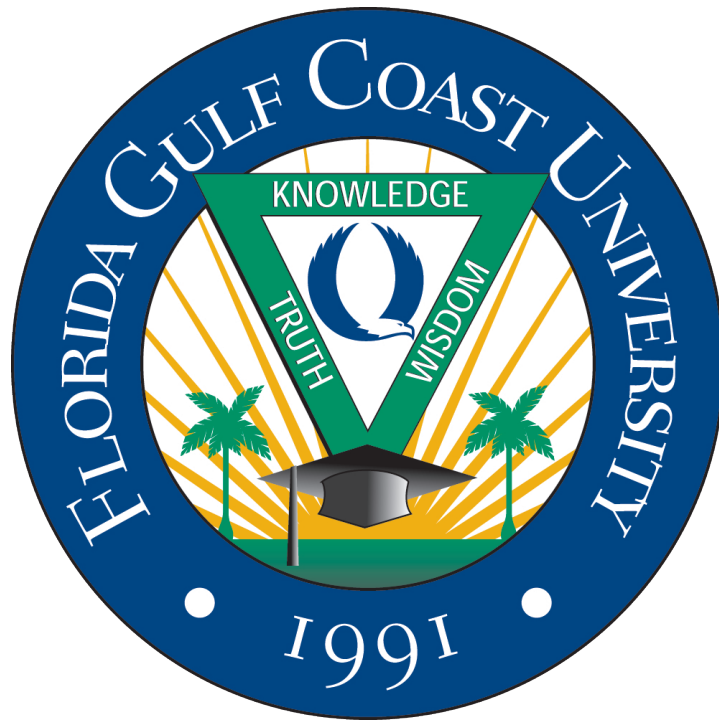
JUNE 22, 2023





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SECTION 1

**Letter from the
FGCU Board of Trustees**



June 22, 2023

The Honorable Brian Lamb, Chair
Florida Board of Governors
325 West Gaines Street, Suite 1614
Tallahassee, Florida 32399

Re: Confirmation of Florida Gulf Coast University's President-Elect

Dear Chair Lamb,

On behalf of the Florida Gulf Coast University Board of Trustees, I am pleased to present Dr. Aysegul Timur for confirmation as the fifth president of FGCU. This request is made following the unanimous vote of FGCU's Board of Trustees on May 4, 2023, to support Dr. Timur as president-elect and is pursuant to Board of Governors Regulation 1.001(5)(c), *University Board of Trustees Powers and Duties*, and Regulation 1.002, *Presidential Search and Selection*.

Dr. Timur was one of four finalists presented to the Board of Trustees for consideration following a national search that began in April of 2022. With the assistance of executive search firm Greenwood Asher & Associates, the 13 members of FGCU's Presidential Search Advisory Committee whittled 92 applicants down to eight semi-finalists, who were invited to Southwest Florida for in-person interviews. The committee recommended four candidates continue on in the process, and each finalist was invited to campus for public forums with students, faculty, staff, and community members, as well as meet-and-greets with key university stakeholders.

Leading the Presidential Search Advisory Committee was Trustee Edward Morton, a former Board of Governor who assisted with several presidential searches statewide. His leadership was supported by Governor Darlene Jordan and a well-rounded committee, consisting of campus and local stakeholders.

Each member of the committee demonstrated great dedication and passion as they collaborated with campus and community stakeholders to define the professional and personal qualities desired of FGCU's next president. Among the list of attributes sought were a collaborative leader with experience in financial management and strategic planning; a nimble problem-solver with the ability to communicate across broad audiences and build relationships that support the institution's mission, research, and programs; an individual with an inclusive approach to management and leadership; and someone who is committed to the mission of a regional comprehensive university and the community it serves.

Florida Gulf Coast University Board of Trustees

10501 FGCU Boulevard South, Fort Myers, Florida 33965-6502 | 239.590.1005 | 239.590.1066 fax | fgc.edu

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Dr. Timur is well-prepared for this moment, and I am confident she possesses the traits and experiences needed to propel FGCU into its next 25 years. Through her role as the Vice President and Vice Provost for Strategy and Program Innovation at FGCU, she launched the micro-credentialing and digital badges initiative and recently led the university to receive a historic \$22.9 million grant through the U.S. Department of Commerce – Economic Development Administration’s Good Jobs Challenge Grant for workforce development in Southwest Florida. Having risen through the ranks of faculty to administration, Timur, an economist, has what it takes to be FGCU’s fifth president.

I respectfully request that the Florida Board of Governors confirms Dr. Aysegul Timur as president of FGCU at the BOG meeting on June 22, 2023.

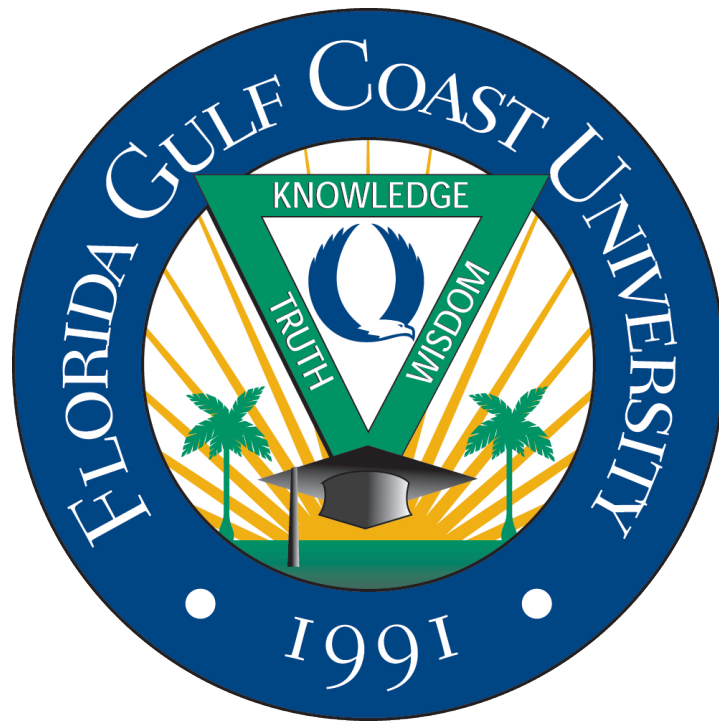
Additional information about President-elect Timur and the search process, in compliance with Board of Governors regulations 1.001(5)(c) and 1.002(1)(d)(v), are enclosed.

Sincerely,

A handwritten signature in black ink, appearing to read "Blake Gable". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Blake Gable

Chair, FGCU Board of Trustees



SECTION 2

**Presidential Search
Advisory Committee**

CHAIR OF THE Presidential Search Advisory Committee



EDWARD MORTON

Naples resident Edward Morton was the principal of the investment firm Wasmer & Schroeder & Co. from 2007-20 and has served as a board member of Glencoe Diversified Holdings since 2021. He retired in 2006 after 34 years of service as the CEO of the NCH Healthcare System. In addition to his service on the FGCU Board of Trustees, Mr. Morton is a former member of the Florida Board of Governors for the State University System of Florida and a past chair of the FGCU Foundation Board of Directors. In 2016, he was appointed by the Board of Governors to serve on the Presidential Search Advisory Committee, which led to the hire of President Mike Martin. In 2009, he graduated from FGCU with a master's degree in health science, adding to his other academic achievements from the University of Notre Dame and University of Miami.

GRACE BRANNIGAN

FGCU's 25th Student Body President



Grace Brannigan is FGCU's 25th Student Government president and served as the student representative for FGCU's Board of Trustees throughout her senior year. Originally from Orlando, Ms. Brannigan earned a double major in history and political science with a minor in philosophy. The 2023 FGCU alumna is a first-generation college student and will be attending the School of Law at the University of Connecticut. Prior to serving as the president for the student body, Ms. Brannigan was president for the 24th Student Body Senate, previously serving as a senator for the College of Arts & Sciences. She was president (2022) and vice president (2021) of the Resident Housing Association. Ms. Brannigan was a member of the Eagle Chapter of the National Residence Hall Honorary and represents FGCU's Honors College.

JOSEPH CATTI

Director, chairman, and CEO of FineMark National Bank & Trust and FineMark Holdings, Inc.



Joseph R. Catti is a graduate of Florida International University. He serves on the boards of The Canterbury School, Community Cooperative, Inc. (Soup Kitchen), Cypress Cove, FGCU Financing Corporation, FGCU Foundation, Lee Health Foundation and Lee Healthcare Resources. He is also the former chair of FGCU's Foundation, a former member of the FGCU Board of Trustees, and the former chair of the capital campaign for the Golisano Children's Hospital of Southwest Florida.

RICHARD P. EIDE, JR.

FGCU Board of Trustees



Richard P. Eide, Jr. is in his fourth year on the FGCU Board of Trustees and represents the FGCU Financing Corporation as one of its board of directors. A Naples resident who summers in Michigan, Mr. Eide is a graduate of Williams College and served in the U.S. Marine Corps. In 2003, he retired from J.P. Morgan and Co., Inc., capping off 34 years with the company. He managed the Municipal Bond Department, managed trading and underwriting for the U.S. Treasury, federal agency, fixed-income futures and derivatives markets, and worked in institutional sales, primarily with hedge funds. In 2009, he helped found Pierpont Securities (Amherst Pierpont Securities), where he worked until 2013.

JOSEPH G. FOGG III

FGCU Board of Trustees



Joseph G. Fogg III is a member of the FGCU Board of Trustees and chair of the Audit and Compliance Committee. He is the retired chairman and CEO of Westbury Capital Partners LLC, a Long Island-based, late-stage venture capital firm that he founded in 1990. Mr. Fogg is a Naples resident who summers in Maine. He earned his Bachelor of Arts in Economics from Yale College in 1968, where he was a member of the Fence Club, and his Master of Business Administration from the Harvard Business School in 1970, where he was a George F. Baker Scholar.

DARLENE JORDAN

Florida Board of Governors



Since 2016, Darlene Luccio Jordan has served on the Board of Governors of Florida's State University System, where she serves as chair of Academic and Student Affairs and vice chair of Academic and Research Excellence. Ms. Jordan is a former assistant attorney general in Massachusetts and was an assistant district attorney in the Norfolk District Attorney's office. She lives in Palm Beach and is the executive director of the Gerald R. Jordan Foundation, a nonprofit organization named for her husband that supports education, health and medical research, youth services, and the arts. Ms. Jordan earned her juris doctor from Suffolk University School of Law and remains involved with Fordham University, where she earned a bachelor's degree.

GAIL MARKHAM

Partner, Markham Norton Mosteller Wright & Company, P.A.



Gail Markham is a graduate of the University of Maryland College of Business and Management and has extensive experience in litigation support services, family mediation, and forensic accounting. She is the founding partner of Markham Norton Mosteller Wright & Company, P.A. Ms. Markham carries certifications in accounting, fraud examination, financial planning, financial forensics, and she is accredited in business valuation. Additionally, she is a certified family mediator for the Florida Supreme Court and founded the Lee County PACE Center for Girls, where she also served as its former chair. Ms. Markham has many other professional and civic affiliations in Lee County and currently serves on the FGCU Foundation Board of Directors and its Finance Committee.

TINA MCCAIN MATTE

Of counsel, Gravina, Smith, Matte & Arnold Marketing and Public Relations



Of counsel, Gravina, Smith, Matte & Arnold Marketing and Public Relations Tina McCain Matte joined the marketing and public relations firm Gravina, Smith, Matte & Arnold in 1999, became a partner in 2001, and assumed full ownership of the firm in 2016. In 2022, the University of South Florida graduate transitioned into an “of counsel” role after more than 35 years in professional communications, marketing, public relations, government relations, and public policy. One of the firm’s most memorable events was the groundbreaking for “University X,” which became known as Florida Gulf Coast University. Ms. McCain Matte served two terms on the Supreme Court Judicial Nominating Commission, taking on the role of chair from 2006-07. Ms. McCain Matte is an alumni of Leadership Florida and Leadership Lee County.

LUIS RIVERA

FGCU Board of Trustees



Luis Rivera was appointed to the FGCU Board of Trustees by Gov. Ron DeSantis in March 2022. The North Fort Myers resident is a shareholder in GrayRobinson’s Fort Myers office, where his practice focuses on business litigation, bankruptcy, creditor’s rights, and insolvency counseling. He is among 13 attorneys in Florida who earned board certification in business bankruptcy law and consumer bankruptcy by the American Board of Certification. For the past 12 years, Mr. Rivera has served as a U.S. Bankruptcy Trustee for the Middle District of Florida, and he currently serves as chair of The Florida Bar’s Grievance Committee. Mr. Rivera earned his bachelor’s degree from Loyola University and his juris doctor from Washington and Lee University.

REBECCA TOTARO

FGCU associate dean of Curriculum & Assessment; English professor



Rebecca Totaro, Ph.D., joined FGCU’s faculty in 1998, one year after the university opened. She is a full professor of English in the College of Arts & Sciences and serves as an associate dean of Curriculum & Assessment. In addition to her work at FGCU, Dr. Totaro is a book series editor for Penn State University Press and has served as an invited speaker on bubonic plague at Shakespeare’s Globe Theatre and the Folger Shakespeare Library, where she has held a fellowship. Her most recent of five books on plague and early modern disaster is Meteorology and Physiology in Early Modern Culture. Dr. Totaro earned her bachelor’s degree from Whittier College, her M.A. from Yale University, and her Ph.D. from University of Massachusetts, Amherst.

KRISTEN VANSELOW

FGCU assistant vice president for Innovation Education and Partnerships



For more than 20 years, Kristen Vanselow has been an advocate for students, faculty, and staff through her work in academic affairs, enrollment management, student affairs, program development, accreditation, and strategic planning. In her current role, Ms. Vanselow provides leadership for micro-credentialing and digital badge initiatives, FGCU Complete, Return to the Nest, prior learning assessment, and professional development programs for regional partners. Before joining FGCU, Ms. Vanselow worked at Michigan State University, the University of Tampa, St. Petersburg College, and Florida SouthWestern State College.

SHELTON WEEKS

Director of FGCU'S Lucas Institute for Real Estate Development & Finance



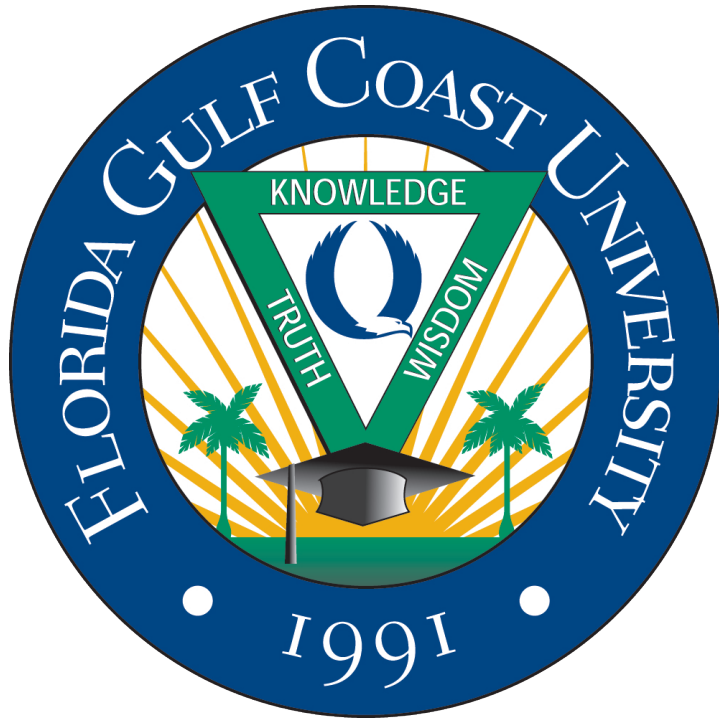
Dr. H. Shelton Weeks is a member of the inaugural faculty of Florida Gulf Coast University. He teaches in the areas of corporate finance, investments, and real estate. His research focuses on pedagogical issues, corporate governance, and real estate. Dr. Weeks has extensive industry experience in valuation of real property with an emphasis on senior living projects. He is a member of the American Real Estate Society.

CHARLES WINTON

President of Estero Bay Chevrolet



Charles D. Winton is a Certified Public Accountant who earned his bachelor's degree in accounting from Christian Brothers University in Tennessee. With more than 30 years of experience in the retail automotive industry, Mr. Winton has served as the Chief Financial Officer of Cross-Continent Auto Retailers, Inc., the nation's first publicly traded franchised auto dealer group. For more than a decade, Mr. Winton has served on the FGCU Foundation Board of Directors, where he carries the honor of Foundation Fellow, and he served on the FGCU Financing Corporation. In 2016, he served on the Presidential Search Advisory Committee, which led to the hire of President Mike Martin.



