# MINUTES

**Trustees Present:** Kevin Hyde (Chair), Sharon Wamble-King (Vice Chair),

Douglas Burnett, Tom Bryan, Jill Davis, Annie Egan,

Stephen Joost, Chris Lazzara, Paul McElroy, Nik Patel, Ally Schneider, John White

**Trustees Absent** (Excused): Adam Hollingsworth

## Item 1 - Call to Order

Chair Hyde called the meeting to order at 10:00 am and confirmed that there was a quorum.

## Item 2 - Public Comments

Chair offered the opportunity for public comment. There were no requests for public comment.

## Item 3 - Ratification of AFSCME Collective Bargaining Agreement

Chair Hyde moved to the next item - Ratification of AFSCME Collective Bargaining Agreement. He invited Mr. Michael Mattimore, outside labor counsel, to present the Agreement. Mr. Mattimore informed the Board that the Administration had completed its collective bargaining negotiations with the AFCSME collective bargaining unit, and that the negotiations had gone well. He stated they were able to secure an agreement within three bargaining sessions.

Mr. Mattimore stated with regard to wages, there was a proposed one-time, non-recurring, $1K payment for FY 2020-2021, which would not be applied to employees’ base salary. Each member of the bargaining unit would receive the payment. Mr. Mattimore noted the Agreement also updated the discrimination language to include and encompass Title IX language. He further noted that a new article on “Emergencies” had been created, with a link through which employees can access existing University protocols for emergencies and special pay for University closures.

Mr. Mattimore stated that the contract had been presented to the employees in the AFSCME bargaining unit for ratification, and the Agreement had been ratified unanimously by the employees. He noted that the Administration’s recommendation was that the Board of Trustees consider the Agreement and vote for its ratification.

Chair Hyde asked approximately how many members are in the bargaining unit. Interim Vice President Bennett noted that there are approximately 600 members. Interim Vice President Bennett reminded the Board that it had previously approved of this money in the budget, and these funds had been previously set aside. He relayed this is the Board’s ratification of what it had previously approved budgetarily.

Chair Hyde asked if there were additional questions from the Trustees about the Agreement. Trustee McElroy congratulated those involved with bargaining on coming to an agreement in three bargaining sessions. He noted that was likely indicative of the process and congratulated all involved.

Chair Hyde asked if Mr. Mattimore would provide examples of the types of job categories at the University this Agreement would affect. Mr. Mattimore noted the Agreement includes all of the operational services employees. Chair Hyde asked, if the Board were to ratify the Agreement, when the employees would receive the payment. Interim Vice President Bennett advised the employees would receive the payment the following week. Chair Hyde asked if there were additional questions. There being none, he asked for a MOTION to RATIFY the Collective Bargaining Agreement with AFCSME. Trustee White made a MOTION to RATIFY, and Trustee Patel SECONDED. The Agreement was ratified unanimously by the Board.

## **Item 4 -** Update on COVID-19 Response and Spring Semester

President Szymanski introduced Mr. Robert Greenlaw, UNF COVID Coordinator; Dr. Curt Lox, Dean, Brooks College of Health; and Dr. Doreen Perez, UNF COVID Healthcare Coordinator. The President relayed that UNF had had a highly successful fall semester, a successful summer, and had transitioned to online learning easily in March 2020. He stressed that the University had focused on keeping the UNF

community safe and supporting student success. President Szymanski emphasized that UNF had provided choices to students in continuing their studies in whichever modality was most optimum for them, during the pandemic. He shared that students had been extremely complimentary of the faculty’s dedication and work as the University needed to transition to online learning.

The President stated that the students had been very understanding of required social distancing practices and had participated in multiple streaming activities that Academic and Student Affairs had made available to them. The President noted that among faculty, staff and students, the University had had approximately 337 COVID cases and that many universities similar in size to UNF had experienced cases in the 2,000 – 2500 range. President Szymanski stated that there had been no major outbreaks in the residence halls and that the University did have students in isolation or quarantine, as needed. The President added that the University community had taken seriously the notion of shared responsibility in keeping the community safe. He relayed that the availability of testing, practices of social distancing and mask-wearing, as well as sanitizing had played a significant role in keeping the UNF community safe.

