

**University of North Florida
Educational Policy Committee
May 17, 2007**

Minutes

Committee Members Present: Mr. Luther Coggin, Ms. Toni Crawford, Mr. Wilfredo Gonzalez, Dr. William Klostermeyer, Ms. Joan Newton, Ms. Ann Hicks

Committee Members Absent: None

Item 1: Call to Order. Committee Chair Hicks called the meeting to order.

Item 2: Approval of the Minutes. Committee Chair Hicks asked for a motion to approve the minutes for March 15, 2007. The motion was offered, seconded and approved unanimously.

Item 3: Open Comments. There were no comments from the public.

Item 4: Florida Equity Report. Committee Chair Hicks asked Ms. Lina Monell, Director, Equal Opportunity Programs, to speak about this item.

Ms. Monell stated that, although this report was similar to previous reports, final guidelines would be forthcoming from the BOG. She stated that all EEO officers at State universities had reached an agreement that this report would include three major variables – student data, gender equity in athletics, and employment in key areas. She stated that the deadline to submit this report to the BOG was June 30, 2007.

Ms. Monell stated that she would speak about the first major part of the report, the academic program analysis. She stated that this area included enrollment, retention and graduation rates, and degrees awarded. She said these comparisons were made using data from first-time-in-college enrollment for fall 2006 versus fall 2005.

Ms. Monell stated that overall minority enrollment achieved modest gains, however black enrollment decreased. She stated that the University continues to make progress in methods and strategies necessary to gain minority enrollment, including outreach activities with various programs; i.e., Take Stock in Children, Upward Bound, and INROADS, Inc.

Ms. Monell discussed community college transfers, stating that over the past year, minorities in this category had decreased but efforts were being taken to actively recruit community college transfers, including articulation agreements and the 2+2 College Counseling Seminars.

Ms. Monell spoke about retention of full-time FTIC, matriculated from 2005-2006 and returning after one year – this cohort suggested an overall retention rate of 79.4 percent. A break-out view of retention reveals that Asians were retained at 86.3 percent, Hispanics at 81.5 percent, whites at 79.7 percent and blacks at 73.7 percent. Ms. Monell stated that this was the first year that blacks were not being retained at the same or higher level as whites, therefore more analyses of the data would be appropriate.

Trustee Gonzalez stated that the black cohort might be increased by investigating the economic needs of families. It might be beneficial to review their readiness for college and to research why these students leave.

Ms. Monell discussed graduation rates for full-time FTICs, stating that there was a 45 percent graduation rate over a six year period. A break-out view of graduation rates revealed that Asians graduated at 46.3 percent, whites at 45.3 percent, blacks at 43.7 percent and Hispanics at 40 percent. This discussion continued addressing retention rates. Overall the rate was 59.9 percent. The break-out rates included Asians with a 54.7 percent retention rate, blacks at 53.3 percent, Hispanics at 52 percent and whites at 51.3.

Ms. Monell stated that this report did include data for degrees awarded but because the data did not follow an admission cohort, it was difficult to determine the reasons for the variation in number of students graduating from year to year. She stated that this category might not be included in upcoming reports.

Ms. Monell spoke about student services, stating that this category included guidance counseling and academic advisement, admissions, health services, club and intramural athletics, student financial assistance, housing, student employment, and educational and work environment. Findings indicated admissions did not discriminate; health services recognized its responsibility in respect to basic human rights; clubs and intramural athletics were open to all students. In regard to student financial assistance, UNF was in compliance with a Program Participation Agreement with the U.S. Department of Education; housing was making a concerted effort to comply with UNF's non-discrimination policy; student employment positions were filled without discrimination; and UNF did comply, both in philosophy and practice, regarding equal opportunity for all citizens in academic life and employment.

Ms. Monell spoke about the second major variable in the report, gender equity in athletics. She stated that the Athletics Department had conducted a compliance assessment which included eight male sports and nine female sports. Participation rates by gender were equitable with full-time undergraduate enrollment rates.

Ms. Monell spoke about compliance issues in the report, stating that the assessment did show that the availability of facilities for female athletes was non-compliant. This issue would be addressed in the future.

Ms. Monell discussed scholarships offerings for athletes, stating that UNF was in compliance with respect to all calculations. She discussed fund allocations for the athletic program as a whole, stating that funding was shared equally by both male and female programs. All other categories (administration, travel and per diem allowances, recruitment, comparable coaching, publicity and promotion, other support costs) were equitable.

Ms. Monell provided an update of non-compliance components in the 2005-2006 report, stating that access to coaching was non-compliant, as were the locker rooms, practice and competitive facilities. A new assistant track coach primarily responsible for the expansion of women's track had been hired, which resulted in compliance in access to coaching. Efforts would continue to achieve compliance in locker rooms, practice and competitive facilities.

Ms. Monell spoke about employment, the third and final major aspect of the report. She stated that the purpose of this part was to measure achievement of appropriate representation of women and minorities in selected faculty and administrative employment categories. She discussed faculty, stating that fall 2006 the University had 190 tenured faculty, with minority increasing or remaining stable; however, minority non-tenured faculty had decreased. The University also had 140 non-tenure earning faculty with the Asian and black cohorts showing decreases.

Ms. Monell spoke about female tenure candidates, stating that efforts were continuing to ensure equitability in this category. She stated that the Provost had put together a diverse faculty community with continued efforts to recruit minorities.

Ms. Monell discussed the executive, administrative and managerial sections of the report, stating that UNF had 225 senior level administrators with minorities increasing or remaining stable over the past year, as well as over the past five years. She spoke about new hires, stating that these data might be excluded in upcoming reports because it provided no meaningful analysis.