SECTION 3

Search Timeline and Process

- January 18, 2022** FGCU President Mike Martin announced his plans to retire, effective December 2022.
- April 12, 2022** FGCU Board of Trustees Chair Blake Gable announced the formation of a Presidential Search Advisory Committee. Edward Morton, the vice chair of the BOT, was named the chair of the committee. The FGCU Board of Trustees approved an executive compensation firm and executive search firm.
- April 13, 2022** FGCU Board of Trustees Chair Blake Gable issued the following charge to the Presidential Search Advisory Committee:
- Define the professional and personal qualities for the next president with input and guidance from the greater FGCU community;
 - Develop and execute an inclusive, robust, and transparent search to bring in the most diverse pool of highly qualified candidates for this position;
 - Operate a respectful and honest screening process and meet the high standards of FGCU stakeholders, the citizens of Florida, and state requirements to fill the president’s seat;
 - Submit more than two qualified applicants to the FGCU Board of Trustees for final interviews and selection of a president-elect.
- June 14, 2022** FGCU Board of Trustees approved the executive compensation firm’s recommended salary range of \$480,000 to \$1 million.
- November 17, 2022** FGCU Board of Trustees decided to reopen the recruitment and screening phase of the search for FGCU’s fifth president in January 2023.
- December 8, 2022** FGCU Board of Trustees approved the extension of President Mike Martin’s employment agreement to accommodate ongoing search for a successor (approved by Board of Governors on January 25, 2023).
- January 10, 2023** FGCU Board of Trustees Chair Blake Gable reinitiated the search for the fifth president. Two new members joined the Presidential Search Advisory Committee: Trustee Joseph G. Fogg III and Shelton Weeks, Ph.D., director of FGCU’s Lucas Institute for Real Estate Development & Finance. They replaced Arie van Duijn, Ed.D., and Ashley Coone, who were no longer able to serve on the committee.
- January 13, 2023** The FGCU Presidential Search Advisory Committee agreed to presentations and interviews with three executive search firms that responded to a Request for Quotation.
- January 31, 2023** Following presentations and interviews with three executive search firms, the FGCU Presidential Search Advisory Committee hired a new executive search firm to assist with the ongoing search for the university’s fifth president. Procurement began negotiating a contract with the firm.

February 13, 2023	New member orientation provided to review university search procedures and Chair Gable's original charge.
February 14-15, 2023	The executive search firm held virtual listening sessions with students, faculty, staff, and the community via Zoom.
February 16, 2023	The executive search firm met with FGCU's Presidential Search Advisory Committee to discuss nominations and individual candidates. The meeting was held in accordance with Section 1004.098, Florida Statutes.
February 13-24, 2023	The executive search firm held conversations with individual key stakeholders, including each member of the FGCU Board of Trustees.
February 17, 2023	FGCU Presidential Search Advisory Committee met with the executive search firm to review the search process timeline, leadership profile, and expectations.
February 23, 2023	FGCU Board of Trustees approved the leadership profile, the job position was advertised, and nominations and applications were sought.
February-March, 2023	The executive search firm held recruiting conversations, and update meetings were held with Committee Chair Morton.
March 24, 2023	The FGCU Presidential Search Advisory Committee reviewed candidates for consideration. Eight candidates were selected for semi-finalist interviews. The committee also discussed interview strategies. The meeting was held in accordance with Section 1004.098, Florida Statutes.
April 4-6, 2023	The FGCU Presidential Search Advisory Committee conducted semi-finalist interviews and selected four, unranked candidates for consideration by the Board of Trustees. The executive search firm reviewed referencing strategies.
April 6-May 10, 2023	The executive search firm held conversations with individual key stakeholders, including each member of the FGCU Board of Trustees.
April 17-26, 2023	On-campus stakeholder forums (one day for each finalist) were held.
May 4, 2023	FGCU Board of Trustees conducted final interviews and selected Aysegul Timur, Ph.D., as the university's fifth president, subject to confirmation by the Board of Governors. The executive search firm provided a presentation on referencing and stakeholder feedback.
June 22, 2023	FGCU Board of Trustees presents President-elect Timur to the Florida Board of Governors for confirmation as FGCU's fifth president.



SECTION 4

Position Advertisement



The Florida Gulf Coast University Board of Trustees invites applications and nominations for the fifth president of Florida Gulf Coast University. The president reports to the Board of Trustees and serves as the chief executive officer of the university, embracing the core values of integrity, collegiality, leadership development, support of scholarship and enthusiasm that are exemplified across the institution. The president is responsible for all operations of the university, including overall leadership and management of the institution, its academic enterprise, a Division 1 athletics program, fundraising and mobilization of all constituents including faculty, alumni, staff, students, community, corporate, foundation and local and state government leaders to meet the institutional and regional goals. The president will lead the continuing transformation of the university as it achieves further academic advances and propel the institution among the state's top choice for universities.

A key priority for the president **will be to work with external constituencies to generate the resources FGCU needs to deliver on and expand its operations and enhance its profile.** In building these external relationships, the president will also demonstrate considerable skill and experience as a communicator and negotiator, and will possess the diplomatic dexterity, political savvy, courage of convictions, self-awareness and discerning judgment necessary for superb leadership.

The ideal candidate will display the following important qualifications and attributes:

- Expertise in leadership, financial management, strategic planning and legislative relations
- A resilient, nimble problem solver who can successfully implement innovative solutions to respond to the challenges facing universities today
- A successful record of academic leadership and executive experience
- Experience managing and establishing priorities for complex budgets and a demonstrated ability to introduce and implement innovative funding initiatives
- A strong commitment to student success and innovative teaching practices involving students of every intersectional cultural background
- Excellent communication and interpersonal skills and a demonstrated track record in collaborating with faculty, students, staff, alumni and community stakeholders to achieve the university's mission
- An inclusive approach to management and leadership, embracing the [Chicago Principles](#) of freedom of thought and speech. A leader who values participating in a campus community that honors tradition, embraces intelligent and strategic growth and reflects the collegiality, respect, mutual support and warmth of a family
- A commitment to excellence in recruiting, retaining and developing a diverse faculty and leadership team
- Experience working with diverse student populations and an ability to communicate with and understand the needs and advance the interests of students at both the undergraduate and graduate levels

- Understanding of major fundraising initiatives and an ability to represent the university compellingly with stakeholders, alumni and donors
- An ability to communicate effectively and build partnerships with both internal and external stakeholders, including students, faculty, staff, union representatives, alumni, donors, business leaders and state policymakers
- A strong commitment to shared governance and a willingness to circulate widely and listen carefully, including a commitment to collaboration and transparency in decision-making
- A commitment to, experience with, and understanding of the importance and significance of community engagement and the ability to collaborate effectively on regionwide initiatives
- A demonstrated record of commitment to sustainability and service learning with a focus on initiatives in education, energy production, research and water management
- A dedicated advocate for FGCU with local and state government and business partners
- Preference will be given to candidates with an earned doctorate or appropriate terminal degree in an academic discipline as well as academic credentials sufficient to warrant the respect and complete confidence of a wide range of university stakeholders
- Provide leadership of a campus-wide strategic planning process
- Commitment to the mission of a regional comprehensive university
- Experience working with a board of trustees

The full position profile can be accessed at <https://greenwoodsearch.com/current-opportunities/>.

Further information about Florida Gulf Coast University may be found at: <https://www.fgcu.edu/>

APPLICATION AND NOMINATION PROCESS

Greenwood Asher & Associates® is assisting Florida Gulf Coast University in this search. Applications and nominations are now being accepted. Inquiries, nominations, and application materials should be directed to Greenwood Asher & Associates. Application materials should include:

- a letter of interest that addresses specifically how the candidate's experiences and qualifications intersect with FGCU's qualifications, attributes and listed strategic priorities as presented in the Presidential Profile
- A current résumé/curriculum vitae
- The name, title and email address of five professional references

We strongly encourage submitting application materials as PDF attachments. The search will be conducted with a commitment of confidentiality for all candidates except those who are invited to participate in campus forums. Initial screening of applications will begin immediately and will continue until an appointment is made. For best consideration, applications and nominations should be provided by March 22, 2023.



Powering the future of education
through partnerships that elevate
visionary leaders

Please direct inquiries, nominations, and application materials to:

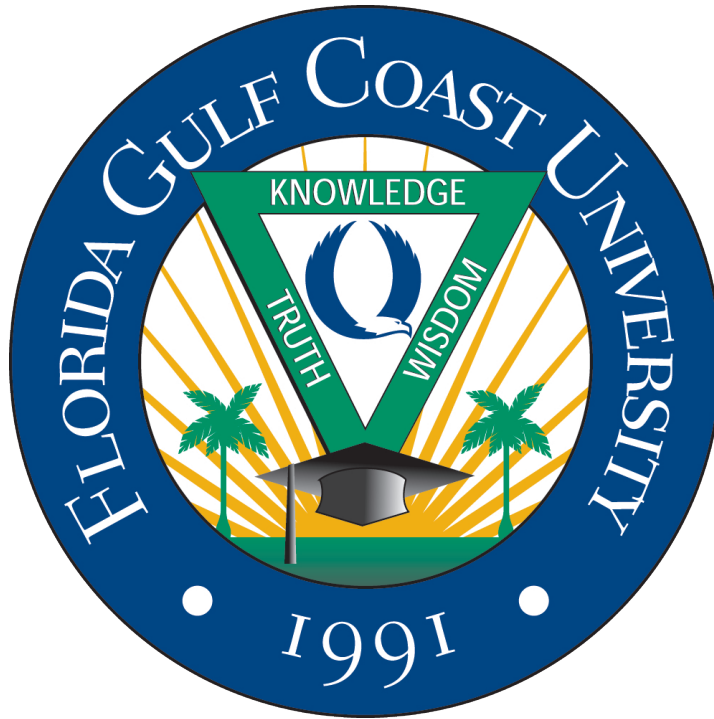
Julie Schrod, Senior Executive Search Consultant

E-mail: julieschrod@greenwoodsearch.com

Jim Johnsen, Ed.D., Vice President for Executive Search

E-mail: jimjohnsen@greenwoodsearch.com

Florida Gulf Coast University (University) is committed to ensuring equity and fairness for all University employees, students, visitors, vendors, contractors, and other third parties. Our commitment to these principles is essential to fostering a campus community that values diversity and inclusion. As such, the University does not discriminate on the basis of race, color, national origin, ethnicity, religion, age, disability, sex, gender identity/ expression, marital status, sexual orientation, veteran status, or genetic predisposition with regard to admissions, employment, programs, or other activities operated by the University. Sexual harassment and sexual assault are forms of sex discrimination. This prohibition extends to enforcement of Title IX of the Education Amendments of 1972 and the Genetic Information Non-Discrimination Act. The University's policies cover access and equity in the administration of education, programs, services, and activities throughout all divisions, departments, and units of the University.



SECTION 5

Leadership Profile



FLORIDA GULF COAST UNIVERSITY

PRESIDENTIAL LEADERSHIP PROFILE

Introduction

Florida Gulf Coast University has made an indelible impact on Southwest Florida since opening its doors 25 years ago. Education inspires growth, creates prosperity and strengthens community. The university has created a pipeline of teachers and nurses, engineers and entrepreneurs, social workers and scientists. It has also become a cultural resource that enriches life on campus and throughout the region.

Our campus and the communities beyond it serve as living laboratories where our faculty and students conduct life-enhancing research. The university's 63 undergraduate and 33 graduate programs prepare students to excel and innovate. Our students, alumni, faculty and staff are environmentally conscious and socially active members of their communities, inspiring others by leading and making a difference.

Location

Florida Gulf Coast University has the enviable position of being situated on Florida's southwest coast. It's midway between the cities of Fort Myers and Naples, just minutes from the Gulf of Mexico and the Southwest Florida International Airport, with easy access to Interstate 75.

Its proximity to both Naples and Fort Myers affords those who work here the option of living in either one without being far from campus. Estero and Bonita Springs are even closer. All of these communities offer a wealth of choices when it comes to housing: from downtown living near trendy restaurants and shopping to maintenance-free condo complexes to lush golf communities, waterfront homes and charming historic neighborhoods.



Enjoy a concert, play or art show at the **Bower School of Music & the Arts**.

Take a coffee break at **Starbucks**.

Spot future **FGCU Alumni**.

Both Naples and Fort Myers have made the top 10 list of best places to live in the U.S. News & World Report annual surveys.

Our beaches are routinely cited among the most beautiful, particularly those on Sanibel Island in Lee County and Barefoot Beach in Collier County.

When it comes to affordability, real estate prices are on the rise here, as they are everywhere. However, property taxes are comparatively low, homestead exemptions provide additional tax breaks to those claiming Florida residency, and there is no state income tax.

The region also is blessed with an abundance of environmental treasures, cultural attractions and a bounty of golf courses, great restaurants and shopping. These are just some of the benefits of living in a place that millions choose to visit.

Nature is on display at serene preserves such as Audubon's Corkscrew Swamp Sanctuary, Big Cypress National Preserve, Everglades National Park, Naples Botanical Garden and the Ten Thousand Islands National Wildlife Refuge. Animals such as endangered Florida panthers, loggerhead

sea turtles, American alligators, river otters, roseate spoonbills, eagles and other wild creatures call these carefully maintained lands home.

There are performing arts centers in Naples and Fort Myers, dozens of art galleries, movie complexes and excellent places to dine — from innovative food trucks to top-drawer restaurants run by James Beard Award nominees.

For sports lovers, the Grapefruit League brings the Boston Red Sox and the Minnesota Twins to town every spring. The Florida Everblades are a minor league ice hockey team based at the Hertz Arena just south of the university on Ben Hill Griffin Parkway. And for professional sports, Tampa is a mere 2 ½ hours away, with the Tampa Bay Buccaneers in the NFL, the Tampa Bay Lightning in the NHL and the Tampa Bay Rays in the MLB. (The New York Yankees conduct spring training there as well.)

The region, with its wealth of things to do and low crime rate, is a choice spot to raise a family or enjoy all of the attractions without ever having to leave.



Attend events at the **Lutgert College of Business.**

See the stars at the **Egan Observatory.**

Take a walk and relax on **The Great Campus Lawn.**

Cheer on the Eagles at **Alico Arena.**



Pictured: Academic Building 9, home of The Water School

Mission Statement

Florida Gulf Coast University, a comprehensive institution of higher education, offers undergraduate and graduate degree programs of strategic importance to Southwest Florida and beyond. FGCU seeks academic excellence in the development of selected programs and centers of distinction in science, technology, engineering and mathematics (STEM) disciplines, health professions, business, and marine and environmental sciences. Outstanding faculty and staff supported by a strong community of advisors prepare students for gainful employment and successful lives as responsible, productive and engaged citizens. FGCU emphasizes innovative, student-centered teaching and learning, promotes and practices environmental sustainability, embraces diversity, nurtures community partnerships, values public service, encourages civic responsibility, and cultivates habits of lifelong learning and the discovery of new knowledge.

Core Values and Principles

At FGCU we share the following core values and principles:

- Diversity, equity and inclusion are central to our commitment to excellence.
- We value, embrace and protect people of all races, ethnicities, genders, religions, abilities and sexual orientations.
- We collectively stand against any individual or group that practices any form of racism, discrimination, intolerance, hate expressions or disrespect.
- We expect that as individuals and as an institution we exhibit the highest levels of respect, integrity, fairness and honesty.
- We have a fundamental responsibility to educate beyond our campus and serve as leaders by modeling our values and principles in our community.
- We serve to be a convener of informed, critical and respectful conversation that leads to diversity,

inclusion, equity and justice as part of social transformation.

- We support other organizations in SWFL who share our values, principles and commitments.

The University

FGCU is one of the 12 public institutions that comprise the State University System of Florida and **one of its youngest, opening as the 10th university in August 1997.**

Initially intended as a place for older students to commute to from within the five-county area – Charlotte, Collier, Glades, Hendry and Lee counties – it quickly became a traditional university that appealed to new graduates from throughout the state and beyond. Today it attracts students from throughout the United States and a number of other countries as well. **More than 4,700 students live on campus, and the student body is increasingly diverse. With Hispanic students making up more than 23% of the student body, the university is an Emerging Hispanic Serving Institution.**

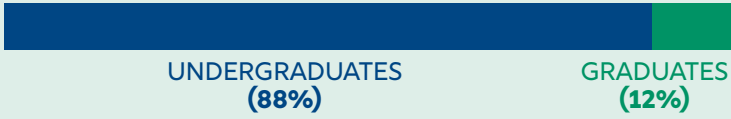
The university sits on 800 acres, with 400 committed to preservation. Nature trails meander through the undeveloped areas, allowing for respite and reflection away from the bustling pace of classes and activities. On the developed portion of land are some 100 structures, including a 15-acre solar field that powers three large classroom and lab buildings.

FGCU's commitment to a sustainable future for our region is one of the institution's hallmarks.