The President spoke of the spring semester, reminding the Board that classes will start January 6. He shared that the University will have rapid antigen and mobile testing available. President Szymanski stated the University will have mandatory testing of students in the residence halls. He noted that the University will have the capacity to administer 450-500 tests per day. The President relayed that there will be a greater number of students in the residence halls in the spring than there had been in the fall – approximately 2000 students. He highlighted that the University had been purposeful in identifying and using all available space to create socially distanced classrooms, adding that, for Fall Semester 2020, 28% of UNF classes had met in campus classrooms. For the Spring 2021 semester, the President noted that 41% of the University’s classes would meet in a classroom, which he stressed is the maximum capacity for socially distanced classrooms.

The President stated that he wanted to thank the multiple individuals behind the scenes at UNF who made the year a safe and successful one. He shared that he and First Lady Szymanski had reached out to several organizations and units, on campus recently to thank them for all of their hard work. He thanked Vice President Bruder and his team for their job in successfully apprising UNF’s constituents with important updates

President Szymanski asked Mr. Greenlaw, who leads the UNF COVID-19 Task Force to provide an update. The President thanked Mr. Greenlaw for his continual focus and vigilance in keeping the UNF community safe. Mr. Greenlaw spoke of the Task Force, comprised of twelve senior executives responsible for University operations, who had met three times per week since early 2020, to provide status updates and assess changing conditions. He noted that this team had been able to make adjustments very quickly, as needed.

Mr. Greenlaw relayed that students had played a critical role in keeping the University safe, with their willingness to follow the mandate that all individuals on campus wear masks. He relayed that he thought the success of this initiative was in large part due to the University having partnered with the Student Government, who had placed peer-representatives throughout campus, handing out masks and promoting adherence. Mr. Greenlaw stated that the University will continue that alliance in the Spring. He emphasized that the University’s social distancing and mask-use policies had been effective in reducing the number of cases and noted that there had been no cases of transmission in the classrooms.  He added that the University conducts contact tracing for all positive tests, and that the University notifies individuals if they have been exposed.

Dr. Perez relayed that, on average, the University had administered 400-500 PCR tests (with a 48-hour results return) per day at the height of its testing. She advised that the University will add the rapid antigen test in conjunction with the PCR testing during the first week of Spring 2021, as resident students return. She noted that the University will be equipped to administer 500 tests per day. (Dr. Perez added that the University will use PCR tests, as backup, if they have concerns, after clinical observation.) Dr. Perez relayed that not only was the University proud to have been able to provide these tests for the students, but also that it had been able to provide clinical hours to UNF nursing students (in the administration of tests and evaluating quarantined students and student in isolation). Dr. Perez noted that, in building W, the University will also administer rapid flu and step tests in the Spring 2021 semester.

Trustee Egan asked if students are required to return to the testing site, within 48 hours, after they take the rapid antigen test. Dr. Perez stated that students receive, within 15 minutes, results from the rapid antigen test. She relayed that, starting the week of January 11, the University will also conduct mandatory testing of all students in housing and it will also offer tests to faculty and staff.

Mr. Greenlaw stated that the University had also conducted a review of obstacles individuals might face when trying to come to campus for a test. He relayed that the University had offered drive-through tests once a week (which had been helpful to students who learned and faculty who worked off campus). He noted that the University had also created six 20-minute spaces, near Lot 10 - the testing site - so that a lack of access, by those without parking permits, to parking near the testing site would not be an impediment to obtaining a test.

