# MINUTES

**Trustees Present:** Kevin Hyde (Chair), Sharon Wamble-King (Vice Chair) John Aloszka, David Fenner, Wilfredo Gonzalez, Stephen Joost, Paul McElroy,Hans Tanzler

**Trustees Absent** (excused): Tom, Bryan, Douglas Burnett, Adam Hollingsworth, Oscar Munoz

**Guests** Michael Mattimore, outside labor counsel (via phone)

## Item 1 Call to Order

Chair Hyde acknowledged a quorum and called the meeting to order at 3:00 p.m.

## Item 2 Public Comments

Chair Hyde offered those in attendance an opportunity for public comments. There were no comments from the public.

## Item 3 Textbook Affordability and Instructional Materials Report

Provost Rhodes addressed the Board and gave an overview of the draft Textbook Affordability and Instructional Materials Report for the Board’s consideration. He provided background on the ways in which the various disciplines review textbook and materials options and how they make their selections. Provost Rhodes highlighted specific measures that UNF has taken to reduce textbook and instructional materials costs for students, including joining the *Affordability Counts Initiative*, establishing a Textbook Coordinating Council, which raises awareness of costs and promotes options for faculty, and using *Follet Discover* which has helped increase efficiency in the adoption

process as well as compliance. The UNF Bookstore offers a price matching guarantee, has implemented *Follet Access*, which provides students with options to purchase their materials, and has also partnered with *Waymake*r – digital courseware that makes open educational resources available to the students. Provost Rhodes shared that 95% of UNF’s Fall 2018 and Spring 2019 courses were compliant with the Board of Governors’ deadline of 45 days before the first day of class.

Chair Hyde asked for a MOTION for approval for the Textbook Affordability and Instructional Materials Report. A MOTION was made by Trustee McElroy and seconded by Trustee Aloszka.

## Item 4 Tenure upon Appointment: Dr. Sarah LaChance Adams, Associate Professor of Philosophy and Director, Florida Blue Ethics Center

Provost Rhodes addressed the Board and presented his recommendation for tenure for Dr. Sarah LaChance Adams. Dr. LaChance Adams was recruited from the University of Wisconsin, Superior, where she held tenure, for the position of Director of UNF’s Florida Blue Ethics Center. Dr. LaChance Adams has an impressive academic background which includes multiple publications and awards. In order for the University to have been competitive in the recruitment for this position and in consideration of the fact that Dr. LaChance Adams has received a positive vote from the tenured faculty in her discipline and a thorough review by the President and Provost, the Provost is bringing forth his recommendation for the appointment of tenure for Dr. LaChance Adams. Trustee Fenner added that Dr. LaChance Adams is also the Managing Editor of *Hypatia: a Journal of Feminist Philosophy.*

Chair Hyde asked for a MOTION for approval for Tenure upon Appointment of Dr. Sarah LaChance Adams. A MOTION was made by Trustee Fenner and seconded by Trustee McElroy.

## Item 5 Ratification of UNF BOT - AFSCME Collective Bargaining Agreement

Chair Hyde invited Michael Mattimore, outside labor counsel and chief negotiator for the UNF Board of Trustees in its negotiations with the American Federation of State, County, and Municipal Employees (AFSCME) negotiations to provide an update on the collective bargaining process. Mr. Mattimore was happy to announce that the UNF Board of Trustees and AFSCME had concluded negotiations after only two bargaining sessions. Mr. Mattimore shared that AFCSME had relayed that they had taken the proposed agreement to a vote, and the union had ratified it. Mr. Mattimore summarized the changes to the contract listed below.

1. Effective October 5, 2019, each eligible bargaining unit employee shall receive a 3% increase to their base rate of pay and position classification as of July 1, 2019.
2. In addition to the increase in base rate, in October 2019, each eligible bargaining unit employee will receive a one-time lump sum bonus of $300.00, subject to tax.
3. After the 3% across-the-board increase is added to the base pay of eligible employees, the base pay of the employees in the following classifications who are still earning less than $10.50 per hour will be increased to $10.50 per hour: Custodial Worker, Custodial Support Worker, Facilities Operations Assistant, Floor Care Worker, Groundskeeper, Refuse and Recycle Worker.
4. To the extent that the increase to the base pay of the foregoing classifications creates wage compression of certain higher level employees in related classifications, the minimum hourly rate of the following classifications will be increased: Senior Custodial Worker, Senior Floor Care Worker, Senior Groundskeeper, Maintenance Helper/Maintenance Mechanic Trainee (Year 1), Pest Control Technician, Custodial Supervisor, Floor Care Supervisor, Grounds Supervisor, Refuse Recycle Moving