It has developed a formidable reputation for its environmental education and research. All students are required to take the University Colloquium, which empowers students to act for social, environmental and economic sustainability in a changing world. It aims to move higher still with the opening of The Water School's new home, Academic Building 9, which is the largest building on campus and offers a multidisciplinary approach to the issues of water quality and climate change.

Fast Facts

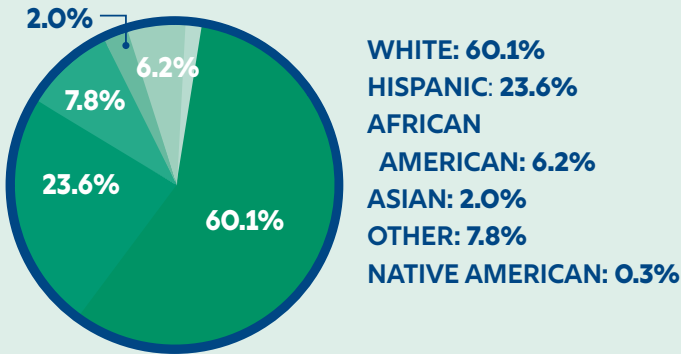
Students - 16,004 (Fall 2022)



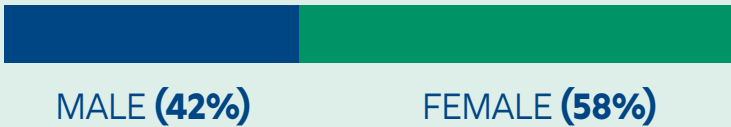
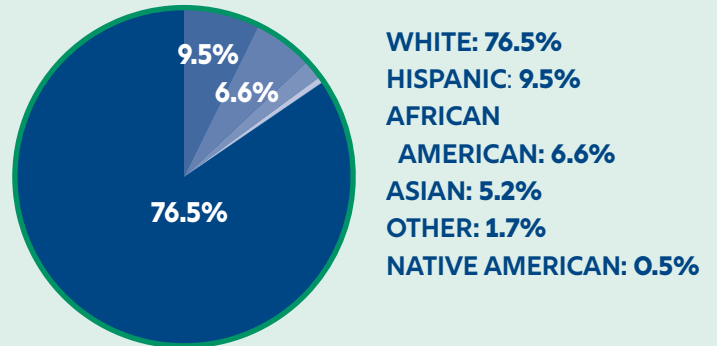
Faculty and Staff - 1,501 (Fall 2021)



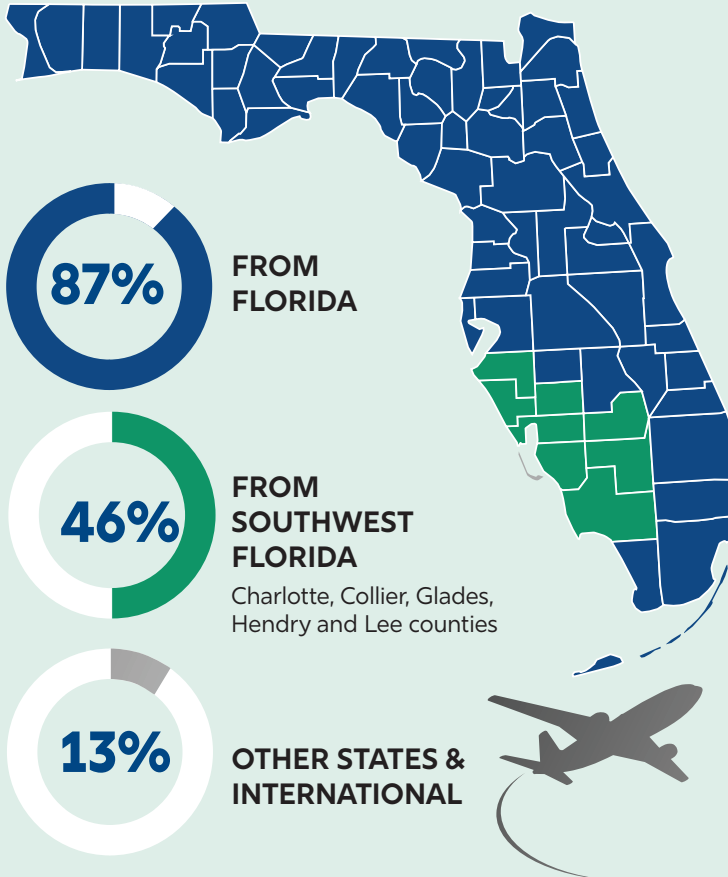
Student body diversity:



Staff diversity:



Where students come from:



STAFF EDUCATION
56% HAVE A FOUR-YEAR DEGREE

DURATION
AVERAGE STAY 80 MONTHS

2022-2023 BUDGET

\$315,593,305

ALUMNI

41,708

STATES WITH MOST ALUMNI: FLORIDA, GEORGIA, ILLINOIS, NEW YORK, NORTH CAROLINA, TEXAS

Alumni chapters: Atlanta, Chicago, Denver, Fort Lauderdale, Los Angeles, New York, San Francisco, Sarasota, Tallahassee, Tampa, Washington, D.C.

STUDENTS AND ALUMNI

Over 25 years, almost 40,000 students have graduated from FGCU and close to 16,000 now attend classes here each year. The majority of graduates choose to live and work in the region and state.

Service-Learning

A core component of student life at FGCU is commitment to service. **All undergraduates are required to complete 80 service-learning hours (40 hours for upper-level transfers).** The goal is to enhance classroom learning, gain career readiness skills, explore passion areas and provide students with an understanding of what it means to be a part of the community.

Since the university opened in 1997, FGCU **students have performed more than 4 million hours of service for community organizations.** It is integrated into classes, student organizations, FGCU offices and all of campus culture.

80
HOURS OF
COMMUNITY
SERVICE

4M
HOURS OF
SERVICE FOR THE
COMMUNITY

Community Impact

The university has become a respected source of expertise and inspiration in areas such as economic forecasting, which is provided by the Regional Economic Research Institute; health and societal issues, as addressed by our medical and social work experts in the Marieb College of Health & Human Services; environmental problems researched by our professor-scientists at the Vester Marine & Environmental Science Research Field Station and The Water School; teachers from the College of Education; and the excitement of competition as displayed by our men's and women's basketball and men's baseball teams.

The university leads by example as well, with a 15-acre solar field that powers three large lab and classroom buildings, rooftop solar panels on some residence halls that provide hot water, LEED-certified buildings, and many other sustainable initiatives.



Academics

As FGCU celebrates the 25th anniversary of its fall 1997 opening, it continues to develop and launch new degree programs aligned with high-wage, high-demand opportunities in the regional, state, national and global workforce. FGCU offers the affordability of a state university, the first-class facilities and technology of a new university and the small class size of a private university.

Accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), FGCU awards associate, baccalaureate, master's and doctoral degrees. The university's six colleges administer 63 undergraduate, 26 master's and 7 doctoral degrees as well as 17 certificate programs.

The university offers FGCU Complete, a program that enables those who previously earned college credits the opportunity to work toward a bachelor's degree in select programs.

FGCU offers a variety of ways for students to become innovative thinkers, lifelong learners and engaged citizens.

This begins as early as high school, with FGCU's Accelerated Collegiate Experience, which allows juniors and seniors to enroll in college courses that give them a head start. It continues with the university's distinguished Honors College, which affords students opportunities to engage in advanced scholarship, leadership training and the chance to live with other honors students in a specially designated residence hall.

Internships and cooperative programs give FGCU students hands-on experiences that prepare them to excel professionally. These opportunities often lead to employment following graduation. For lifelong learners, FGCU Academy offers hundreds of affordable lectures (online and in person) at several locations around Lee, Charlotte and Collier counties.



Six Colleges and Two Schools

COLLEGE OF ARTS & SCIENCES

The largest of FGCU's colleges, the **College of Arts & Sciences** houses **10 academic departments and the Bower School of Music & the Arts**, along with centers and institutes focusing on special issues and topics. It is dedicated to providing a high-quality, liberal arts education and fostering intellectual breadth and depth, reasoned and civil inquiry, intercultural understanding and civic engagement.

U.A. WHITAKER COLLEGE OF ENGINEERING

The U.A. Whitaker College of Engineering produces graduates with superior technical and professional skills to meet the engineering challenges of Southwest Florida and beyond. The building in which it is housed was built specifically for engineering programs, **providing students with the cutting-edge equipment required for the exacting technical work the study of engineering, computer science and construction management demand.**





MARIEB COLLEGE OF HEALTH & HUMAN SERVICES

There's no question the health professions are in great demand, and **Marieb College of Health & Human Services offers 20 degree programs to help meet the growing need for these demands.**



Its nursing program ranks No. 1 among 145 in the state. The college boasts a 100% pass rate in six program areas as well as a 100% 6-month employment rate for new graduates. Students in the School of Nursing, Departments of Counseling, Rehabilitation Sciences and Social Work are grounded in prescriptive knowledge coupled with a strong clinical emphasis.

COLLEGE OF EDUCATION

The College of Education offers a broad range of **accredited undergraduate and graduate programs for teachers, educational administrators and other professional school personnel.** The curriculum prepares graduates for a wide range of careers—from traditional PreK-20 education to museum programs for children with special needs, instructional design, educational media and e-learning. The college also runs Southwest Florida's first university program for adults with intellectual disabilities.



LUTGERT COLLEGE OF BUSINESS

The Lutgert College of Business instills students with the knowledge, skills and entrepreneurial drive to excel and lead in every aspect of business. **Through a practical curriculum and hands-on internship experiences, graduates are prepared to transition successfully from classroom to boardroom.** Current and former executives who live in Southwest Florida enhance students' education by sharing their expertise with the next generation of business leaders.

The college has become a regional force for economic research and development as well. It houses the School of Resort & Hospitality Management, Center for Agribusiness, Center for Supply Chain Excellence, Institute for Technological Innovation, Lucas Institute for Real Estate Development & Finance, Newton Ethical Leadership Initiative, Regional Economic Research Institute, Small Business Development Center and the Southwest Florida Leadership Institute.

HONORS COLLEGE

The **Honors College includes some 1,200 students, with representatives from each academic degree program.** Students don't just have high GPAs; they are driven to make the world a better place and focus on a variety of elements, including cultural enrichment, community engagement and leadership development.

The college provides three paths for students: Honors Scholars, designed for first-time-in-college students; Honors Foundations, for students enrolling after earning 30 credit hours; and Honors in the Major, also for those enrolling after 30 credit hours.

Undergraduate research is a point of pride throughout the university but reaches its apex among students in the Honors College.





DAVELER & KAUANUI SCHOOL OF ENTREPRENEURSHIP

The Daveler & Kauanui School of Entrepreneurship teaches students to harness their creative potential. In just a matter of four years, it has done much the same itself, **beginning as a small program and quickly developing into one of the top entrepreneurship schools in the country**, according to Princeton Review. Students may design a major that allows them to create and lead new ventures or acquire jobs in established companies where their initiative and problem-solving capabilities are highly valued.



THE WATER SCHOOL

The **newest school – and largest academic building – at FGCU, The Water School**, focuses on key areas critical to our water-driven world, including such topics as climate change, natural resources, ecosystem health and well-being, restoration and remediation. While the focus is on environmental issues and water quality, professors from other disciplines are also affiliated with the school to bring their perspectives on the myriad ways water impacts our lives.



The school houses several centers and partnerships, including Vester Marine & Environmental Science Research Field Station, the Everglades Wetland Research Park in the Kapnick Education Research Center at Naples Botanical Garden, the Coastal Watershed Institute, the Environmental Education and Outreach Program and the Rookery Bay National Estuarine Research Reserve Faculty Liaison.





Campus Life

There's a **lot of activity to be found on campus when classes and service-learning are done.**

The Bower School of Music & the Arts boasts performances in the U. Tobe Recital Hall, featuring up-and-coming student musicians as well as performers from around the world. There are stage productions at the black box TheatreLab and visual-arts exhibits at the Wasmer Art Gallery throughout the year, many integrating student-faculty talent with professional artists and actors.

Some 200-plus registered student organizations afford students a wide range of activities and ways to engage with others

who enjoy the same activities. Some two dozen fraternities and sororities bring a feeling of family to campus life, and a like number of sports clubs give students the opportunity to remain active.

Lake Como — bordered by the university's celebrated beachfront — is located along North Lake Village and provides a variety of watersports. The resort pool in South Village and the Aquatics Center's 50- and 25-meter pools are open to all students as well. The well-equipped new fitness and recreation center provides workout classes and equipment in a modern setting.



Athletics

FGCU's athletics program moved into Division I quickly, with the men's basketball team making international headlines in 2013 when it vaulted into the NCAA Sweet 16. The women's team has made repeated March Madness forays as well, and the men's baseball team gave rise to an MLB phenom by the name of Chris Sale, now pitching for the Boston Red Sox.

This year, women's basketball star Kierstan Bell was a first-round draft pick for the Las Vegas Aces.

The university's **15 intercollegiate sports teams have collectively won 87 conference and tournament titles in 14 years of Division I play** in the Atlantic Sun Conference and the Coastal Collegiate Sports Association (the latter for swimming and diving). **Student-athletes routinely maintain a higher GPA than the overall FGCU student body** as well (3.41 to 3.15 in 2020-21).

FIRST

#15

SEED EVER TO ADVANCE

TO NCAA MEN'S BASKETBALL CHAMPIONSHIP SWEET 16

15

INTERCOLLEGIATE SPORTS TEAMS



Public Media

WGCU Public Media has served Southwest Florida with quality television and radio programming for more than 30 years.

Originally a satellite operation licensed to the University of South Florida, WGCU Public Media became independent in 1996 when the broadcast licenses were transferred to FGCU, and the new broadcast facility was built on campus. Since then, **it has dramatically strengthened and expanded its physical infrastructure, financial base and media services**, which consist of four digital TV-programming streams, four radio streams, a website, podcasts and a news team that has produced TV documentaries and radio programs that have won multiple prestigious awards.

Community Support

Although FGCU is a state university and receives funding from the state at levels determined annually by the Florida Legislature and governor, its **rapid growth is due primarily to the overwhelming support of the Southwest Florida community.**

From the university's founding, Southwest Floridians have supported it, starting with the donation of the site on which it is built. Philanthropist and business owner Ben Hill Griffin III, gave FGCU the land for the university and funds to build Alico Arena.

The region is home to many successful individuals who value education. Supporters have created endowments for scholarships and professorships, bringing the university's total endowment to more than \$129 million. Others have invested in buildings and programs.

The FGCU Foundation has proved a powerful force in advancing the university's initiatives by attracting donors and carefully investing the university's endowment.

In April 2022, the university launched a comprehensive fundraising campaign to raise \$75 million to enhance FGCU's academic excellence and health education and expand our footprint in the arts.





Presidential Profile

The Florida Gulf Coast University Board of Trustees invites applications and nominations for the **fifth president of Florida Gulf Coast University**. Florida Gulf Coast University Presidential Search Advisory Committee members are representatives of the Board of Governors, the Board of Trustees, faculty, students, administration, staff, alumni, donors and members of the Southwest Florida communities. The committee is chaired by Edward Morton, current vice chair of the FGCU Board of Trustees. It is anticipated that the new president will assume office on or about July 1, 2023.

The president reports to the Board of Trustees and serves as the university's chief executive officer, embracing the core values of integrity, collegiality, leadership development, support of scholarship and enthusiasm that are exemplified across the institution. The president is responsible for all operations of the university, including overall leadership and management of the institution, its academic enterprise, a Division I athletics program, fundraising and mobilization



of all constituents, including faculty, alumni, staff, students, community, corporate, foundation and local and state government leaders to meet institutional and regional goals. The president will lead the continuing transformation of the university as it achieves further academic advances and propel the institution to be among the state's top choices for universities.

A key priority for the president **will be to work with external constituencies to generate the resources FGCU needs to deliver on its mission and expand its operations and enhance its profile.** In building these external relationships, the president will also demonstrate considerable skill and experience as a communicator and negotiator and will possess the diplomatic dexterity, political savvy, courage of convictions, self-awareness and discerning judgment necessary for superb leadership.