Dean Lox stated that he wanted to acknowledge individuals who had been critical to the University’s work in this area: Dr. Doreen Perez, COVID-19 Healthcare Coordinator; Dr. Valerie Morrison, Director, Student Health Services; Dr. Fred Beck,

Chief of Medical Staff, Student Health Services; and the UNF School of Nursing students. He thanked all for their hard work and dedication, stating that “the School of Nursing students had been amazing.” (Dean Lox emphasized that UNF does not have a medical school and was not originally configured to do testing on such a large scale. He noted that the University had been able to do it successfully, nonetheless, stating he is “tremendously thankful, and the University community owes these individuals a debt of gratitude.” Dean Lox also stated that Mr. Greenlaw had been a “wonderful leader” in the University’s COVID response.

President Szymanski stated that the achievements and dedication of the UNF School of Nursing students was not a surprise and asked Dean Lox to share the School’s most recent ranking news. Dean Lox stated that the UNF School of Nursing’s doctoral

program (DNP) had been recently ranked, by *Nursing Degree* *Search* as the #1 nursing DNP program, in Florida. Vice President Coleman added that, in the most recent data available, UNF had had more nursing students (than the University of Florida) employed full-time, in Florida, within the first year of their graduation.

President Szymanski thanked Mr. Greenlaw, Dean Lox and Dr. Perez, as well as the COVID-19 Task Force, for its leadership in the University’s COVID response. The President also reminded the Board that, during the holiday break, the University will still be taking care of students – international and other students - who will need to stay on campus during the break. He advised that the University will offer transportation to students who need it to the grocery store and other essential locations. He relayed that food services will be available on campus, on a limited basis.

The President asked Trustee Schneider to relay information on Lend-a-Wing services available to students. Trustee Schneider stated that Lend-a-Wing has been making “grab bags” with food items for students, and that students can contact Lend-a-Wing through social media or a call between 12:00 pm and 3:00 pm, weekdays, and come to the pantry to pick up a bag of food items. She relayed that there will be a week during which the pantry will not be open, but Lend-a-Wing is preparing larger bags of food for that period, so that students can pick them up beforehand and have access to food during that week. Dean Lox added that the UNF Counseling Center will remain open, fully staffed, offering telehealth services throughout the break. He also noted that the Counseling Center operates a 24-hour hotline, seven days a week.

## **Item 5 –** Adjournment

Prior to adjourning, Chair Hyde reminded the Board of the January 2021 Board and committee meeting dates:

January 15 – virtual Audit and Compliance and Finance and Facilities Committee

January 20 – virtual Academic and Student Affairs and Governance Committee

January 28 – in-person Board of Trustees meeting (University Center)

He stated that, since the beginning of the pandemic, he and President Szymanski had, been participating on a weekly call with Chair Kitson and the Chairs and Presidents of UNF’s sister institutions, to check in and provide a status of operations on the campuses. Chair Hyde stated that he had been extremely proud of the low number of COVID cases UNF has had and how quickly the University had implemented safety measures for the campus.

Chair Hyde asked if there were questions or comments. Trustee White invited the other Trustees to take a moment and review the virtual commencement, which would be online the following day.

Chair Hyde closed the meeting by noting that it this was the final meeting of what had been a highly unusual year for everyone, due to the pandemic. He thanked the Board for the Board’s continued level of engagement and substantive discussion during the year and the staff for its work to ensure continuity of Board operations.

Trustee Burnett stated he agreed with Chair Hyde and, that having recently attended a UNF Foundation Board meeting, he wanted to thank Vice President Ann McCullen for her leadership in fundraising during a difficult year.

Chair Hyde agreed and noted that the Executive Team had also welcomed new members – Interim Provost Karen Patterson, Vice President Karen Bowling, and Vice President Meyers. He stated that the University, the President, Executive Team and staff had done very good work during this difficult year. Chair Hyde thanked Vice President Eric Bruder for the outstanding level of communication the University had with its community during the year and Interim Vice President Bennett for keeping the University on “good financial footing.” Chair Hyde remarked that “all other things being equal, it has been a good year” and thanked President Szymanski and the University staff. He adjourned the meeting at 11:35 am.