# MINUTES

## Committee Members Present

Wilfredo Gonzalez, Paul McElroy, David Fenner, Kevin Hyde (acting chair) Annie Egan, Stephen Joost, John Aloszka

## Item 1: Call to Order

## Item 2: Public Comments

Dana Hart, Assistant Professor of Accounting and Finance, requested time to address the Board regarding her recent tenure decision. Dr. Hart indicated that she had been successfully recommended throughout the tenure review process up to and including the university P&T Committee review. She noted that her performance had met the standards for tenure.

Bob Slater, Associate Professor of Accounting and Finance, requested time to address the Board regarding the recent tenure cases. Dr. Slater cited the Collective Bargaining Agreement and that any change to tenure criteria is a change in culture and the CBA allows for candidates not to be impacted by any changes in the final three years.

Pali Sen, Professor Emerita, Math and Statistics, requested time to address the Board regarding recent tenure cases. Dr. Sen indicated that there were two tenure candidates missing from the list of those candidates recommended by the President yet they had positive recommendations throughout the process. Dr. Sen also noted that one of the candidates is an NSF grant recipient in a STEM field, which is critical in measuring success of external funding.

## Item 3: Approval of Minutes

Trustee Gonzalez made a motion to approve minutes, seconded by John Aloszka. Minutes approved.

## Item 4: Tenure and Promotion through the Standard Review Process

Interim Provost Chally presented an overview of the tenure process. She noted that tenure is based on a candidate’s teaching, research, and service. An approval of tenure results in an ongoing annual reappointment of a faculty member, otherwise a candidate receives a terminal one-year contract.

The process includes several stages of review and ends with the President’s recommendation to the board of Trustees.

Trustee Hyde asked for clarification of the BOT’s role in the tenure process. Karen Stone responded that upon recommendation of the President, the Board shall make the final decision. If a candidate feels the process is wrong, they are entitled to the grievance process. We do not publicly share tenure documents because they are evaluative and evaluative material is confidential.

The tenure dossier is the basis of the review therefore the tenure decision must be based on whatever is included in the dossier. Trustee Hyde asked whether a candidate who is denied still has access to representation and Karen Stone indicated that is correct, they have the grievance procedure. If the tenure process included procedural deficiencies, those can be grieved. Trustee McElroy asked if the process was linear – so that at any stage a candidate can be denied. Provost Chally responded that during the process, if there is a negative recommendation that can be overturned by the next review stage. Provost Chally then presented the 19 candidates recommended for tenure to the Board for its approval. Trustee Tanzler asked if there was a change in salary for tenure and Provost Chally indicated that the compensation changes for promotion, not tenure. Trustee Joost made a motion to approve the 19 candidates for tenure and Trustee Gonzalez seconded the motion. All approved.

## Item 5: Florida Equity Report

Director of Equal Opportunity and Inclusion Marlynn Jones presented UNF’s Florida Equity Report for 2019. This is an annual report based on the prior year’ data (2017-18). Director Jones discussed any significant changes in percentages of diversity among faculty, staff and students and cited areas in need of improvement. Some highlights included diversity in student enrollment and equity in athletics. Trustee Egan asked if students were self-identifying. Director Jones indicated that was the case. Trustee Gonzalez asked if we enrolled any students who fled Puerto Rico’s Hurricane Maria. Provost Chally indicated that we could get that figure for the Board. Trustee Aloszka asked if there was progress on the development of funding for volleyball courts and VP McCullen indicated that gifts had come in for this purpose but that this is still ongoing. Director Jones indicated that there were improvements with faculty diversity except Hispanics. Women were heavily involved in the P&T process through participation in committee work. Trustee Joost asked what the strategies were to increase minorities on campus. Provost Chally responded that the new provost will work with EOI to identify ways to recruit minority faculty. Trustee Fenner responded that the Commission on Diversity and Inclusion has established an action agenda to tackle recruitment and retention of minority faculty.

Trustee Egan made a motion to approve, Trustee Joost seconded. All approved.

## Item 6: Reorganization of Academic Department

The College of Education and Human Services sought approval from the Board to reorganize its Departments of Foundations and Secondary Education and Childhood Education, Literacy and TESOL through a merger into one department: the Department of Teaching, Learning, and Curriculum.

## Item 6: Reorganization of Academic Department

According to the Constitution, Article V, Section 5: Academic units may be established, altered, and/or transferred from one college to another, or abolished by the University Board of Trustees.

The College believes that this merger will result in increased collaboration, decreased cost and increased retention. The President met with faculty and students to ensure they had input into this process.

Trustee Egan moved to approve the item, Trustee Aloszka seconded. All approved.

## Item 7: Memorandum of Understanding with University of Haifa

Professor and Chair of Construction Management, Dr. Mag Malek presented the results of a recent visit with the governor and others to establish a MOU with the University of Haifa. Dr. Malek discussed the opportunities and impact this will have on students and faculty and exposure to other cultures and diverse populations.

## Item 8: UNF Faculty Association Update

Trustee Fenner gave an update on the efforts to promote faculty well-being on campus. He indicated that the Faculty Association has ambitious plans to address faculty bullying among other issues. He indicated that they will put together a program and develop a policy based on the Faculty Handbook language. Trustee Fenner also indicated that the Association will create a faculty well-being website/communication and provide resources in handling stresses, etc. All this will be fleshed out over the next year. Trustee Fenner stated there were certain challenges currently with faculty well-being and one is morale. He indicated that the morale was low – on the negative side with concerns about the P&T process. He noted that conversations were necessary around topics of salary, and compression and inversion as well. Trustee Egan asked if there were specific ways faculty and the BOG can interact and have more conversations, perhaps opportunities for more one-on-one conversations. Trustee Burnett noted that

## Item 8: UNF Faculty Association Update

ROTC is important – are the instructors for ROTC considered faculty? Trustee Fenner responded that they were faculty. Trustee Burnett suggested a meeting with Major Dana Norris and Trustee Gonzalez noted that a meeting with One Jax Director Nancy Broner could be helpful. Trustee Hyde mentioned that a dinner part with faculty/staff/BOT members once a month could be a start.

## Item 9: Student Government Update

Trustee Aloszka presented an update on the work of Student Government. He indicated SG had 4 main initiatives:

* Wellness
* Involvement
* Mental and Physical Wellness
* Student Resources

Trustee Bryan asked about the athletics and opportunities for activity in terms of fostering retention. Are there things students want in terms of teams that we can offer? Are we missing something? Trustee Aloszka responded that it wasn’t necessarily a specific sport that was missing but the context around sports and the environment. Trustee Burnett asked if there were places students could congregate. There are specific places identified for students to meet up and celebrate.

## The meeting was adjourned.