Qualifications & Attributes

The ideal candidate will display the following important qualifications and attributes:

- ▶ Expertise in leadership, financial management, strategic planning and legislative relations
- ▶ A resilient, nimble problem solver who can successfully implement innovative solutions to respond to the challenges facing universities today
- ▶ A successful record of academic leadership and executive experience
- ▶ Experience managing and establishing priorities for complex budgets and a demonstrated ability to introduce and implement innovative funding initiatives
- ▶ A strong commitment to student success and innovative teaching practices involving students of every intersectional cultural background
- ▶ Excellent communication and interpersonal skills and a demonstrated track record in collaborating with faculty, students, staff, alumni and community stakeholders to achieve the university's mission
- ▶ An inclusive approach to management and leadership, embracing the [Chicago Principles](#) of freedom of thought and speech. A leader who values participating in a campus community that honors tradition, embraces intelligent and strategic growth and reflects the collegiality, respect, mutual support and warmth of a family
- ▶ A commitment to excellence in recruiting, retaining and developing a diverse faculty and leadership team
- ▶ Experience working with diverse student populations and an ability to communicate with and understand the needs and advance the interests of students at both the undergraduate and graduate levels
- ▶ Understanding of major fundraising initiatives and an ability to represent the university compellingly with stakeholders, alumni and donors
- ▶ An ability to communicate effectively and build partnerships with both internal and external stakeholders, including students, faculty, staff, union representatives, alumni, donors, business leaders and state policymakers
- ▶ A strong commitment to shared governance and a willingness to circulate widely and listen carefully, including a commitment to collaboration and transparency in decision-making
- ▶ A commitment to, experience with, and understanding of the importance and significance of community engagement and the ability to collaborate effectively on regionwide initiatives
- ▶ A demonstrated record of commitment to sustainability and service learning with a focus on initiatives in education, energy production, research and water management
- ▶ A dedicated advocate for FGCU with local and state government and business partners
- ▶ Preference will be given to candidates with an earned doctorate or appropriate terminal degree in an academic discipline as well as academic credentials sufficient to warrant the respect and complete confidence of a wide range of university stakeholders
- ▶ Provide leadership of a campus-wide strategic planning process
- ▶ Commitment to the mission of a regional comprehensive university
- ▶ Experience working with a board of trustees

Into The Future – Strategic Priorities For The President

Building a Strategic Vision

It will be important for the president to mobilize the campus community and Board of Trustees to create a strategic vision appropriate to Florida Gulf Coast University as it builds for the future. The new president will have the ability to adapt to change in the higher education landscape and position FGCU for continued success. This person will lead by positively influencing a wide variety of constituents.

Enhancing Diversity, Equity and Inclusion

The president will work directly with the campus community to integrate and demonstrably promote initiatives for diversity, equity and inclusion. Those initiatives should reflect broadly and consistently Florida Gulf Coast University's pathway to an accepting, welcoming and nurturing campus environment for all. As an emerging Hispanic-Serving Institution (HSI), FGCU will continue to serve an increasingly diverse student body and must be a university that is welcoming to new students and supportive of current students to maximize student success and enhance retention.

Advancing Academic Vision and Mission

The president will have the opportunity to shape a distinctive model for higher education in the 21st century as Florida Gulf Coast University continues to develop as an institution with cross- and multi-disciplinary academic and research programs led by a collaborative team of highly respected faculty. The faculty of FGCU are committed to maintaining a student-centered, intellectually relevant curriculum, focusing on preparing graduates to be well-rounded world citizens and successful professionals. Accordingly, the president

will have the experience and insight to provide passionate leadership and advocacy for Florida Gulf Coast University as it pursues its core mission of academic excellence. This person will need to prioritize and manage expectations within a performance-based fiscal climate.

Fostering Student Success and Involvement

The students at Florida Gulf Coast University provide energy and commitment, which create a dynamic campus environment. The president will embrace the talents and contributions of students. Student creativity and leadership should be valued and drawn upon to improve academics and student life. The president will foster an environment that cultivates student success and will be committed to providing the students at Florida Gulf Coast University with an exceptional educational experience inside and outside of the classroom.

Sustaining A Commitment To Research, Creativity, and Discovery

FGCU has become a place of discovery committed to the generation of new knowledge and other creative endeavors. Such activities are the underpinnings of academic excellence and benefit society and contribute to the economic vitality of the region, state and nation. In recent years, FGCU has given energy to its research commitment, as well as maintaining the vitality of its longstanding teaching mission and commitment to the undergraduate experience. The president will have a proven commitment to research excellence and research development. The president will work with the campus community to continue

developing and implementing a research vision for the 21st century, a vision that will look toward selectively expanding research infrastructure and enhancing the overall research enterprise of the university, including opportunities for graduate and undergraduate research initiatives.

Respecting a Vibrant Faculty, Administration, and Staff

The president will work with the provost and deans to recruit and retain a diverse and exemplary faculty, administration and staff. Along with the provost, deans, faculty and staff leaders, this person will assist in maintaining an effective shared governance model consistent with the institution's mission. The president will continue to recruit and retain an enthusiastic, diverse and professional team of administration, faculty and staff that will effectively contribute to and enhance the overall mission of Florida Gulf Coast University. Finally, this person will exhibit a strong commitment to professional advancement and the ongoing development of faculty, staff and administrators.

Turning Ideas Into Action

Florida Gulf Coast University must respond thoughtfully to the challenges of rapidly changing demographics, shifts in the professional market in all its academic programs, changes in technology, and the constantly evolving needs of its students — undergraduate and graduate. The president will work with faculty, students, staff, other academic administrators, the Board of Trustees, as well as local communities, to map and assess strategic action plans to ensure Florida Gulf Coast University reaches its full potential.

Fostering Excellence

The strength of Florida Gulf Coast University begins with the quality of its faculty, staff, students and institutional partners. The unique array of disciplinary and cross-disciplinary offerings in the arts, humanities, sciences and professional

programs must continue to grow in stature. The president will foster an environment of inclusion and transparency, which will continue to involve faculty, students, staff and partners in decision-making processes as they help to set and meet the highest standards. The president will be an enthusiastic spokesperson for Florida Gulf Coast University with internal and external constituencies, continually advancing its mission and innovative academic and research programs.

Enriching Campus Facilities

To create a safe and highly functioning university environment, the president will work with campus community members to ensure appropriate facilities support and enhancement. Prospects exist for the timely planning, development and use of campus facilities using efficient, innovative and environmentally sustainable technologies to ensure that campus facilities continue to support the needs of its faculty, staff and students.

Nurturing Relationships and Entrepreneurship

The president will heighten Florida Gulf Coast University's standing among the varied constituencies it serves. This includes participating on national, state and local boards; developing alliances with local and regional service organizations and local and state business leaders; fostering positive relations with foundations, granting agencies and university alumni; and developing public/private partnerships. Importantly, the president is Florida Gulf Coast University's liaison with the Board of Governors, FGCU Board of Trustees, colleague universities in Florida and the region, the governor and local, state and federal policymakers.

Strengthening Philanthropic Development

The president will continue to collaborate with the FGCU Foundation team to build a solid framework on which a robust fundraising program can be

supported. This will involve planning with deans, faculty, students, senior administrators, staff, alumni and other partners to establish fundraising priorities, and identify potential friends and donors, particularly in the Fort Myers and Naples areas, while maintaining strict adherence to university policies and procedures.

Supporting Eagles Athletics Programs

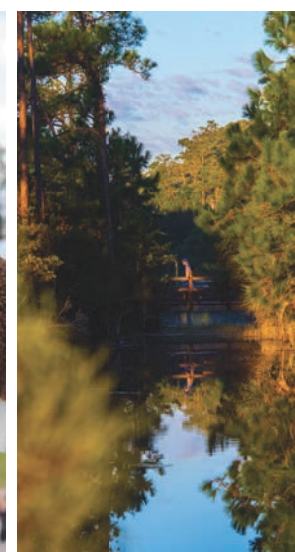
NCAA Division I athletics reflect the spirit of FGCU. It will be important for the president to work with the athletic director and others to continue to build on the strengths of Eagles athletics, particularly as they serve to balance effectively with academic programs on campus and enter the new NCAA era of Name, Image and Likeness (NIL). FGCU's athletics success should continue to be a source of pride for the campus, local community, the state of Florida and Eagle alumni worldwide.

Ensuring Involvement

The overall growth of the institution during the past 25 years has affected the campus in myriad ways. As a true partner, the president has responsibility for leading broad and effective involvement in university decision-making processes, as well as nurturing collaborative and team-based efforts to benefit the university as a whole. Such efforts will contribute to a sustainable culture for both new and longer-term members of the FGCU community.

Building a Bright Future for Florida Gulf Coast University

The president will possess vision and be an ethical, compassionate, creative, communicative and energetic leader who can join forces with all constituencies, internal and external, to lead Florida Gulf Coast University to its full potential.



Application and Nomination Process

Greenwood Asher & Associates® is assisting Florida Gulf Coast University in this search. Applications and nominations are now being accepted. Inquiries, nominations, and application materials should be directed to Greenwood Asher & Associates. Application materials should include:

- a letter of interest that addresses specifically how the candidate's experiences and qualifications intersect with FGCU's qualifications, attributes and listed strategic priorities as presented in the Presidential Profile
- A current résumé/curriculum vitae
- The name, title and email address of five professional references

We strongly encourage submitting application materials as PDF attachments. The search will be conducted with a commitment to confidentiality for all candidates except those invited to participate in campus forums. Initial screening of applications will begin immediately and continue until an appointment is made. For best consideration, applications and nominations should be provided by March 22, 2023.

Please direct inquiries, nominations and application materials to:

Julie Schrodt, senior executive search consultant
E-mail: julieschrodt@greenwoodsearch.com

Jim Johnsen, Ed.D., vice president for executive search
E-mail: jimjohnsen@greenwoodsearch.com

Further information about Florida Gulf Coast University may be found at: fgcu.edu

**Greenwood
Asher &
Associates®**

Members of The Florida Gulf Coast University Presidential Search Advisory Committee

Mr. Edward Morton (chair) | Vice chair of FGCU Board of Trustees

Ms. Grace Brannigan | FGCU Board of Trustees;
FGCU Student Government president

Mr. Joseph Catti | Director, chairman and CEO of FineMark National Bank & Trust and FineMark Holdings, Inc.

Mr. Richard P. Eide, Jr. | FGCU Board of Trustees

Mr. Joseph G. Fogg III | FGCU Board of Trustees

Ms. Darlene Jordan | Florida Board of Governors

Ms. Gail Markham | Partner, Markham Norton Mosteller Wright & Company, P.A.

Ms. Tina McCain Matte | Of counsel, Gravina, Smith, Matte & Arnold Marketing and Public Relations

Mr. Luis Rivera | FGCU Board of Trustees

Dr. Rebecca Totaro | FGCU associate dean of Curriculum & Assessment; English professor

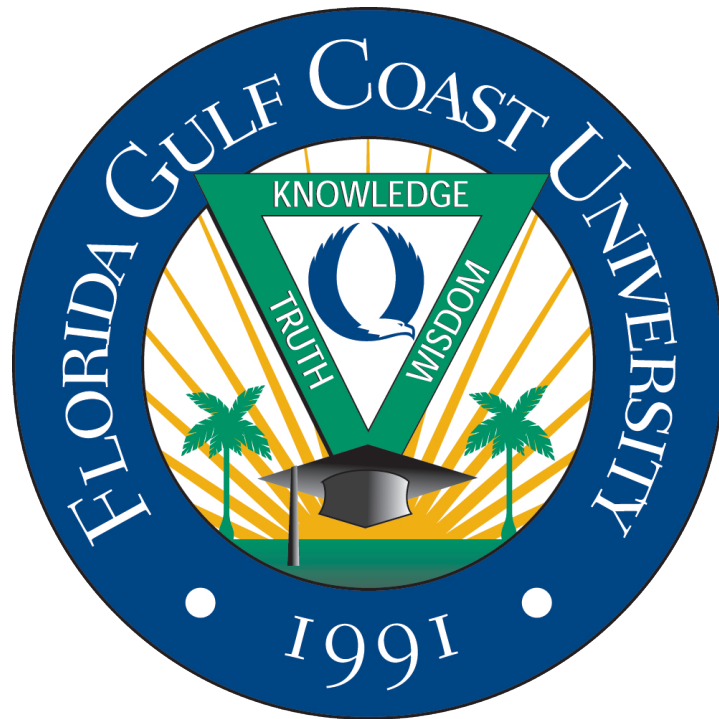
Ms. Kristen Vanselow | FGCU assistant vice president for Innovation Education and Partnerships

Dr. Shelton Weeks | FGCU director of the Lucas Institute for Real Estate Development & Finance

Mr. Charles Winton | President of Estero Bay Chevrolet

Florida Gulf Coast University (University) is committed to ensuring equity and fairness for all University employees, students, visitors, vendors, contractors, and other third parties. Our commitment to these principles is essential to fostering a campus community that values diversity and inclusion. As such, the University does not discriminate on the basis of race, color, national origin, ethnicity, religion, age, disability, sex, gender identity/ expression, marital status, sexual orientation, veteran status, or genetic predisposition with regard to admissions, employment, programs, or other activities operated by the University. Sexual harassment and sexual assault are forms of sex discrimination. This prohibition extends to enforcement of Title IX of the Education Amendments of 1972 and the Genetic Information Non-Discrimination Act. The University's policies cover access and equity in the administration of education, programs, services, and activities throughout all divisions, departments, and units of the University.





SECTION 6

**President-Elect Bio, Letter,
and Curriculum Vitae**



PRESIDENT-ELECT
DR. AYSEGUL TIMUR

Aysegul Timur, Ph.D., was selected to become Florida Gulf Coast University's fifth president on May 4, following a unanimous endorsement from the FGCU Board of Trustees.

Timur, an economist by training, is a Naples resident with more than 24 years of experience in higher education.

In her most recent role, Timur served as Vice President and Vice Provost for Strategy and Program Innovation at FGCU, where she has worked since 2019.

Timur is widely known for building collaborative teams of university and community stakeholders to implement strategic initiatives, including workforce alignments. This includes launching FGCU's micro-credentialing and digital badges initiative, which enhance the rigor of existing academic programs while being responsive to the ever-changing needs of the business community.

Timur also led the efforts for FGCU to receive a historic \$22.9 million grant through the U.S. Department of Commerce — Economic Development Administration's Good Jobs Challenge Grant to amplify workforce development efforts in Southwest Florida.

Prior to joining FGCU, Timur worked for Hodges University, where she progressively took on larger leadership roles. She started off as a teaching assistant in 1999 and steadily scaled the academic ranks to become a full professor of economics in 2009. She soon took on additional administrative roles, ultimately

becoming Dean of the Johnson School of Business in 2014 and the Senior Vice President of Academic Affairs in 2017.

Timur's selection as FGCU's next leader is historic, as she is the first woman and immigrant selected to lead the university.

Originally from Turkey, Timur is a first-generation college student who made the cross-continental move to Naples 25 years ago. She quickly learned English and, within the next four years, earned a doctorate from the University of South Florida. Prior to moving to the U.S., she earned her bachelor's and master's degrees in business administration from the University of Istanbul.

Timur raised her two children with husband, Mete, in the Southwest Florida community. While furthering her career in higher education, she also embedded herself in the regional community, performing civic service and taking on additional leadership roles.

Today, Timur is chair of the Collaboratory Board of Trustees, a member of the Florida Chamber Foundation's Board of Trustees, a member of the Greater Naples Chamber of Commerce's Board of Directors, immediate past chair of the Leadership Collier Foundation Advisory Council, and a member of the International Women's Forum's Florida Suncoast Board of Directors.

Aysegul Timur, Ph.D.
3169 Saginaw Bay Dr.
Naples, FL 34119
239-450-5571
drtimur@mail.com

March 20, 2023

Dear Chair Morton and the members of the Florida Gulf Coast University (FGCU) Presidential Search Advisory Committee,

I am extremely honored to have been nominated to apply for the position of Florida Gulf Coast University's fifth president. From my service as FGCU's Vice President and Vice Provost, Strategy and Program Innovation, you know that I am deeply committed to continuing to create ***a brilliant future for FGCU, for its students, and for Southwest Florida.***

I am very passionate about FGCU and about the state of Florida as a whole. In fact, I think I can say that Southwest Florida has adopted me and I have adopted Southwest Florida in many ways. As I have made my home in Southwest Florida over the past 25 years and have raised my family here, I have matured both personally and professionally. Southwest Florida and I have grown together and have given a lot to each other. As a result, my ***strategic vision*** for the future of FGCU is inseparable from our communities and our businesses. We must all continue to grow together.

To me, the ***"regional comprehensive" part of our university is key to our future***: no one part of our academic and community mission can succeed without the others. As a comprehensive university, FGCU is positioned to be the engine that creates a continuous positive feedback loop between the growth of the University and the needs of the region. FGCU is not a system unto itself; rather, it is a key driver of the region's – and the state's – inter-related educational, economic, and cultural systems. Our job is to provide expertise and educational opportunities to everyone, because education is a long-term investment in human capital, and human capital will drive economic prosperity and sustainability in the region and beyond.

My education as an economist and my 25 years of experience building successful partnerships across the five-county region make me uniquely qualified to shepherd FGCU into this next phase of development. Moving forward from our building and growth phase, the University will need to transition into sustaining excellence. Our top priorities are ensuring the rigor of our academic programs, expanding research to address the needs of our changing community, and maintaining our high student success rate by developing improved practices for student navigation. We can only achieve our University's mission by ***investing in our own human capital*** – our faculty, administrators, and staff – and by strengthening their role in our shared governance model. Building on the diverse expertise of our entire University team, I envision creating new partnerships that also leverage the strengths of the communities we serve.