Supervisor, Senior Custodial Supervisor, Maintenance Mechanic Trainee (Year 2-3), Maintenance Mechanic

1. Article 10 was changed to update the dates for the transportation benefit. Each employee employed by the University as of September 6, 2019 will be provided a $95 transportation stipend to be paid on September 13, 2019.
2. There is one change to Article 14. A subsection “E” has been added which states that it is the employee’s responsibility to check the posted positions and notify the Office of Human Resources if he or she identifies a position that he or she is interested in and qualified for.
3. There is one change to Article 18. The language that stated “the University shall make a reasonable effort to locate appropriate alternate or equivalent employment for laid off employees” is replaced with language that states “it is the employee’s responsibility to check the posted positions and notify the Office of Human Resources if he or she identifies a position that he or she is interested in and qualified for.”
4. There is one change to Article 8, which updates the duration of the contract from June 13, 2019 to June 13, 2022.
5. There is one change to Appendix D which eliminates the dollar figures listed for Salary and Pay Raise sections under each position and refers each to Article 7 – Wages for that information.

Mr. Mattimore thanked both the UNF bargaining team and the AFCSME bargaining team.

Chair Hyde asked for a MOTION for approval for ratification of the UNF BOT- AFCSME Collective Bargaining Agreement. Trustee McElroy made a MOTION to the Board to ratify the articles of the collective bargaining agreement at issue in the most recent negotiations with AFCSME and which had been tentatively agreed to by the bargaining teams, including Article 7, Article 10, Article 14, Article 18, Article 28 and Appendix D. The MOTION was seconded by Trustee Aloszka.

## Item 6 Appropriation of $4.5M from Unappropriated Carry Forward

Vice President Shuman addressed the Board and discussed appropriation of excess carry forward funds for the Board’s consideration for approval. She relayed that, during the last legislative session, the Florida legislature established new requirements for carry forward funds. Under the new requirements, each university which retains a state operating fund carry forward balance in excess of the 7% statutory reserve must submit a spending plan for the excess carry forward balance that has been reviewed and approved by the Board. She also spoke of the legislators’ point system for prioritization of PECO projects. UNF (and other non-emerging SUS universities) can contribute 2% of a project cost, allowing it to receive two points in the prioritization of projects. The funding must be from a source other than a project-specific state appropriation.

UNF had previously appropriated $27, 982,884 of carry forward funds in June 2019. The actual carry forward balance is $32,463,603, leaving an unallocated balance of

$4,468,388. Vice President Shuman made a recommendation to the Board that

$4,100,000 be appropriated to the following three categories.

1. $600,000 for renovations to Lassiter Hall and the Coggin College of Business ($100,000 for Lassiter Hall and $500,000 for the Coggin College of Business). UNF will take advantage of its ability to

Item 6 Appropriation of $4.5M from Unappropriated Carry Forward (continued)

contribute 2% toward the project. These monies will be expensed over the next three years.

1. $2.0M for startup funds for new faculty who are being hired in the College of Computing, Engineering and Building Construction, and Biology, Chemistry and Physics.
2. $1.5M for Stay Strong Scholarships for students. These monies will be expensed in the next two yearsTrustee Aloszka asked for clarification on whether or not the $2M is for new faculty. Vice President Shuman confirmed it is $2M for startup funds for the additional faculty UNF budgeted this fiscal year to be hired next fiscal year.

Chair Hyde inquired whether or not the Stay Strong Scholarships will assist with the retention metric. Vice President Shuman confirmed that they will assist with the retention metric and with the cost to degree. Vice President Coleman stated that the $1.5M appropriated funds for the Stay Strong Scholarships assist UNF with its ability to direct funds to the places where they will make the most impact.

Chair Hyde asked for a MOTION to approve the recommendation to appropriate $4.1M in carry forward funds as outlined by Vice President Shuman. A MOTION was made by Trustee Aloszka and seconded by Trustee McElroy.

## Item 7 Adjournment

Chair Hyde adjourned the meeting at 4:00 p.m.