# MINUTES

**Committee Members Present:** Chair Adam Hollingsworth (via phone), Jenna DuPilka, Annie Egan, David Fenner, Wilfredo Gonzalez, Stephen Joost, and Paul McElroy

## Item 1 Call to Order

Chair Hollingsworth called the meeting to order.

## Item 2 Approval of Minutes - March 15, 2018

Chair Hollingsworth asked for a motion to approve the committee minutes for the March 15, 2018 meeting. Trustee Egan made a MOTION to approve the minutes. Trustee Gonzalez SECONDED the motion. The MOTION was APPROVED.

## Item 3 Public Comments

There were no public comments.

## Item 4 UNF Florida Equity Report 2018

Director of the Office of Equal Opportunity and Diversity, Cheryl Gonzalez presented the 2018 Florida Equity Report. This required report includes a review and analysis of where the University is in its commitment to diversifying the campus. Gonzalez noted that the report is a collaboration of many units on campus and that overall we have witnessed four years of noted improvement in important areas such as faculty research opportunities, recruitment, hiring, and student access.

While Gonzalez indicated we have made progress in the last four years, we still have work to be done in the areas of diversity and inclusion. The Equity Report analyzes gender equity in athletics, compliance with our policies and procedures, employment representation, promotion and tenure and incentives and initiatives UNF has established to promote a more diverse campus. There was discussion about athletics and how equity is calculated – whether it is gender specific, all athletics, etc.

## Item 4 UNF Florida Equity Report 2018 (continued)

The Office of Equal Opportunity and Diversity monitors areas that are typical “hotspots” and works with departments to maintain or increase diversity goals. UNF has promoted student and faculty attendance at recruitment fairs which is one of the examples in the report that speaks to university commitment. Gonzalez noted that our next steps include working diligently to continue the trajectory we are on in reaching diversity goals. Some questions from the Board members included whether we receive any complaints about diversity on campus from our faculty and whether more financial resources would increase our success to be more diverse. Trustee Wamble-King noted that the report appears to be more “counting” than a review of inclusion efforts and how we need a more comprehensive conversation about the issues beyond just quantifying areas. Gonzalez noted that the narrative sections get at some of the more qualitative parts of the report.

Action: Trustee McElroy made a motion to approve the 2018 Florida Equity Report. Trustee Egan seconded. All voted to approve.

McElroy seconded. All voted to approve.

## Item 5 Tenure and Promotion through the Standard Review Process - and Promoted Faculty

Provost Chally presented the names of the 15 tenure candidates for the Board to approve. She noted that this is the final step for tenure which needs to be approved by the Board. She explained the process which ends with this step – candidate review by department, chair, dean, university committee, provost and president. Provost Chally noted that 6 of the 15 candidates were minority faculty.

Action: Trustee Egan made a motion to approve the 15 tenure candidates for 2017-18. Trustee McElroy seconded. All voted to approve.

## Item 6 Approval of Legislative Budget Request 2019-2020

Provost Chally and Associate Vice President Dan Moon presented the 2019-20 Legislative Budget Request for approval by the Board which will be submitted to the Board of Governors for review. Chair Hollingsworth noted that while the current governor will prepare this budget prior to the end of his term, it will be the incoming governor who will implement the budget.

Provost Chally reviewed the three major areas of the LBR: student success, importance of the educational experience, areas of strategic emphasis. A major effort in student success would be the establishment of an Office of Academic Advocacy which will pair at-risk students with mentors to help navigate the system. Included in the budget plan for the LBR are increases to the staffing in mental health, advising, internships opportunities, and faculty lines in STEM areas. The budget is significant but important to be able to articulate the need for resources which will make a difference and where we can advance the progress in the area of student success. Funding is also requested in order to add capacity and tools for faculty to redesign courses which sometimes create obstacles. Trustee DuPilka asked who would serve as advocates and whether students would be involved in this process. AVP Moon noted that student participation would be a key component in terms of peer support. Questions included whether this is the type of LBR the BOG is looking for and how will the request for faculty lines be met. Trustee Fenner questioned the establishment of the Center for Teaching and Learning and whether that would be duplicative of our current Office of Faculty Enhancement. AVP

Moon indicated that we would not be duplicating resources but instead connecting those resources. AVP Moon noted the importance of training faculty to improve pedagogy for new teaching methods and that we need to provide opportunities for our faculty to receive support. President Szymanski commented that teaching centers like this are very typical on campuses, particularly to support adjunct faculty and those seeking tenure. Trustee DuPilka asked how the proposed math center would be structured. AVP Moon indicated that still need to be discussed but that it likely would be modeled after the Writing Center which is very successful. There was also discussion on the issue of mental health counseling and that adding a 12-step program on campus is what the BOT Members had discussed in a previous meeting and something they felt was missing from our current counseling efforts. AVP Moon noted that the mental health counselors planned for in the budget would double the current numbers already in place -- approximately 8 more FTE.

Action: Trustee McElroy made a motion to approve the 2019-2020 LBR. Trustee Egan seconded. All voted to approve.

Chair Hollingsworth called for the meeting to adjourn.