I have acquired deep knowledge of our communities' strengths and needs, and have nurtured the trusting relationships on which all regional collaborations are built through my years of ***service*** on regional and state-wide non-profit boards and economic development initiatives. I frequently make presentations about economic and demographic indicators to local business and community

organizations. I also have deep knowledge of our students' strengths and needs, which I keep current by teaching a senior level economics course in the Lutgert College of Business.

I am a collaborator and team builder. I am by nature *inclusive*, as is my *leadership style*. I have brought together teams comprised of faculty and staff from across disciplines and areas, and have also connected these teams to our larger community. Together, these teams have done incredible work across silos and systems. I have been able to lead these teams effectively because I have learned it is necessary to use both administrative and leadership skills to achieve goals. To me, *leadership is influence* and inspiring people; it entails providing direction to achieve a shared vision that is clearly relevant to their own goals. On the other hand, being an administrator involves *providing direction for execution*. Using both, I mentor my team members and colleagues to become transformative leaders themselves. For example, over the past few years I have met weekly (in the evenings outside of regular work hours) with a group of faculty to support their scholarship and publications, creating opportunities for advancement for them. As a senior leader at FGCU, I am committed to using my influence to cultivate a community of scholars. Together, then, we will be able to achieve the University's greater mission, both in the region and in Florida as a whole. Some examples of my collaborative work include:

- Through my work with FGCU's Regional Economic Research Institute, FGCU's Office of Innovative Education and Partnerships, and Collaboratory's FutureMakers Coalition, we have already brought ***nearly \$23M in federal funding to the region to enhance systems for coordinated regional workforce development***. With this grant, ***FGCU is newly positioned as the regional convener and the source of all data analyses for impact***. To enhance regional collaboration, I have made sure that K-12 Superintendents, representatives from local chambers of commerce and economic development agencies, industry leaders, and local employers in the selected industries are present at meetings for this initiative.
- My success ***collaborating with faculty/staff and local businesses*** to establish FGCU's ***microcredentials and digital badge initiative*** demonstrates that FGCU can create academic and workforce alignment partnerships to develop talent pipelines to large regional employers. This successful program provides a model (the Power of "And") for future education programs that are responsive to the needs of business and community partners while enhancing the academic rigor of programs at FGCU. Recognizing how this program benefits our workforce, the Lee County Economic Development Office awarded FGCU a \$1M grant to offer these credentials at no cost to Lee County residents.
- The role I played in ***developing university-wide teams and data dashboards*** to execute FGCU's Return to the Nest and further FGCU Complete programs (with funding from FutureMakers Coalition at Collaboratory, the Kresge and Lumina Foundation's Talent Hub grant, the Lee County Industrial Authority, and the Elsa and Peter Soderberg Charitable Foundation) ***has opened doors for adult and non-traditional learners*** and built a new model for coordinated student navigation and systems across the campus.
- My role as a ***key team member*** of FutureMakers' CivicLab-funded Hendry County Building Rural Community Learning Systems grant has ***revealed opportunities for FGCU to serve our region's rural counties*** by leveraging their strengths to build opportunities for dual enrollment, degree completion, and rapid credentials through which FGCU can reach more deeply into these communities.
- My role as a ***facilitator*** for the FGCU Strategic Roadmap Steering Committee led to ***inviting external as well as internal constituents*** to provide ***input for the next strategic plan***.

- As a new trustee of the Florida Chamber Foundation, I am elevating FGCU and Southwest Florida as models for how regions can work together to **address the challenges and leverage the opportunities of the Chamber's Florida 2030 blueprint**. One of my significant roles here is to make connections to constituents across the state.

I have used my broad skill set to turn ideas into impact for FGCU. For example, a conversation at a social event led to the Resnick Wynn Family Business Conference, now in its second sold-out year; strengthening our partnership with Florida SouthWestern State College has increased the number of articulation agreements; developing new collaborations with Arthrex, Gartner, NeoGeonomics, and Hertz has led to new academic and workforce opportunities; implementing the IBM Skills Academy has broadened technology-based certifications; participating in a national movement - Credential as You Go - has included FGCU in a leading group of institutions; when the need arose, I stepped up to complete our interim accreditation report in three months and prepared multiple growth plans and budgetary predictions for different functional areas.

My aspirations for FGCU going forward build upon the entrepreneurial mindset and remarkable work that are already in place. Today, FGCU is well positioned to lead regional growth, even as the landscape of higher education changes, with a growing academic program portfolio powered by scholarship, research, creativity, and discovery. Our strengths are student-centered teaching and learning with highly-motivated exemplary faculty, innovative and inclusive educational opportunities, and strategic community involvement. Specific initiatives to leverage these strengths will include:

- By locating more cultural and academic events off campus, we will nourish deeper community roots and ensure **FGCU's name is prominent throughout the region** while preserving our ability to **use campus facilities flexibly** to support FGCU's mission.
- **Continuing to support Eagle Athletics**, which so effectively complement current students' academic experiences, will be both a pleasure and an opportunity to build support for the University. Eagle Athletics is as much a part of our brand as academic excellence.
- Coordinated systems and communication for **student success** will ensure every program, every faculty member, and every staff member understands their individual role in assuming accountability for our **continuous improvement culture**. This continuous improvement culture should be informed by open communication, and **publicly-available data dashboards**, which will reflect each individual's contribution to a system-wide commitment to being proactive about meeting the Board of Governors' ten performance-based funding metrics.
- The foundation for all student success is what happens in the classroom. And our faculty's ability to be inspiring teachers and mentors is in turn built on their own intellectual engagement in scholarship and research. As president, I will champion a culture where faculty and students alike are immersed in a **rich learning environment that supports collaboration across disciplines and among students, faculty, and outside partners**. Private and federal grant funding is often a good way to initiate such innovative collaborations.
- FGCU can distinguish itself by ensuring that every student, regardless of his/her program of study, is exposed to a **career exploration and/or work-based learning opportunity** to discover (while they study) the passions that will fuel their personal and professional success. I have already taken steps to make this happen by engaging the leadership team in developing a new legislative budget request for funding to expand FGCU's experiential learning programs.
- The Water School has already positioned FGCU as a university of distinction. FGCU can continue to **build our institutional brand of distinction** by focusing our applied and interdisciplinary research in

the **living laboratory** that is our region on addressing and extending Southwest Florida’s need for **sustainable and resilient community development**.

- We are first and foremost a university, and our **highest obligation is as the region’s convener for educational opportunities**. To serve all learners in the region, K-12 school districts and both public and private colleges and universities need to achieve alignment of education programs across silos. FGCU has a leadership role to play here.

This brief overview of my past achievements, my ongoing work, and my vision for integrating the continued success of FGCU into our region’s overall economic development demonstrates my considerable experience working with community partners; developing strategic plans, allocating resources and budgets, and collaborating with FGCU’s Board of Trustees; and the ways I am able to build bridges across silos. I have successfully recruited and supported effective teams by using an inclusive leadership style to **turn ideas and strategic plans into impact**. I have also nurtured relationships throughout our five-county region that will facilitate **successful fundraising for the University**.

In fact, in partnership with President Martin, I have already begun to implement the vision I have articulated here of FGCU as a central engine for regional development. If I am selected as FGCU’s next president, I will use the greater regional influence that position will bring to convene partners and secure funding to build on what FGCU has already accomplished in its first 25 years.

You know me as an adaptive leader and a coalition builder who contributes across the University and across the region. You may not know that my commitment to engaging diverse perspectives and strengths is deeply rooted in my personal experience. In the 25 years since I moved to the U.S. from Turkey (not just another country, but another continent – and an entirely different language and culture), I have felt that Southwest Florida’s academic and business communities have embraced the global perspectives I have brought to our work together. I believe strongly that a similar embracing of difference is part of our role as a comprehensive university – inclusive opportunities, conversations, and entrepreneurial ideas are central to both our mission and our success. My personal experience and audacious goals also nourish my passion, optimism, and my energy. Once you have commuted to Tampa from Naples four days a week for four years for a Ph.D. program at one of the best research universities in Florida, and written and defended a doctoral dissertation in a language you didn’t speak at all a few years earlier – all while you raise a family and work full-time as a faculty member -- you know what can be accomplished with passion, vision, hard work, leadership, and a strong team. And, because I do know what is possible, I am able to inspire students to achieve their own audacious goals.

I look forward to exploring further what we can accomplish together for FGCU, our students, and Southwest Florida-- and beyond.

Sincerely,



Aysegul Timur, Ph.D.,
Vice President and Vice Provost, Strategy and Program Innovation,
Professor of Economics
Florida Gulf Coast University

Aysegul Timur

Vice President and Vice Provost for
Strategy and Program Innovation
Florida Gulf Coast University

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Fort Myers, FL 33965
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Education

- Ph.D. University of South Florida, 2006
Business Administration/Major: Economics
Dissertation: The Single Market and Pharmaceutical Industry in the European Union: Is There Any Evidence of Price Convergence?
- M.B.A. University of Istanbul, 1997
Concentration: Business Policy and Organization
Thesis: Total Quality Management and A Case Study in Banking Industry
- B.S. University of Istanbul, 1993
Business Administration

Professional Experience

**Vice President and Vice Provost for Strategy and
Program Innovation, Office of the President
Florida Gulf Coast University (FGCU)**

June 2020 – Current

Major Accomplishments

- Building cross-discipline teams, including faculty and staff across the university and community members, to implement University's strategic initiatives, including but not limited to:
 - o Application to the U.S. Department of Commerce – Economic Development Administration (EDA)'s Good Jobs Talent Grant. The EDA awarded FGCU with an historic \$22.9 million grant as the largest workforce development initiative in Southwest Florida
 - o Executed the micro-credentialing and digital badges initiative with a comprehensive conceptual framework and moving toward the goal of FGCU becoming a nationally recognized innovative institution for closing skills gaps by responding the needs of employers in the region and beyond and preparing students and working professionals for the future of work
 - o Continued to improve policy, processes and business practices that directly impact student experience to further enhance FGCU's student success initiative by creating nimble and flexible pathways for all students, including non-traditional and stop-out students to navigate and complete their degrees

- Implemented the IBM Skills Academy as the first institution in Southwest Florida to provide cutting edge industry-endorsed educational opportunities in emerging technology fields (i.e. cyber security, AI, data sciences) to students and community
- Developed a comprehensive and strategic academic and workforce alignment initiative in partnership with employers and industry leaders in Southwest Florida
- In collaboration with the University President, created the President's Advisory Circle on Workforce and Economic Development
- In partnership with all university constituents, created documentation for FGCU's strategic plan mid-term and end-cycle accomplishments in order to communicate to internal and external stakeholders
- In partnership with the Provost, developed the Strategic Roadmap initiative and facilitated in-person and virtual meetings by working closely with a steering committee and staff to gather input for the university's next strategic plan
- In partnership with all university constituents, implemented the Talent Hub Designation initiative and executed the Return to the Nest initiative and collaborated with Florida SouthWestern State College
- Reimagined the office of continuing education and off-campus programs and created a new office - "Innovative Education and Partnerships" - to encompass all degree completion and credentialing initiatives
- In addition to the current role, took the interim role to provide leadership to the Office of Planning and Institutional Performance team (i.e. institutional data analytics, accountability plan, PBFM audits, accreditation, assessments, textbook affordability and adoption, program reviews) from November 2020-June 2022
- Completed and submitted the University's SACSCOC Fifth Year interim report in a 3-month period with a very small (but a very hard-working) team
- In collaboration with the innovative education and partnerships team, developed a sustainable growth plan for the continuing education & skills academy
- In collaboration with the director of Early College Programs, developed a plan to grow the dual enrollment program in Southwest Florida
- In collaboration with the innovative education and partnerships team, awarded \$1 million grant from the Lee County Economic Development to provide upskilling and reskilling educational opportunities for the Lee County residents
- In collaboration with the community partners, launched the Resnick-Wynn Family Business Conference in partnership with FGCU
- Participated in the FutureMakers' Hendry County Building Rural Community Learning Systems initiative to represent FGCU, which strengthened FGCU's successful application for the EDA grant
- Involved FGCU in a leading group of institutions for a national movement – Credential as You Go
- With the success of the Return to the Nest initiative through the Talent Hub designation grant, awarded two grants with a total of \$345K from FutureMakers Coalition at Collaboratory (via The Elsa and Peter Soderberg Charitable Foundation and the Lee County Industrial Development Authority Funds) to help remove financial barriers for at-risk and stop-out students
- Pioneered to develop a model and culture of scholarship and publications in collaboration with faculty and administrators

Institutional Service

- Re-balancing Resources Task Force Member (Ex-Officio)
- Continuous Improvement Committee Member
- Student Success Council Member
- Enrollment Management Committee Member
- Academic Progress Task Force Co-Chair
- Policy on Academic Policy Task Force
- Non-Traditional Student Task Force (Ex-Officio)
- Planning and Institutional Performance AVP Position Search Committee Chair
- University Ombuds Position Search Committee Chair
- Staff Advisory Council Liaison

Assistant Vice President, Strategic Initiatives, Strategy and Program Innovation, Office of the President Florida Gulf Coast University

April 2019 – June 2020

Major Accomplishments

- In partnership with the School of Entrepreneurship Director Dr. Sandra Kauanui, executed the grant contract with the Collier County Commission to partner for the Naples Accelerator project for a comprehensive entrepreneurship training program in Collier County
- In partnership with the FutureMakers Coalition and FGCU team members, applied for the Talent Hub designation and earned the designation for the region, which created the foundation for the EDA grant
- In collaboration with the Office of the University Ombuds, developed FGCU's Continuous Improvement initiative and created/provided a customized training program
- In collaboration with a faculty member, executed the university's first micro-credential and digital badge program (Fundamentals of Medical Device Industry) in partnership with Arthrex
- In partnership with a team of faculty and staff members, developed a white-paper on micro-credentials and digital badges at FGCU
- Created the FGCU FutureMakers Action Team to develop a university-wide inclusive team to work toward the regional goal of 55% credentialed workforce beyond high-school by 2025
- In partnership with a university-wide team, implemented the FGCU Accelerate programs
- In partnership with the Dean of the Lutgert College of Business, developed a plan to support the regional expansion and visibility of the Regional Economic Research Institute (RERI) through new partnerships and research initiatives, particularly connecting to Collier County constituents, including the Naples Winter Wine Festival Economic Impact Study, County Government and Greater Naples Chamber of Commerce Business Climate Surveys, Collier County Community Foundation Vital Signs, and the Naples Community Hospital Economic Impact Study
- Assisted the Lutgert College of Business to get into the Sales Education Foundation's Top Sales Universities list

**Senior Vice President of Academic Affairs
Hodges University, FL**

2017 – 2019

Major Accomplishments

- Under the guidance of the University's President, executed a comprehensive re-balancing initiative in all academic programs by consolidating and/or eliminating courses and programs with low productivity and based on the changing needs of work and business environment
- In partnership with the University's Executive Council, Academic Committee, and faculty, implemented a comprehensive credit hour re-structuring initiative and re-developed every program and course learning outcomes
- In partnership with the University's Institutional Research and Effectiveness team, submitted University's SACSCOC Fifth Year interim report
- In partnership with the University's Executive Council and Institutional Research and Effectiveness team, prepared the university's strategic plan
- In partnership with the University's Registrar's office, implemented a long-term efficient course scheduling initiative for optimal course offerings throughout the university to meet the needs of students
- Served as the chair of the Academic Committee (shared governance arm of the institution) and facilitated major academic decisions for new program development
- Involved in the university's budget process, budget and strategic initiatives alignment, and all other budgetary decisions
- Implemented master course development initiative for all courses
- Represented the institution for all regional (and beyond) workforce and economic development initiatives

**Dean, Johnson School of Business
Hodges University, FL**

2014 – 2019

Major Accomplishments

- Collaborated with the business community to meet the needs of the business and workforce environment by aligning academic programs
- In partnership with faculty, developed new academic programs, i.e. Marketing and Professional Sales
- Successfully re-affirmed the IACBE Accreditation
- Streamlined the budget process and decisions for all business programs
- In partnership with department/program chairs, created a collaborative academic environment for teaching, scholarship, and service
- In partnership with faculty and department chairs, prepared the School's strategic plan
- Improved faculty performance review process and guidelines for the School of Business; this process was later adapted for the entire university

- Created a new institute on “identity fraud” in partnership with community members and a nationally known subject matter expert (Carrie Kerskie) and developed a series of “identity fraud” workshops and conferences
- Participated in all university-wide fundraising initiatives
- Implemented Term A and B options by offering 7 ½ week courses to all programs in the school of business
- Introduced Technology Enhanced Learning for all programs between Naples and Ft. Myers campuses

**Director of the Business and Public Administration
Graduate Programs (MBA and MPA)
Hodges University, FL**

2011 – 2014

Major Accomplishments

- Re-imagined and implemented a new program assessment plan (including both formative and summative) for all graduate programs in the Business Administration department (because it was a very successful and improved processes, the assessment model and plan were adopted to the entire institution.)
- Increased enrollment in the MBA program by expanding online delivery options
- Implemented Term A and B options by offering 7 ½ week courses
- Implemented “Brand You” initiative for graduate students for long-term career planning
- Improved all online courses with Quality Matters reviews

**Chair, Undergraduate Business Administration Programs
Hodges University, FL**

2010 – 2014

Major Accomplishments

- Re-imagined and implemented a new program assessment plan (including both formative and summative) for all undergraduate programs in the Business Administration department (because it was a very successful and improved processes, the assessment model and plan were adopted to the entire institution.)
- Increased enrollment in undergraduate programs by expanding online delivery options
- Implemented Term A and B options by offering 7 ½ week courses
- Pioneered standardization of course syllabi for multiple sections

**Full Professor and Vice Chair,
Undergraduate Business Administration Program
Hodges University, FL**

2009 – 2010

Area of Teaching: Macroeconomics; Microeconomics; Intermediate Price Theory; Money, Banking and Monetary Policy; Managerial Economics (Graduate); Applied Economics (Graduate); Statistics for Decision Making (Graduate); Research Methods (Graduate)

Associate Professor, Hodges University, FL

2005 – 2008

Assistant Professor, Hodges University, FL	2003 – 2005
Instructor, Hodges University, FL	2001 – 2002
Teaching Assistant, Hodges University, FL	1999 – 2000
Management Sciences Specialist, Corporate Trainer, And Total Quality & ISO9001 Coordinator, Eczacibasi Information Technology - Eczacibasi Bilgi Iletim (EBI) at Eczacibasi Holding, Istanbul, Turkey	1996 – 1998

Community Leadership and Service

**Collaboratory (formerly the Southwest Florida Community Foundation) Board of Trustees 2020 -Vice Chair 2021-2022;
Chair, Board of Trustees, 2022-Current**

Mission: Collaboratory is committed to bringing Southwest Florida together to solve all of our major social problems on an eighteen-year deadline. Collaboratory plans to do this with the entire community working together across all five counties. And the Collaboratory team is committed to building the infrastructure required to coordinate all of this at the scale by coalition building.

