

Jan. 31, 2020 Resource rebalancing meeting  
Deans, UFF, Faculty Senate, President's cabinet present

- Resource rebalancing to be run by Mitch Cordova (MC)
- President Martin (PM) spoke at length about troubles FGCU faced when he was named president and how those have been alleviated
- PM considered using an outside agency to help, but believes we have capacity to do it ourselves
- FGCU is in turnaround with the Water School and Student Success initiatives
- Those involved in the rebalancing process must be able to cast an objective eye... no protecting of turf for the greater good of FGCU
- No urgency here, but we will look at student demand, cost per credit hour, and scholarly output for all program
- May need to re-grow declining programs (example: Nursing)
- Must help Education grow to help out Lee County Schools
- Donors will determine our success
- We're ready for the "next great era of FGCU" and are young enough as an institution to try innovative change
- We're in a good place with our local government representatives, who are poised to reward FGCU upon seeing positive outcomes
- A Steering Committee will be appointed to collect data and look at literature of resource rebalancing. The larger group (cabinet, deans, Senate representatives, UFF presumably) will interpret the data and make suggestions for resource rebalancing.
  - Jaime MacDonald will send names of faculty who can serve on the steering committee.  
As of 2/7, the names submitted were Michael Houdyshell, John Reilly, Arie van Duijn, and Erik Insko. PM will choose a name from the list.
- There is 15% faculty turnover every year... admin may use "induced attrition" (early retirements, buyouts) to clear faculty from underperforming programs that need to be sunset
- Dawn Kirby noted that the library, sustainability initiatives, undergrad research are vital parts of university, though not student credit hour (SCH)-producing. PM noted that's exactly why more resources should be allocated to them.
- Chuck Lindsay noted that SCH production is all that MC's proposal document was about.
- MC noted that there are departments like Math that may not have many majors but serve the entire university
- Scott Michael suggested different ways of sharing generated data with faculty
- Dr. Harner asked whether we will seek advisement from students (yes)
- Timeline? Some changes should occur within the new fiscal year, should be able to ID initial changes by March