Ms. Monell concluded her presentation, stating that the University continued to make overall progress, with regards to equity, in enrollment, gender equity in athletics and employment.

Committee Chair Hicks asked for a motion to approve the Florida Equity Report. The motion was offered, seconded and unanimously approved.

Item 5: Tenure Nominations. Committee Chair Hicks asked Provost Workman to speak about this item.

Provost Workman stated that the purpose of this item was to seek formal approval from the EPC for the list of candidates who were approved through the tenure process. He said that, along with hiring, the tenure process represented the most significant way of ensuring the quality of faculty and ultimately the University.

Provost Workman spoke about the process, saying that the faculty were reviewed and mentored on an annual basis during a six-year probationary period. He stated that the University hired carefully, and did so with the expectation that new hires would be successful in gaining tenure, with the great majority doing so.

Trustees noted that the meeting materials contained unnecessary information and asked that page 5 be deleted.

Committee Chair Hicks asked for a motion to approve the tenure nominees. A motion was offered seconded and approved unanimously - with the deletion of page 5.

Item 6: Tenure by Reason of Appointment. Committee Chair Hicks asked Provost Workman to speak about this item.

Provost Workman stated that the meeting materials contained information describing each candidate, each of whom had been vetted by her or his respective departments and approved for tenure.

Committee Chair Hicks asked for a motion to approve tenure candidates by reason of appointment. The motion was offered, seconded and approved unanimously.

Item 7: Update on Research Funds. Committee Chair Hicks asked Dr. Imeh Ebong, Assistant Vice president for Research, to speak about this item.

Dr. Ebong provided a quote from Provost Workman stating, "The purpose of the University of North Florida resides in its capacity to generate intellectual, economic, and social capital for the betterment of the region it serves."

Dr. Ebong stated that the Office of Research and Sponsored Programs (ORSP) served as the University's central administrative unit responsible for securing external resources through grants and contracts and in providing financial and contractual stewardship for these awards. He provided a history of UNF's proposal for the last five years, stating that proposals and awards had remained around the same number. The College of Arts and Sciences submitted the most proposals, valued at about \$3 million. Academic Affairs, which includes the Florida Institute of Education, received the largest monetary awards which about \$6.7 million.

Dr. Ebong discussed funding sources and types, stating that during the last five years the largest source of funding was the Federal government at about \$9 million or 56 percent. The largest funding type was grants at about \$8.6 million or 52.5 percent.

Dr. Ebong spoke about types of awards by project type and expenditures for the last five years, stating that public service was the largest project type award, at about \$8.7 million or 53 percent. Expenditures in 2001-2002 were about \$10.7 million and in 2005-2006 were about \$16 million.

Dr. Ebong spoke about the current status of the University, stating that there were 126 proposals and 95 awards valued at \$8 million. The University has six institutes, centers and research groups, including the Florida Institute of Education, the Environmental Center, The Taylor Institute, the Sensor Research Group, the Fuel Cell Research Consortium and the Advanced Weather Information Systems Laboratory.

Dr. Ebong concluded his discussion by speaking about where the University was going. He stated that there were several new initiatives, including a review of centers and institutes and establishing a stronger relationship with faculty and funding agencies. He stated that there were also several local and regional initiatives, including healthcare related initiatives and coastal biology and coastal engineering.

Provost Workman stated that contracts and grants should grow in the future as a result of improved infrastructure.

This item was presented for information only. No further action was required.

Item 8: Legislative Budget Request (LBR). Committee Chair Hicks asked Provost Workman to speak about this item.

Provost Workman stated that the Board would receive formal legislative budget request (LBR) proposals for approval. He stated that the BOG was requesting that the Legislature set aside new funds equal to an additional 8 percent of the University's current base budget for LBR's. Proposals

presented would be identified as being essential to the advancement of the University. He stated that the University would seek to expand science and a center for community-based learning.

This item was presented for information only. No further action was required.

Item 9, 10, 11: Master of Science in Civil Engineering, Electrical Engineering and Mechanical Engineering. Committee Chair Hicks asked Provost Workman to speak about these items.

Provost Workman stated that the University was asking for approval to add three new programs, including a Master of Science in Civil Engineering, a Master of Science in Electrical Engineering and a Master of Science in Mechanical Engineering. He spoke about these programs, stating that the bachelor's degree programs in the School of Engineering were strong, and that there was ample evidence demonstrating that the City of Jacksonville and the surrounding region would benefit from the availability of master's degree programs in engineering at UNF.

Provost Workman clarified that the University did have an implementation plan for these programs and was mindful of the resources required. He stated that these programs were consistent with the University's mission. He asked Dr. Neal Coulter, Dean of the College of Computing, Engineering and Construction (CCEC), to speak further about this item.

Dean Coulter spoke about the history of the college, stating that in 1990 the University made a strategic decision to move toward engineering. In 1995, the first engineering program received separate accreditation from ABET. In 2000 and 2001, civil and mechanical engineering programs were established, respectively. The University built the new CCEC building in 2004. All engineering programs are now accredited, with a second review pending by ABET in fall 2007.

Dean Coulter said that the School of Engineering could not be effective in research without the master's programs. These new programs would keep students at UNF and subsequently, in the local industry.

Committee Chair Hicks asked for a motion to approve the Masters in Science in Civil Engineering. The motion was offered, seconded and approved unanimously.

Committee Chair Hicks asked for a motion to approve the Masters in Science in Electrical Engineering. The motion was offered, seconded and approved unanimously.

Committee Chair Hicks asked for a motion to approve the Masters in Science in Mechanical Engineering. The motion was offered, seconded and approved unanimously.

Item 12: Adjournment. Committee Chair Hicks adjourned the meeting.