**The Florida Chamber Foundation Board of Trustees
2023-Current**

Mission: The Florida Chamber Foundation leads Florida in future-focused research and continues to be a catalyst for positive change. The Florida Chamber Foundation is leading the charge to write the next chapter of Florida’s story by following the Florida 2030 Blueprint strategic plan and the Florida Scorecard.

**Greater Naples Chamber of Commerce Board of Directors
2019-Current**

Mission: To cultivate economic opportunity for all. The Chamber's primary purpose is to foster business advancement and advocate effective government policy to ensure a healthy business climate.

**Leadership Collier Foundation Advisory Council Chair 2020-2022;
Board Member 2012-Current**

Mission: The Leadership Collier Foundation, of the Greater Naples Chamber, works to activate the potential of leaders to build a stronger Collier County. This work is accomplished by serving as a link between the needs of the community and the leaders who can help fulfill them through a variety of leadership programs, community education, work-based learning, and resource building.

**International Women’s Forum (IWF)
Suncoast Chapter**

**Board of Directors
Finance Committee Member 2022-Current**

Mission: The International Women’s Forum (IWF) is an invitation-only network of the most accomplished women in the world. It is about connecting women leaders across every professional sector in support of each other and the common mission of advancing women’s leadership and championing equality worldwide.

Seaside Bank Advisory Board

**Board Member
2018-Current**

Mission: A division of United Community Bank. Serving at the advisory capacity.

Past Board Memberships: South Lee Economic Development Advisory Council; Healthcare Network of Southwest Florida; Uncommon Friends Foundation; Horizon Council (2015-2017) General Membership and Workforce Committee (2016-2018); Southwest Florida Economic Development Alliance

Other Affiliated Networks and Memberships

FutureMakers Coalition Guiding Team: Founding Member

Mission: The FutureMakers Coalition’s Guiding Team convenes leadership and nurtures relationships between content experts and key stakeholders, who make up Expert, Regional Action, and Project Teams. The work drives the collaborative structure and teams morph as needed to make progress towards transforming Southwest Florida’s workforce.

PEAK (Professional Excellence And Knowledge) Group: Member

Mission: A business roundtable made up of members of the accounting, banking, construction, education, financial advising, health, information technology, insurance, legal, mortgage brokering, non-profit, public relations, and real estate professions.

WorkforceNow: Founding Member

Mission: Workforce Now is a regional research initiative to identify current and future talent requirements for the five counties of Southwest Florida. The initiative was created in October 2012 as an outcome of discussions following the Education Summits produced by The News-Press Media Group. It is envisioned as a systematic, strategic multi-year focus on understanding and meeting critical workforce needs.

Leadership Collier: Class of 2012 and Life Time Member

Leadership Florida: Class 6 and Life Time Member

Selected Journal Publications/Books

- Applegate, K., Timur, A., & Locklear, K. (2009). Linking self-perception and emotional intelligence. *The Business Review, Cambridge*, 13(1), 43-52.
- Felton, S. D., Whitehouse, G., Motley, C., Jaeger, D., & Timur, A. (2022). How I stopped fearing micro-credentials and began to love digital badging – a pilot project. *Industry and Higher Education*, 0(0). <https://doi.org/10.1177/09504222221117951>
- Fulker, D., Timur, A., Dew, K., & Butler, J. (2016). A case study of the Grey Oaks Community and Club: Creation of a high-performance culture through the innovative use of a data-driven business plan. *International Journal of Hospitality & Tourism Administration*, 17(1), 72-99.
- LeSage, T., Timur, A., & Pawlicki, D. (2021). A case study on the use of the SDGs with a collective impact initiative in southwest Florida. *The Foundation Review*, 13(4). <https://doi.org/10.9707/1944-5660.1588>
- Monette, D., Sullivan, T., & Timur, A. (2008). *Research methods*. ISBN: 9780495836148.
- Picone, G., & Timur, A. (2005). Explaining the growth in pharmaceutical expenditures in Spain. *Business Review, Cambridge*, 4(1).
- Timur, A., Picone, G., & DeSimone, J. (2011). Has the European union achieved a single pharmaceutical market? *International Journal of Health Care Finance and Economics*, 11, 223-244.
- Timur, A. (2011). Pharmaceutical price convergence in the EU: preliminary results from the panel data unit root test. *Journal of Business & Economics Research (JBER)*, 9(10), 35-46.
- Timur, A., Picone, G., & DeSimone, J. (2011). Has the European union achieved a single pharmaceutical market? *International Journal of Health Care Finance and Economics*, 11, 223-244.
- Timur, A., Picone, G., & DeSimone, J. (2010). Has the European Union Achieved a Single Pharmaceutical Market? *National Bureau of Economic Research (NBER) Working Paper Series: Working Paper 16261*. <http://www.nber.org/papers/w16261>
- Timur, A., & Picone, G. (2010). Regulating the pharmaceutical industry in the European Union: a dilemma of achieving a single market. *International Business & Economics Research Journal (IBER)*, 9(7).
- Timur, A. (2009). Complexities of achieving a single pharmaceutical market in the European union. *The Journal of American Academy of Business*, 15(1).

Timur, A., & Picone, G. (2009). Pharmaceutical price differences in the EU: investigation from cardiovascular disease drugs. *Expert Review of Pharmacoeconomics & Outcomes Research*, 9(3), 251-256.

Timur, A. (2007). The impact of the European integration on the pharmaceutical industry. *Business Review, Cambridge*, 7(1).

Timur. (2007). The single market and pharmaceutical industry in the European union: Is there any evidence of price convergence? *ProQuest Dissertations Publishing*.
<http://scholarcommons.usf.edu/etd/2728>

Timur, A. (1997). *Total quality management and a case study in the banking industries*. [Master's thesis, University of Istanbul].

Whitehouse, G., Motley, C., Timur, A., Jaeger, D., & Felton, S. D. (2022). A Step-by-Step Guide for Developing a Microcredentialing Program. In *New Models of Higher Education: Unbundled, Rebundled, Customized, and DIY* (pp. 272-295). IGI Global.

Service as Dissertation Committee Membership

Berna Colak, University of South Florida, Ph.D. in Economics: *Generic Competition and Price Regulation in the European Union Pharmaceutical Market: The Case of Cardiovascular Medicines*, 2014.

Bradley M. McCain, Nova Southeastern University, DBA. *The Relationship between Perceived Leadership Practices and Organizational Culture within the Aerospace Industry*, 2010.

Theresa Morrison, Duquesne University, Ph.D. in Nursing: *Retrospective Analysis of a Breast Health Program on Routine Annual Mammography in Low-Income, Uninsured Women*, 2009.

Selected Conference Presentations

Vanselow, K., Timur, A. (2023, March 22-24). *Development of a Talent Pipeline: Education and Industry Partnerships*. UPCEA Annual Conference, Washington DC.

Felton, S., Hardt, M., O'Keefe, D., Timur, A., & Vanderlee, A. (2023, January 12). *Solutions in action: "The Power of And" in building Florida's workforce* [Fireside-chat format]. Florida Chamber of Commerce's 2023 Florida Economic Outlook & Jobs Solution Virtual Summit.

Droz, A., Rhea, J., Timur, A., & Whitehouse, G. (2022, June 7-8). *Beyond transferable skills: Expanding digital badging to new programs, partnerships, & pathways* [Conference session]. National Association of Colleges and Employers Conference, Portland, OR, United States.

- Bacigalupi, A., Motley, C., & Timur, A. (2002, October 30). *Digital Badging and Curriculum Innovation* [Conference session]. National Collegiate Honors Council Conference, Orlando, FL, United States.
- Timur, A., & Weiss, A. (2016, July 13-16). *Blue zones project and southwest Florida community collaboration: A plan for improving well-being, lowering healthcare costs, increasing productivity, and improving quality of life for residents* [Conference session]. The 2016 EuHEA Conference, Hamburg, Germany.
- Timur, A., & Wyant, N. (2014, April 8-11). *Portfolio process: An effective way of assessing educational outcomes and basis of continuous improvement* [Conference session]. The 2014 IACBE Annual Meeting, San Diego, California, United States.
- Colak, B., Kamp, B., & Timur, A. (2013, November 23-25). *How complex is the competition in regulated pharmaceutical markets?* [Conference session]. The 83rd Annual Meetings of the Southern Economic Association, Tampa, Florida, United States.
- Timur, A., & Wyant, N. (2013, September 23-25). *Portfolio process: An effective way of assessing educational outcomes and basis of continuous improvement* [Conference session]. The 2013 International Academic Conference, Las Vegas, Nevada, United States.
- Timur, A. (2013, August 1-4). *A comparative analysis of pharmaceutical pricing and reimbursement systems in Europe*. [Invited keynote speaker]. The Finance, MIS, Economics & Global Business Research Conference, Istanbul, Turkey.
- Timur, A. (2012, July 18-21). *Has the European union achieved a single pharmaceutical market?* [Conference session]. The 9th European Conference on Health Economics, Zurich, Switzerland.
- Timur, A. (2011, July 10-13). *Has the European union achieved a single pharmaceutical market?* [Conference session]. 8th World Congress on Health Economics, International Health Economics Association, Toronto, Canada.
- Timur, A. (2011, June 5-10). *Pharmaceutical price convergence in the EU: Preliminary results from the panel data unit root test* [Conference session]. European Business and Economics Research Conference, Barcelona, Spain.
- Timur, A. (2010, November 20-22). *The effects of parallel imports on drug prices in European countries* [Conference session]. Southern Economic Association, 80th Annual Conference, Atlanta, GA, United States.
- Timur, A. (2010, July 7-10). *Is there any evidence of achieving a single pharmaceutical market in the European union?* [Conference session]. The 8th European Conference on Health Economics, Helsinki, Finland.

- Timur, A. (2009, October 5-7). *Regulating the pharmaceutical industry in the European union: A dilemma of achieving a single market* [Conference session]. The Annual International Business and Economics Research Conference, Las Vegas, Nevada, United States.
- Timur, A. (2009, August). *Complexities of achieving a single pharmaceutical market in the European union* [Invited keynote speaker]. The Global Business and Economics Research Conference, Istanbul, Turkey.
- Timur, A. (2008, November). *Do decreasing prices in the pharmaceutical industry provide evidence of price convergence in the European union?* [Conference session]. Southern Economic Association, 78th Annual Conference, Washington, D.C., United States.
- Timur, A. (2007, November). *Explaining the pharmaceutical price differences in the European union*. [Conference session, discussant, and chair]. Southern Economic Association, 77th Annual Conference, New Orleans, Louisiana, United States.
- Timur, A. (2007, August). *The impact of the European integration on the pharmaceutical industry* [Conference session]. The Global Business and Economics Research Conference, Istanbul, Turkey.
- Timur, A. (2007, July). *The single market and the pharmaceutical industry in the European union: Is there any evidence of price convergence?* [Conference session]. 6th World Congress on Health Economics, International Health Economics Association, Copenhagen, Denmark.
- Timur, A. (2006, November). *The single market and pharmaceutical industry in the European union: Is there any evidence of price convergence?* [Conference session]. 76th Annual Conference, Charleston, SC, United States.
- Timur, A. (2005, August). *Explaining the growth in pharmaceutical expenditures in Spain* [Conference session]. The Global Business and Economics Research Conference, Istanbul, Turkey.
- Timur, A. (2004, May). *Pharmaceutical industry in the United States* [Conference session]. Normandy Business School, Le Havre & Caen, France.
- Timur, A. (2002, January). *U.S. economy at a glance* [Conference session]. Conference in “Reaching Out: Using Relationships to Increase Sales in this Uncertain Economy”, sponsored by the Florida Keys Chapter of the Hospitality Sales and Marketing Association International, Key West, FL, United States.

Commentary and Selected Media Coverage

Family business through the eyes of a toy maker. Naples Daily News and News-Press. February 26, 2023

Closing the Skills Gap with Dr. Timur. Southwest Florida Business Today. September 2022.

FGCU Awarded \$22.9 Million Federal Grant. Florida Weekly. August 25, 2022

New Job Pipeline a Game Changer for Charlotte County (co-authored with Amir B. Ferreira Neto, Tessa LeSage, Dave Gammon). Charlotte Sun. August 24, 2022

Collaboration to Remove Employment Barriers. (co-authored with Amir B. Ferreira Neto, Tessa LeSage, Michael Swindle and Lillie Rentz). Caloosa Belle. August 22, 2022

Multimillion-dollar jobs pipeline coming to SWFL. (co-authored with Amir B. Ferreira Neto and Tessa LeSage), Naples Daily News and News-Press, August 19, 2022

A collaborative solution for the local workforce. (co-authored with Amir B. Ferreira Neto and Tessa LeSage), May 25, 2022

FGCU Micro-credentials Can Help Fill Skills Gaps, Boost Careers (co-authored with Kristen Vanselow). News-Press, May 4, 2022

Some college, no degree? FGCU has pathways for you (co-authored with Mitch Cordova). News-Press. October 18, 2020

FGCU to expand Collier County economy with Naples Accelerator collaboration. Florida Weekly, July 16, 2020

Helping Build Foundational Skills in SWFL. Florida College Access Network, July 19, 2019

The Key to Workforce Development: Get Involved with FutureMakers Coalition. News-Press, April 19, 2019

Job fulfillment awaiting Amazon center opening. Business Observer, January 2019

Hodges commits to workforce development. News-Press, June 14, 2018

Aligning education with work needs. News-Press, August 14, 2016

Education is addressing SWF workforce needs. Naples Daily News. August 13, 2016

Dynamic markets require dynamic workforce training in SWFL. Naples Daily News, June 30, 2016

FutureMakers, Collaboration is key to student development. News-Press, May 7, 2016

2015 Collier County Business Climate Survey (Timur and Stugk). Business Currents (A Publication of the Greater Naples Chamber of Commerce). 2015.

2014 Collier County Business Climate Survey (Timur and Stugk). Business Currents (A Publication of the Greater Naples Chamber of Commerce). March 2014.

Real War Stories. Florida Trend, March 2014.

Innovators Get Creative. WORKFORCE NOW. The News-Press, December 26, 2013

Preliminary Results from the 2013 Collier County Business Climate Survey (Timur, Franz, Stugk, and Pranjic). Business Currents (A Publication of the Greater Naples Chamber of Commerce). April 2013.

