

**University of North Florida  
Educational Policy Committee  
May 29, 2009**

**Minutes**

**Committee Members Present:** Dr. Edythe Abdullah, Mr. Luther Coggin, Mrs. Toni Crawford, Mr. Wilfredo Gonzalez, Mrs. Ann Hicks, Mrs. Joannie Newton, Dr. Katherine Robinson

**Committee Members Absent:** None

**Item 1: Call to Order.** With a quorum being present, Chair Hicks called the meeting to order.

**Item 2: Minutes.** Chair Hicks asked for a MOTION to approve the minutes from March 12. The MOTION was offered by Trustee Crawford and seconded by Trustee Robinson. The minutes were accepted as presented.

**Item 3: Open Comments.** Chair Hicks offered opportunity for open comments. Ms. Rebecca McKinnon asked to speak about the religious observances regulation. The committee recognized her request.

Ms. McKinnon asked that language be amended to clarify when class assignments could be submitted following an absence due to religious observances. Her request was to include language in a syllabus to define timelines. The administration responded that the existing language provided flexibility for students and recommended that Academic Affairs work with faculty to make the providing explicit to students.

This comment was discussed further in Item 6.

**Item 4: Tenure.** Chair Hicks asked Vice President Workman to speak about this item.

Vice President Workman explained that the tenure process required Board of Trustees approval. He stated that the administration was asking to approve 20 nominees based on traditional review of their credentials.

Vice President Workman stated that all nominees were thoroughly reviewed based on teaching, scholarship and service. He clarified that each nominee was vetted through traditional tenure procedures and had strong support from their respective colleges and the administration.

Chair Hicks asked for a MOTION to approve tenure for 20 nominees for university faculty. A MOTION was offered by Trustee Robinson and seconded by Trustee Coggin. The MOTION was approved as presented.

Vice President Workman stated that the administration was also seeking approval of tenure by reason of appointment for Dr. Newton Jackson Jr. He clarified that Dr. Jackson was the incoming chairperson and professor for the Department of Leadership, Counseling, and Instructional Technology. Vice President Workman stated that Dr. Jackson came to UNF with a distinguished record as a scholar and administrator. He noted that Dr. Jackson was well credentialed and would contribute to the diversity of senior leadership. He also noted that Dr. Jackson came with a unanimous recommendation.

Chair Hicks asked for a MOTION for approval for tenure by reason of appointment for Dr. Jackson. The MOTION was offered by Trustee Robinson and seconded by Trustee Crawford. The MOTION was carried as presented.

**Item 5: Florida Educational Equity Act Report (FEEA).** Chair Hicks asked Ms. Lina Monell, director of Equal Opportunity Programs to speak about this item.

Ms. Monell stated that the purpose of this item was to present the annual report addressing the requirements of the FEEA, Gender Equity in Athletics, and the Equity Accountability Program (EAP) statutes. She clarified that the reports addressed academic program review, gender equity in Athletics, and employment.

Ms. Monell provided highlights from these reports beginning with first time in college enrollments. She reported that minority populations increased from 2003 to 2007 with a slight drop in 2008. She clarified that the drop was likely a result of the decrease in total freshman enrollment combined with an increase in the academic profile. She noted that the administration anticipated that, due to an increase in freshman enrollment, there would be a subsequent increase in minority enrollment.

Ms. Monell stated that overall students tracked from 2007 to 2008 were being retained at a rate of 78.3 percent. She noted that Asians had the highest retention rate (86.7 percent) and Black rates (83.8 percent) were continuing to increase.

Graduation rates were addressed noting that there was an overall 6-year graduation rate of 45.2 percent. Ms. Monell clarified that Asian students had the highest graduation rates and Black students showed an increase over the previous year.

Ms. Monell addressed gender equity in Athletics, stating the university had focused attention here since the Self Study for NCAA Division I certification. She noted that the university was in compliance with respect to 9 of 11 measures. She listed the two areas needing improvement as participation rates and availability of facilities. She clarified that plans were in place to renovate facilities for a private locker room for women's swimming and diving teams with an anticipated completion date of August 2009.

Ms. Monell spoke about employment, noting that there were recent drops in Black and Asian tenured faculty; however, there was a recent increase in tenure-track minority faculty. She clarified that the fluctuation was most likely attributable to retirements.

Ms. Monell reported on executive, administrative and managerial jobs, reporting that there was an ongoing increase in all minority groups.

Ms. Monell concluded her report by stating that other materials in the report narrated strategies to support diversity initiatives. She stated that overall the university continued to make steady progress in diversifying the campus with respect to enrollments and employment, and the administration would continue to carefully monitor gender equity in Athletics.

Chair Hicks asked for a MOTION for approval of the Florida Educational Equity Act Report. A MOTION was offered by Trustee Korman and seconded by Trustee Coggin. The MOTION carried.

**Item. 6: Approval of Regulations.** Chair Hicks asked Vice President Serwatka to speak about this item.

Vice President Serwatka stated that the university was presenting for review and approval two regulations consistent with the Board of Governors and with current university practice. He clarified that the religious observances regulation was being amended to ensure that the language was more in accordance with the Board of Governors recently amended regulation. Additionally, the Educational Research Center for Child Development regulation was currently in old rule format and was being brought forward as a new regulation.

Vice President Stone clarified that the language in the religious observances regulation was consistent with law in all areas and the university had multiple pointers to a web site hosting regulations.

Vice President Serwatka spoke about Ms. McKinnon's comments regarding the religious observances regulation, specifically an issue on time limits. He noted that the assumption was that assignments would be due by the end of the term. Trustees discussed amending language to define a time limit and determined that there would be more disadvantages to students by adding the language. Trustees asked the administration to investigate ways to inform students about the appeals process and to encourage faculty to define terms regarding absences in their syllabi.

Chair Hicks asked for a MOTION for approval for the religious observances regulation. A MOTION was offered by Trustee Robinson and seconded by Trustee Crawford. The MOTION was carried as presented.

Vice President Serwatka spoke about the Educational Research Center for Child Development regulation, noting that the administration was bringing forward an old rule as a new regulation. He clarified that the new regulation conformed to wording that the Board of Governors adopted. Additionally, the university added language to include a focus on quality.

Trustees discussed the Statement of Regulation, Item 3, addressing language defining ratios. Clarification was sought on limiting students with special needs. The administration responded that these ratios were set forth by the CDRC's accrediting body and every effort was made to accommodate students with special needs.

Chair Hicks asked for a MOTION to approve the Educational Research Center for Child Development regulation. A MOTION was offered by Trustee Korman and seconded by Trustee Crawford. The MOTION was carried as presented.

**Item 7: Adjournment.** Chair Hicks adjourned the meeting.