# MINUTES

**Committee Members Present**

Wilfredo Gonzalez (on phone), Paul McElroy, David Fenner, Kevin Hyde, Annie Egan (on phone), Stephen Joost (on phone), Hans Tanzler (on phone), John Aloszka (on phone), Sharon Wamble-King (on phone), and Adam Hollingsworth – Chair (on phone)

**Committee Members Absent (Excused)**

Tom Bryan, Doug Burnett, Oscar Munoz

## Item 1 Call to Order

Chair Hyde called the meeting to order at 4 p.m.

## Item 2 Public Comments

Chair Hyde asked if there were any public comments. There were no comments.

## Item 3 Approval of 2019 UNF Accountability Plan

Interim Provost Chally and Vice President Coleman presented UNF’s 2019 Accountability Plan to be approved prior to submission to the Board of Governors. The Accountability Plan, which includes data to assess performance is first approved by an Institution’s Board of Trustees and then presented to the Board of Governors which will review and consider the plan for potential acceptance.

Interim Provost Chally reviewed the Mission Statement. A question was raised regarding UNF’s mission statement and how that statement aligns with the rest of the Accountability Plan and UNF’s strategic goals. President Szymanski indicated the mission must align with the goals in our Accountability Plan as well as our Strategic Plan. UNF’s Strategic Plan will be revised this summer with a new committee led by an

outside consultant. We expect the mission statement to be revised but believe it will be aligned with our Accountability Plan.

Interim Provost Chally presented the narrative sections of the Plan covering our Statement of Strategy as well as Key Initiatives. She pointed out that the Plan this year is focused largely on student success. VP Coleman presented the data sections of the Plan presenting our standing on each of the 10 performance metrics. The Plan lays out where UNF will be in the next four years. Some of UNF’s goals are more ambitious, but the BOG has indicated they wish to see more ambition in UNF’s plan moving forward. Trustee Hollingsworth asked whether changes to the metrics are system-wide and VP Coleman stated that was the case – all universities are impacted by any changes to the metrics. Hours-to-degree is a metric UNF has moved in the positive direction the most. This is due in large part to advisors encouraging students taking 15 credits per term as well as scholarship funding we increased. Trustee McElroy asked if this model was sustainable and VP Coleman indicated we can stay at this level, as long as we can fund the scholarships. President Szymanski also noted UNF is working on all degree programs moving to a maximum of 120 hours. UNF’s School of Engineering will be the first in the state to move to 120 hours, which is a request from the BOG to move all Engineering programs to max 120 hours.

President Szymanski also touched on the cost to students and instructional materials. He noted UNF is making progress on an initiative to move to open access educational materials. Trustee Fenner indicated his home department, as a whole, is trying to move to all open access materials.

VP Coleman stated metric 5 (retention rate) was UNF’s biggest “bogey” and that moving the retention rate is UNF’s most difficult metric to change. President Szymanski.

Trustee Joost asked what it meant to go from 58 points and President Szymanski stated every institution is improving so we have a lot to catch up to as the University is about five years behind everyone. The BOG perceives UNF in a more positive light, but we are competing with all the schools; everyone is getting better.

Trustee Egan asked if the University conducts exit interviews when students transfer. Interim Provost Chally stated we did and we know some of the transfers are going back to school for various reasons. Other reasons include financial and academic. President Szymanski noted we have a lot of first-generation students so if they hit a rough semester and receive a low GPA; they are particularly not going to feel successful and more likely to return home. Trustee Tanzler noted for some students, the prestige of a larger institution might be a draw and President Szymanski responded that UNF provides many things for students that the larger institutions cannot do simply by their size. President Szymanski noted with a new VP of Marketing, UNF should be able to more effectively market its great offerings such as being in Jacksonville and internship possibilities, for example.

VP Coleman presented the Key Performance Indicators and noted we are continuing to project upward from the past year, but we are conservative in enrollment growth. Trustee Joost asked if moving students to take 15 credits/term negatively impacts our DFW rates, and VP Coleman indicated 15 credits is actually the best number of credits a student can take because any less doesn’t translate into studying more and any more than 15 might impact them because many of our students work.

Trustee McElroy moved to approve UNF’s 2019 Accountability Plan, Trustee Joost seconded, and unanimous approval.

indicated UNF will have 0 points on this metric and DFW rates are a real problem, but with supplemental instruction, UNF is moving the needle on student success,

particularly in difficult subjects such as science and math. Twenty-five percent of UNF’s retention problem is driven by DFW. Changes to the University’s focus on student success include supplemental instruction as noted above, mid-term grades,

book scholarships (to alleviate financial burden), second-year retention efforts such as immersion programming and internships.

There was discussion around the percentage of students transferring from the University and if UNF understands why students are doing so. President Szymanski indicated that while transferring from UNF was not inconsequential; it was not THE factor for UNF’s retention rates. Programs such as UNF + should have an impact on student retention, when the University is able to provide students with a facilitated pathway from freshmen to graduate student.

Trustee Egan stated that, in her experience, students don’t typically like to transfer out; it is a lot of work and they usually like where they are, once they adjust, so these initiatives should help in our goal to increase retention rates.

VP Coleman indicated we expect the BOG to change the “BOT choice metric” and cap the number of points an institution can get to 7 rather than 10. He noted that in the past two years, UNF has increased its points by 20 from 58 to 78 this year. President Szymanski noted it is not truly improvement points that are important, but rather excellence points - and that, that is where the University needs to be ambitious.

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