Collier County Comparative County Analysis – Looking Ahead. Business Currents (A Publication of the Greater Naples Chamber of Commerce). June 2012

Iffy Times: Call for Strategic Measures. Florida Weekly, May 17-23, 2012.

Hodges Issues Economic Study. The News-Press, April 24, 2012.

Forum to Explore Ideas in Economic Development. Naples Daily News, April 22, 2012.

Collier County Statistical Overview: An excerpt from the Collier County Comparative Study (Timur, Stugk, and Pranjic). Business Current (A Publication of the Greater Naples Chamber of Commerce). January 2012

International Women's Day. The Coastal Breeze News. March 25, 2011.

AAUW hosts luncheon that honors International Women's Day. Naples Daily News. March 11, 2011.

As the saying goes, why reinvent the wheel? Naples Daily News, February 12, 2011.

Data Diving: Research into Similar Counties Could Help Collier Set Course for the Future. Florida Weekly, February 10-16, 2011.

Collier County Comparative Analysis Project: A Glimpse at the Study so far. Business Current (A Publication of the Greater Naples Chamber of Commerce). January 2011

The Crème De La Crème. Five Apex Award Finalists Serve SW Florida. The News Press, November 15, 2009.

More and More Hispanics Calling Collier Home, Study Shows. Naples Daily News, September 23, 2009.

"Economy: Housing Drop Impacts Other Industries", Gulf Coast Business Review, August 31, 2007

“Service Sector Strength”, Gulf Coast Business Review, July 7, 2007

“Where are the Jobs?”, Gulf Coast Business Review, May 5, 2007

Local Females Make Big Contributions to Our Way of Life – The News-Press, March 8, 2005.

Looking at Hurricane’s Economic Effects: Hurricanes bring economics home to college students
- Naples Daily News, Sunday, October 24, 2004.

9/11 – Two Years Later: Teachers Attempt To Bring 9/11 Themes To Bear- Naples Daily News,
September 7, 2003.

Festival’s Impact Under Review – The News-Press, January 28, 2003.

*Professor Abandons Textbook To Teach Post-Attack Economics: International College professor
ditches book to teach class* – Naples Daily News, January 1, 2002.

September 11 Changes Context of Class: Economics course focuses on effects – The News-Press,
December 26, 2001.

Community Partnership Research Projects/Service and Published Reports

Collier County Community Foundation – Collier County Vital Signs (September 2014-2019)

WorkforceNow Annual Workforce Studies – Joint study with Florida Gulf Coast University,
Hodges University, and Florida SouthWestern State College (2012-Current)

Neighborhood Health Clinic (Naples, Collier County) Project – Needs Assessment Analysis
(2012-2017)

Collier County Business Climate Survey - Joint study with the Greater Naples Chamber of
Commerce and Collier County Government (2013-2019)

Collier Country Comparative Study – Phase I, II and III Report - Joint study with the Greater
Naples Chamber of Commerce (2010-2012)

*Demographic and Economic Indicators of the Hispanic Communities in Lee and Collier
Counties*. Hodges University Hispanic Institute Publication (2009).

Southwest Florida Speakers Assembly – Membership Database Project 2009

Collier County Sheriff Department Volunteer Survey 2009

Edison Festival of Light Downtown Business Study 2003

Selected Professional Presentations

Northern Trust Company Demographic and Economic Presentations for Collier County and Southwest Florida (2017-Current)

Collier County Demographic and Economic Growth,
Greater Naples Leadership 2022,
Greater Naples Leadership, 2021,
Collier County Citizens Council, January 2020,
Collier County Bar Association, October 2019,
Greater Naples Leadership, October 2019,
Greater Naples Chamber of Commerce, January 2019,
AAUW, January 2019

Collier County Demographic and Economic Growth, Public Relations Society of America - Southwest Florida Chapter, Speaker, October 23, 2018

National and Collier County Economic Environment, The Biggest Small Business Conference in Collier County, SCORE, August 16, 2017

WorkforceNow- A Regional Research Initiative- periodic presentations at FCAN, Greater Naples Chamber of Commerce, FutureMakers Coalition, Horizon Council, and other Community Partners (2016-Current)

WorkforceNow- A Regional Research Initiative- Aligning for Business and Education - Information Technology, SW Florida Economic Summit (co-presented with John Meyer and Chris Westley), Harborside Event Center, Fort Myers, FL, May 11, 2015.

WorkforceNow- A Regional Research Initiative- Aligning for Business and Education - Information Technology (IT) Survey Results (co-presented with John Meyer), Hodges University, Fort Myers, FL, October 22, 2014.

2014 Collier County Business Climate Survey Results. Wake-Up Naples (organized by the Greater Naples Chamber of Commerce), Naples Hilton Hotel, Naples, FL, February 12, 2014.

Economic Outlook of 2014- National and Regional Economic and Capital Market Outlook for 2014 (co-presented with Andy Hill of Socially Responsible Investors of Naples). IMA CFO Breakfast Roundtables - Regional & National Economic Outlook at Hodges University, Fort Myers Campus & Naples Campus, January 7-8, 2014.

WorkforceNow- A Regional Research Initiative- Aligning for Business and Education - Workforce Now Research Executive Summary (co-presented with John Meyer), Harborside Event Center, Fort Myers, FL, October 29, 2013.

Collier County Comparative Study - Next Steps: Where Do We Go From Here?(co-presented with Anke Stugk, Davor Pranjić, Gerald Franz). Collier County Comparative Study Program, Hodges University, Naples, FL, April 23, 2012.

SW Florida Women in Leadership Symposium – Panelist. October 29, 2012

Statistical Overview of Collier County (co-presented with Anke Stugk). Leadership Campaign, Leadership Collier Foundation and the Greater Naples Chamber of Commerce, Botanical Gardens, Naples, FL, November 4th, 2011.

Collier County Comparative Analysis Study (co-presented with Anke Stugk). Greater Naples Chamber of Commerce, Botanical Gardens, Naples, FL, September 16, 2011.

Collier County Comparative Analysis Study (co-presented with Anke Stugk). Wake-Up Naples (organized by the Greater Naples Chamber of Commerce), Naples Hilton Hotel, Naples, FL, February 16, 2011.

Collier County Comparative Analysis Study (co-presented with Anke Stugk). Public Relations, Marketing and Advertising Professionals of Collier County (PRACC), Naples, FL, February 17, 2011.

Empowering Women in the 21st Century. American Association of University Women (AAUW), 100th International Women’s Day Celebration, Marco Island branch, Island Country Club, Keynote Speaker, March 8, 2011.

Professional Development

Leadership Florida Education Class 6 - 2022

Leadership Collier Class – 2012

Professional Development in Teaching and Learning

Blackboard™ Teaching and Learning Online

Instructional Design for Online Courses

Quality Matters (QM) - Independent Applying the QM Rubric

Awards and Honors

2023 Leadership Legacy Award, Leadership Collier Foundation

2021 Phi Kappa Phi Honor Society

2019 Workforce Education Innovator, Florida College Access Network (FCAN)

2018 Leading Ladies by Naples Illustrated

2017 Celebrating Women of Character, Courage, Clarity and Commitment recipient

2016 The Frank V. Mastrianna Education Leader of the Year Award by International Accreditation Council of Business Education (IACBE)

2013 People of the Year, Trailblazer Award Final Nominee (WorkforceNow Research Team), NewsPress Media Group.

2012 (June) Business of the Month Awarded to Hodges University by the Collier County Commission, recognizing the research completed for the Collier County Comparative Study

2011 The Greater Naples Chamber of Commerce, Community Research Collaboration Award

2009 The Greater Fort Myers Chamber of Commerce, Women in Business, Finalist - Apex Award

2009 Hodges University, Hispanic Institute Recognition

2009 Dean's Community and College Service Award, Hodges University, Kenneth Oscar Johnson School of Business

2007 Dean's Research Award, Hodges University, Kenneth Oscar Johnson School of Business

2007 Beta Gamma Sigma International Honor Society for Collegiate Schools of Business

2007 Sigma Beta Delta International Honor Society for Business, Management and Administration

2005 Professor of the Year Award in Recognition of Excellence in Teaching, Scholarship, and Professional Service, Hodges University

Professional References

1. Mike Martin, President, Florida Gulf Coast University, mvmartin@fgcu.edu
2. Senator Kathleen Passidomo, Florida Senate President, passidomo.kathleen@flsenate.gov
3. Reinhold Schmieding, Founder and President, Arthrex, reinhold.schmieding@arthrex.com
4. Terry McMahan, President Emeritus, Hodges University, terrypmcmahan@gmail.com
5. Dudley Goodlette, Former Member of the Florida House of Representatives and Attorney, godud@comcast.net



SECTION 7

Proposed Presidential Employment Agreement

**FLORIDA GULF COAST UNIVERSITY
PRESIDENT'S EMPLOYMENT AGREEMENT**

This President's Employment Agreement ("**Agreement**") is entered into by and between the Board of Trustees, Florida Gulf Coast University (hereinafter, the "**Board,**" or the "**Board of Trustees**"), a public body corporate of the State of Florida on behalf of Florida Gulf Coast University,

and

Dr. Aysegul Timur, Ph.D. ("**Dr. Timur**" or "**President**").

Subject to the Florida Board of Governors review and approval, this Agreement shall become effective on July 1, 2023. The Board and Dr. Timur may hereinafter be collectively referred to as "the Parties."

RECITALS

WHEREAS, FGCU is a fully accredited, state-assisted, comprehensive degree-granting institution of higher education offering undergraduate and graduate degree programs with aspirations to reach a higher recognized status within the Florida State University System and nationwide;

WHEREAS, the Board of Trustees has conducted an extensive search for the next President of the Florida Gulf Coast University ("University" or "FGCU");

WHEREAS, the Board has offered Dr. Timur the position of President of University and Dr. Timur has accepted such offer subject to execution of this Agreement and confirmation by the Florida Board of Governors; and

WHEREAS, the parties desire to memorialize the terms and conditions of Dr. Timur employment as President of University in this Agreement.

NOW, THEREFORE, in consideration of the mutual promises, covenants, and conditions contained herein, and other valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

I. TERM

The Board shall employ Dr. Timur as its President for a term of three (3) years, subject to confirmation by the Florida Board of Governors, in accordance with Board of Governors Regulation 1.001(5) and 1.002. This Agreement will begin on July 1, 2023, and end on June 30, 2026.

This Agreement may be extended by mutual agreement of the parties following review of the President's performance by the Board and confirmation of reappointment of the President by the Florida Board of Governors in accordance with applicable laws and regulations.

II. POWERS AND DUTIES

Dr. Timur shall be the President of the University, subject to University regulations and policies, and supervision by the Board. Dr. Timur shall have the powers and duties reserved to the position

of President by the Florida Statutes, Regulations of the Florida Board of Governors, Regulations of the University Board of Trustees, University policies, and the Board's delegated authority to the President as established by the Board (collectively, the "Duties"). The Parties acknowledge and agree that the Duties hereunder shall be consistent with those customarily performed by Presidents of top-tier state universities comparable in size and type to the University, including, without limitation, educational leadership, faculty relations, budgeting, strategic planning and visioning, fundraising, development, community relations, public relations, student services, primary control and responsibility for the intercollegiate athletics program, recruitment of personnel, appointment, promotion, termination and dismissal of all faculty and staff members, and such other duties as may be mutually agreed upon by the Board and President, and that are otherwise reasonably expected of the chief executive of the University.

III. GOALS AND EVALUATION

A. President's Annual Goals and Self-Evaluation. On or before October 1, 2023 and each year thereafter on July 1, Dr. Timur shall provide to the Chair of the Board of Trustees ("Chair") a list of proposed goals and objectives for the twelve (12) month period beginning on July 1. The Board or a committee thereof (referred to in this section as "the Board") and Dr. Timur shall discuss Dr. Timur's proposed goals and objectives.

Commencing in 2024 and for each year thereafter, on or before July 1st of each year, Dr. Timur shall submit to the Board a self-appraisal of her performance during the prior fiscal year. This self-appraisal must address performance related to each of the PPEC objectives and goals applicable to the preceding fiscal year.

B. Board's Annual Performance Evaluation. Commensurate with or shortly after the commencement of the fiscal year of the University, taking into account Dr. Timur's proposed goals and objectives presented pursuant to Section III, A. above, the Board will also present the President with its list of goals and objectives. After discussion with the President, the Board's subsequent finalization of such goals and objectives will be called "President Performance Evaluation Criterion" ("PPEC") which will form the basis for the Board's formal assessment and evaluation (i.e. "Annual Performance Evaluation") of the President's conduct and performance during the subsequent fiscal year.

The PPEC shall include at a minimum, but may not necessarily be limited to, criteria to evaluate the President's performance with respect to the following categories: (1) FGCU's Performance-Based Funding Metrics¹; (2) any Accountability Plan required by the State of Florida, Board of Governors; and (3) Resource Development (i.e. private fundraising; state appropriations; and the securing of contracts and grant dollars, etc.)

Taking into account Dr. Timur's self-appraisal as outlined above in Section III, A., the Board will independently evaluate Dr. Timur's performance for the preceding fiscal year based on its view of Dr. Timur's achievement of the PPEC's goals and objectives and any other criteria the Board deems relevant. To aid the Board in its annual performance evaluation, the President agrees to furnish to the Board any additional oral or written reports as it may request. The Board will make

¹The FGCU Performance-Based Funding Metrics may be subject to governance and interpretation pursuant to the State University System's Performance-Based Incentives models, as may be amended from time to time by the Florida Legislature, and additionally subject to implementation and any related rules and guidance provided by the Board of Governors, as may be amended from time to time.

good-faith efforts to conduct the Annual Performance Evaluation within thirty (30) days after the end of the fiscal year.

Upon advance written notice to the President, the Board reserves the right to seek adjustment or modification of the specific factors and criteria contained in the PPEC based upon changing or new facts and circumstances (whether internal or external to the University), but at no time shall the President's eligibility for an Annual Incentive Bonus (see Section IV, B below) for the then-current fiscal year be adversely or negatively affected as a result. Any changes, modifications or adjustments to PPEC shall apply only to an Annual Performance Evaluation to be conducted for the next fiscal year (and beyond to the extent any such changes, modifications or adjustments are and/or remain applicable).

IV. COMPENSATION

A. Annual Base Salary. As compensation for the services to be performed by Dr. Timur pursuant to this Agreement, the Board shall pay Dr. Timur an initial annual base salary of \$500,000.00 (Five Hundred Thousand Dollars). Dr. Timur shall be entitled to annual increases in Annual Base Salary each fiscal year of this Agreement over the previous year's base salary beginning July 1, 2024 in an amount of four percent (4%) per fiscal year. No more of this amount than is allowed by Florida Statutes shall be paid from public funds. The base salary shall be payable according to the pay plan for executive service employees at the University, with appropriate deductions for taxes and benefits. The Board shall review Dr. Timur compensation in connection with the annual evaluation of her performance, as set forth in this Agreement, and in its discretion may increase (but not decrease) the Annual Base Salary.

B. Annual Incentive Bonus. In compliance with, and pursuant to the terms of Section III, B, above, the basis for the Board's determination of an Annual Incentive Bonus, if any, will be discussed with the President. The Board may award Dr. Timur an Annual Incentive Bonus of up to twenty percent (20%) of Annual Base Salary contingent upon the availability of funds. Any Annual Incentive Bonus payment will be paid to Dr. Timur within thirty (30) days after the Annual Performance Evaluation has been conducted. In order to receive an Annual Incentive Bonus, Dr. Timur must be employed as President on the last date of the fiscal year during which services were rendered, otherwise any Annual Incentive Bonus awarded or to be awarded shall be deemed forfeited.

V. BENEFITS

A. Executive Class Benefits. While employed as University President, Dr. Timur shall be eligible to participate in all present and future benefit plans maintained by the University for executive class employees. Such benefits shall include, without limitation, health care, disability and life insurance programs, retirement plans, tax-deferred savings plans, flexible spending accounts, and vacation and sick leave. Dr. Timur will accrue and receive paid vacation and sick leave and other usual and customary leave benefits pursuant to the same University policies, procedures and accrual rates as applicable to other University executive class employees.

B. University Business/Professional and Travel Expenses. While employed as University President, the University shall cover the cost of Dr. Timur reasonable business expenses, including the President's personal cell phone (including monthly plan fees), professional dues, meetings, business travel, and entertainment, including travel for the President's spouse or partner where attendance of same is in the best interests of the University. All travel expenses

paid with state funds shall conform to the laws of the State of Florida, University regulations and University expense reimbursement and travel policies.

C. Automobile Allowance. While employed as University President, the University shall provide Dr. Timur with a monthly automobile allowance of \$1,200.00 (one-thousand and two-hundred dollars) Dr. Timur understands that the provision of an automobile allowance may create a tax obligation under applicable Internal Revenue Service regulations. Dr. Timur agrees to accept any tax-related determination made by the University accountants relating to the tax treatment of this benefit and agrees to be fully responsible and liable for the payment of any tax-related obligations that may arise as a result, even if after the termination of this Agreement.

D. Health and Wellness Program. Dr. Timur shall be entitled to participate in a Florida-based executive health and wellness program of her choice and shall be entitled to reimbursement of any amounts not covered by her current health insurance policy, not to exceed \$5,000.00 (five-thousand dollars) per fiscal year.

E. Club/Association Memberships. The University will provide, from non-state funds, the cost of annual dues and membership fees for mutually agreed upon private club memberships that will facilitate the performance of President's duties. The University may explore other opportunities during the term of the Agreement for additional and necessary memberships, subject to Board discussion and approval.

F. Housing Allowance. Dr. Timur shall receive a housing allowance in the amount of \$60,000.00 (sixty-thousand dollars) per year, payable bi-weekly. While employed as President, subject to her sole discretion as to the type and scope of events to be hosted, Dr. Timur agrees to host at least four (4) University-related events at her home during each fiscal year. Dr. Timur understands that the provision of a housing allowance may create a tax obligation under applicable Internal Revenue Service regulations. Dr. Timur agrees to accept any tax-related determination made by the University accountants relating to the tax treatment of this benefit and agrees to be fully responsible and liable for the payment of any tax-related obligations that may arise as a result, even if after the termination of this Agreement.

G. Receipts and Documentation. Dr. Timur shall provide receipts and other supporting documentation for all expenses for which she is seeking, or will seek reimbursement, in accordance with University or University Foundation policies, subject to the University's review and approval for payment and/or reimbursement. The University reserves the right to request the President to repay and/or reimburse the University to the extent it is discovered via audit or otherwise that the President was incorrectly or excessively reimbursed and/or received reimbursement for a non-allowed or non-approved expense.

VI. OUTSIDE ACTIVITIES

Dr. Timur agrees to faithfully, industriously, and with maximum application of experience, ability, and talent, devote full-time attention and energies to her duties as President. The expenditure of reasonable amounts of time for personal or outside business, as well as charitable and professional development activities, shall not be deemed a breach of this Agreement, provided such activities do not interfere with the Duties. Dr. Timur shall not engage in any activity that may be competitive with or adverse to the best interests of the Board and the University.

With prior approval from the Board Chair, and subject to state statutes regarding conflicts of interest/commitment, Dr. Timur may serve on up to two (2) boards of directors of for-profit or non-profit organizations during any fiscal year. Any and all income or other compensation earned by Dr. Timur in connection with board service shall be paid to and retained by her, and such income or other compensation shall have no effect on the amount of salary, compensation, and benefits she is otherwise entitled to receive hereunder. Dr. Timur shall use her personal and/or vacation leave when attending to matters pertaining to such personal service if it is during normal work hours. Dr. Timur may also serve on any national, state or local boards which further the interests of University and such service shall not be deemed personal in nature.

At all times, the Board reserves the right to request the President resign from any outside board, private membership or cease association with any other outside organization, activity or interest. The Board also reserves the right to limit the amount of Dr. Timur's outside activities if it deems the President's outside interests and/or activities are excessively diverting her attention away from University matters or otherwise are not in the best interest of the University.

VII. TERMINATION PROVISIONS

A. Expiration of Agreement. This Agreement ends on June 30, 2026 ("Expiration Date"). If the Agreement is not extended prior thereto, or no steps are being taken to extend or renegotiate prior thereto, it will be deemed to have terminated as of the Expiration Date. Prior to the Expiration Date, if the Board and Dr. Timur have commenced and are having ongoing discussions on an extension or any renegotiated agreement without final action being taken as of Expiration Date, it is agreed that this Agreement shall continue in full force and effect until any such extension or renegotiated agreement is mutually executed by the parties and confirmed by the Florida Board of Governors.

B. Termination for Cause. Notwithstanding anything in this Agreement to the contrary, the parties agree that the Board may terminate this Agreement at any time for Cause. For purposes of this Agreement, "Cause" shall mean the existence of competent evidence of conduct reasonably determined by a majority of the Board of Trustees at a vote at a noticed public meeting to be: (a) malfeasance or gross negligence by the President in the performance of assigned duties; or (b) actions or omissions by the President that are undertaken or omitted and are criminal or fraudulent or involve material dishonesty or moral turpitude; or (c) the indictment of the President in a court of law for any felony, or any other crime involving misuse or misappropriation of University resources; or (d) misconduct connected with work; or (e) a material breach of a substantial term of this Agreement that causes damage or harm to the University. In the event this Agreement is terminated for Cause, President's employment as President shall cease immediately, and Dr. Timur shall not be entitled to any further employment as President. In addition, within 72 hours of a vote by a majority of the Board of Trustees that competence evidence exists for Cause for termination, the University shall provide a written explanation to Dr. Timur of the basis for the existence of Cause and an explanation of all facts and circumstances that support the existence of Cause. President shall not be entitled to any further compensation or benefits under this Agreement, except as provided by law (i.e., COBRA), and as otherwise may be set forth in the University's policies and benefit plans with respect to vested rights upon termination from employment.

C. Termination Without Cause; Return to Administrative/Faculty Position. Beginning January 1, 2025, the University may terminate this Agreement without cause at any time for the

convenience of the University upon the lesser of ninety (90) days prior written notice to Dr. Timur or the remaining term of the contract, following a determination by a majority of the Board of Trustees at a noticed public hearing to do so. In that event, Dr. Timur shall, at her discretion, either leave the University altogether and receive a lump sum payment equal to twenty weeks of base salary and all accrued compensation and leave payouts, or she may return to a University administrative position or faculty position at a rate no less than the highest paid position for a professor with full professor rank at the University at the time of such termination. Dr. Timur's death or permanent disability (as defined hereunder) shall not constitute termination without cause. Alternatively, upon termination without cause, Dr. Timur may at her sole discretion elect to take paid professional sabbatical leave in compliance with the terms of her Vice-President/Vice Provost contract (and all addenda) for up to one (1) full calendar year before returning to the University in an administrative or faculty position as described herein.

D. Voluntary Resignation as President; Return to Administrative/Faculty Position. In the event Dr. Timur voluntarily resigns her employment as President of the University and elects to return to a University administrative position role or into a faculty role, Dr. Timur's salary shall be adjusted to the base salary for such position accepted, commensurate to her experience and tenure. No other benefits or compensation referenced in this Agreement shall continue other than standard benefits for University administrators or faculty, as applicable.

Upon resignation, if she chooses not to return to any University position, Dr. Timur's employment with the University will be deemed terminated as of her resignation date, which shall be no later than the Expiration Date.

Upon resignation, in the event Dr. Timur chooses to return to an administrative or faculty position, she shall be entitled to take a paid professional sabbatical pursuant to, and in compliance with the terms of her Vice-President/Vice Provost contract (and all addenda). If Dr. Timur fails to return and/or complete at least one (1) consecutive year of work after any elected sabbatical expires, she understands that the University may require Dr. Timur to reimburse the University for all of, or part of, the salary received while on sabbatical.

E. Permanent Disability/Death. In the event Dr. Timur is unable to fulfill her obligations as President under this Agreement due to "disability" as determined by the University for a period of ninety (90) consecutive days or longer during any twelve-month period, the University has the right to terminate the President's employment under this Agreement upon written notification. "Disability" is defined as an illness, physical incapacity or mental incapacity that continues for a period of more than ninety (90) consecutive days which the University believes renders the President incapable of fully performing her job duties hereunder.

Upon such termination for Disability, the University will pay to Dr. Timur any Base Salary earned as of termination date and any accrued and unused personal leave. To the extent the University offers executive class employees with access to disability insurance policies, such policies will similarly be offered to Dr. Timur for her election and procurement at her sole expense. If elected and paid for by Dr. Timur, the University will cooperate with Dr. Timur to avail herself of any rights and benefits available to her under said policies. At no time will the University be responsible for or liable for payment of any disability policy premiums. In the event of termination for Disability, Dr. Timur shall be entitled to all accrued compensation paid to her during her time as University President.

In the event of Dr. Timur's death during the term of this Agreement, the Agreement shall terminate on the date of death, and her estate shall receive any benefits to which she is entitled under this Agreement.

F. NCAA Required Provisions; Termination. The National Collegiate Athletic Association ("NCAA") Bylaws require that certain language be included in the employment agreements of specified employees of Division I institutions, including presidents. Accordingly, without limitation of other obligations and applicable University regulations, policies and procedures, Dr. Timur agrees: (1) to fully cooperate within the meaning and spirit of NCAA Bylaws in any NCAA infractions process, including the investigation and adjudication of potential infractions of any NCAA requirement, and (2) to acknowledge that any individual found to be in violation of any NCAA requirement may be subject to disciplinary or corrective action, including possible suspension without pay or termination of employment. Failure by Dr. Timur to comply with this provision and/or the NCAA Bylaws will lead to termination from employment with cause.

G. Return of University Property Upon Termination. Upon cessation of employment as President, Dr. Timur shall return promptly to the University's General Counsel's office any and all University property in her possession.

VIII. DISPUTE RESOLUTION

The Board and Dr. Timur agree that if any dispute, claim or controversy arises under or in connection with this Agreement, including but not limited to any employment-related or termination-related claims or causes of action, they will first attempt in good faith to resolve the dispute to their mutual satisfaction within sixty (60) days by and through a confidential mediation. This mediation shall take place with a court-certified mediator, with such mediation occurring within sixty (60) days of written notice of dispute submitted by one party to the other. Mediation shall occur in-person (not virtually) with both parties present in either Lee County, or Collier County, Florida. If any dispute(s) are not fully resolved at mediation, then the Board and Dr. Timur agree that they will submit any unresolved dispute(s) within thirty (30) days after the date of mediation to binding arbitration. Arbitration shall take place in accordance with the Employment Arbitration Rules of the American Arbitration Association then in effect.

The Board and Dr. Timur agree that an arbitrator may not be a University employee or have any material ongoing relationship with the University. The filing fee and all costs of the arbitration and the arbitrator(s) fees shall be divided equally between the parties. . To the extent allowed by any applicable law governing the claim(s) at issue, subject to the arbitrator's discretion, the arbitrator shall have the authority to award any other relief or remedies available under applicable law. The decision of the arbitrator shall be final and binding upon the parties hereto. The prevailing party in any dispute initiated pursuant to Section VII. of this Agreement shall be entitled to compensation for its reasonable attorney's fees and any other resulting costs incurred, payable by the non-prevailing party.

IX. NOTICES

Unless and until changed by a party giving written notice to the other, the addresses below shall be the addresses to which all notices required or allowed by this Agreement shall be sent:

If to the University:

Chair, Board of Trustees

Florida Gulf Coast University

If to the President:

*Dr. Aysegul Timur, President
Florida Gulf Coast University
Office of the President*

X. SEVERABILITY/WAIVER

If any portion of this Agreement shall be held to be invalid, inoperative, or unenforceable, then, so far as possible, effect shall be given to the intent manifested by the portion held invalid, inoperative, or unenforceable, and the remainder of this Agreement shall remain in full force and effect. No waiver or failure to enforce any or all rights under this Agreement by either party on any occasion shall constitute a waiver of that party's right to assert the same or any other rights on that or any other occasion.

XI. GOVERNING LAW; SUBSEQUENT MODIFICATION

This Agreement shall be interpreted and construed, and the rights and obligations of the parties hereto shall be determined in accordance with the laws of the State of Florida, as may be enacted or amended from time to time. The parties agree to modify or reform the terms of this Agreement through a mutually executed Amendment in the event any applicable laws, rules or regulations are hereafter implemented or enacted which render or may render any provision of this Agreement to be null and void, unlawful, or illegal in whole or in part, or otherwise impose new obligations and/or expectations on either or both parties.

XII. COUNTERPARTS

This Agreement may be executed in counterparts, and by the parties on separate counterparts each of which, when so executed, shall constitute but one in the same instrument.

XIII. MODIFICATION OF AGREEMENT

This Agreement represents the complete understanding of the parties and supersedes any previous or contemporaneous written or oral representations made by either party. There are no other promises, understanding, obligations, inducements, undertakings, or considerations between the parties or owed by either party to the other that are not set forth in this Agreement. This Agreement may be modified or amended only by mutual written consent of the parties.

XIV. PERSONAL CONTRACT

The obligations and duties of Dr. Timur shall be personal and not assignable or delegable in any manner whatsoever. This Agreement shall be binding upon and inure to the benefit of Dr. Timur and her executors, administrators, heirs, successors, and permitted assigns, and upon the University and its successors and assigns. Nothing herein shall prohibit the President or University from delegating any duties or rights hereunder as authorized pursuant to University rules, regulations, policies or resolutions.

XV. NO TRUST FUND

Nothing contained in this Agreement and no action taken pursuant to the provisions of this Agreement shall create or be construed to create a trust of any kind. To the extent that Dr. Timur

acquires a right to receive payments from the University under this Agreement, the University's obligation to make such payments represents an unfunded promise or covenant to pay such amount running from the University to Dr. Timur.

XVI. UNDERSTANDING OF THE AGREEMENT

Both parties represent that they have thoroughly read this Agreement, that they understand it to be a binding contract, that they understand each provision, term, and condition of this Agreement as well as its legal effect, and that they have signed the Agreement voluntarily and of their own free will with the intention to comply with its terms.

XVII. DISCLOSURE OF THE AGREEMENT

Both parties agree and acknowledge that this Agreement may be subject to the Florida public records law, Chapter 119, or other provisions, and may, therefore, be subject to disclosure by and in the manner provided for by law.

XVIII. SECTION 409A AND SECTION 457(F)

The parties intend that benefits under this Agreement are to be either exempt from, or comply with, the requirements of Section 409A of the Internal Revenue Code and the regulations issued thereunder ("Section 409A"), and this Agreement shall be interpreted and administered in accordance with the intent that Dr. Timur not be subject to tax under Section 409A. If any provision of the Agreement would otherwise conflict with or frustrate this intent, that provision will be interpreted and deemed amended so as to avoid the conflict. Any reference in this Agreement to "termination of employment", "separates from service" or similar phrase shall mean an event that constitutes a "separation from service" within the meaning of Section 409A. All reimbursements and in-kind benefits shall be provided in accordance with Treasury Regulation Section 1.409A-3(i)(iv).

Notwithstanding anything herein to the contrary, in the unlikely event any part of any non-vested bonus or other form of non-vested compensation becomes subject to taxation as a result of vesting in accordance with Code Section 457(f) of the Internal Revenue Code, the University accountants will discuss any tax consequences with Dr. Timur. At all times, it shall be Dr. Timur's responsibility to obtain independent accounting advice. The University will not be liable for any improper determination or improper estimate.

XIX. COOPERATION ON LEGAL OR OTHER MATTERS

Without limitation of the obligations specified in the Agreement, applicable University rules, regulations, policies and procedures, Dr. Timur agrees to cooperate fully in any review or investigation involving University matters in which she may possess pertinent information. Dr. Timur agrees to promptly inform the University if she becomes aware of any claims or lawsuits filed or threatened to be filed against the University or any of its affiliated organizations. This Obligation shall survive the expiration or earlier termination of this Agreement.

Upon termination of this Agreement as President, for a period of ninety (90) days, Dr Timur agrees to cooperate in good faith with the Board and the subsequent President to provide any personal advice and counsel on matters relating to the University and its operations.

Given the President's key role as head of the University campus, the University may, at its option and sole expense, obtain a faithful performance and fidelity bond on the President, as well as a "key person" life insurance policy. Dr. Timur agrees to fully cooperate as necessary to allow the University to procure any such policy and bond.

XX. MISCELLANEOUS

The headings in this Agreement are for convenience only and shall not be used in construing or interpreting this Agreement. The terms "Board," "Board of Trustees" and "University" or "University" as used herein, where applicable or appropriate, shall be deemed to include or refer to any duly authorized board, committee, or officer of said entity. Whenever the context requires, the masculine shall include the feminine and neuter, the singular shall include the plural, and conversely.

XXI. BOARD OF GOVERNORS CONFIRMATION

This Agreement is subject to and shall not be enforceable until confirmation by the Florida Board of Governors.

***** END OF ALL TERMS OF AGREEMENT *****

SIGNATURE PAGE FOLLOWS

SIGNATURE PAGE

IN WITNESS WHEREOF, the President and the authorized representative of the Board of Trustees have executed this Agreement on this ___ day of _____, 2023.

BLAKE GABLE, CHAIR, ON BEHALF OF THE FLORIDA GULF COAST UNIVERSITY BOARD OF TRUSTEES

/s _____

Date: _____

DR. AYSEGUL TIMUR, PRESIDENT

/s _____

Date: _____

Reviewed and Approved as to Form:

**Vee Leonard, Vice President and General Counsel
Florida Gulf Coast University**