# MINUTES

**Committee Members Present**:

Kevin Hyde, Annie Egan (Vice Chair), Wilfredo Gonzalez, Jill Davis, David Fenner,

Stephen Joost, Ally Schneider

**Committee Members Absent** (Excused):

Adam Hollingsworth

## Item 1 – Call to Order

Vice Chair Egan called the meeting to order at 1:00 pm.

## Item 2 – Public Comment

Vice Chair Egan asked Vice President Stone if the Committee had received any requests for public comment. Vice President Stone confirmed that the Committee had received no requests for public comment.

## Item 3 – Consent Agenda

Vice Chair Egan asked if there were any questions or comments about the Consent Agenda. There being none, she asked for a MOTION to APPROVE. Trustee Gonzalez made a MOTION to APPROVE and Trustee Joost SECONDED. The Consent Agenda passed unanimously.

## Item 4 – Amended Regulation – 2.0380R General Admissions

Vice Chair Egan turned to the proposed amended Regulation on General Admissions (2.0380R). Associate Vice President of Enrollment Terrence Curran addressed the Board

## Item 4 – Amended Regulation – 2.0380R General Admissions (continued)

and relayed that as part of an internal audit of regulations on campus, in 2019, there was an observation that the policy has not been reviewed since 2008. He added that admissions practices, which review applicants’ past actions, had developed since the last review. Associate Vice President Curran stated that the J-Hold Committee, in partnership with Chief Mackesy (University Police Department) and Andrea Adams-Manning (Dean of Students), has worked to make the regulation in line with the University’s current practices.

Associate Vice President Curran advised that the University’s practice is to review any past issues of violence for applicants. He emphasized that they look at situations that would prohibit admissions, based on behavior. In addition to reviewing these types of actions for applicants, Dr. Curran advised that, twice yearly, the UNF University Police Department checks the Florida Sexual Offender/Predator Registry to make sure that the University is monitoring its enrollment.

Trustee Egan asked whether or not there is a way to determine if a student has offended in their home city, state or country (or if the information that the University has access to is only for offenses in Duval County or northeast Florida). Associate Vice President Curran stated that the information the University will have access is through the Florida Sexual Offender/Predator Regulatory Registry, and that it includes information on offenses that occur throughout Florida. Trustee Egan asked if it includes information on offenses that occur outside of Florida. Associate Vice President Curran stated that the Registry does not. However, he stated any out of state individual who is a sexual predator/offender is required to register in Florida within 48 hours, even if they are on a short-term visit.

Provost Rhodes emphasized that there are two phases to the review process: applicants must declare information about past offenses when they apply and there will be

## Item 4 – Amended Regulation – 2.0380R General Admissions (continued)

ongoing checks that could provide information after individuals have applied and/or matriculated.

Vice Chair Egan asked for a MOTION TO APPROVE. Trustee Joost made a MOTION TO APPROVE AND TRUSTEE Schneider SECONDED. The amended regulation passed unanimously.

## Item 5 - New Program Proposal – Bachelor of Science in Advanced Manufacturing

Provost Rhodes addressed the Board and spoke about the proposed, new Bachelor of Science in Advanced Manufacturing degree program, which, he stated, would be a program of strategic emphasis. He added that it would be the first of its kind in the State University System (SUS) and among only 21 programs in the nation. The Provost emphasized that the proposed program is aligned with the strategic goals of the University and the SUS.

Provost Rhodes introduced Dr. Stephen Stagon, Associate Professor of Mechanical Engineering, College of Computing, Engineering and Construction, who, he stated, had been instrumental in developing the proposal. Dr. Stagon relayed that the University is excited about the program as it will prepare UNF students for employment amidst continued growth in manufacturing in Northeast Florida. Dr. Stagon stated that local industry leaders are asking the University for graduates from a Bachelor of Science in Advanced Manufacturing Program.

Trustee Schneider asked for additional information on the content of the program. Dr. Stagon relayed that it is a good blend of programs, covering topics such as materials handling, pre-design, design, supply chain, and quality assurance. He stated that students who graduate from this program will be some of the most cross-trained engineers that one can find. President

## Item 5 - New Program Proposal – Bachelor of Science in Advanced Manufacturing (continued)

Szymanski emphasized advanced manufacturing is one of the key competencies the city of Jacksonville has stressed it needs in its workers.

Trustee Egan asked what the criteria is for admission for the major. Dr. Stagon stated that the criteria for admission will be the same as for the mechanical and electrical engineering programs. The Provost emphasized that the program is comprised of 120 credit hours.

Chair Hyde inquired about the demand for the program. Dr. Stagon stated that the College estimated the demand based on the demand for other advanced manufacturing programs in the U.S. He advised that the College compared advanced manufacturing programs to mechanical and electrical engineering programs (at 20 universities and compared the ratios). He stated that after 5 years the College estimates that 20-25 students will be graduating from this program. But, he stated, given the large number of manufacturers in Northeast Florida, the demand for graduates of this program may well exceed current estimates.

Trustee Gonzalez asked to receive a copy of the list of the potential employers who will be interested in graduates from this program. Dr. Stagon confirmed that he will forward a copy of the list of these employers.

Vice Chair Egan asked for a motion to approve. Chair Hyde made a MOTION TO APPROVE and Trustee Schneider SECONDED. The proposed program was passed unanimously.

## Item 6 - New Program Proposal – Bachelor of Business Administration in Business Intelligence (continued)

Vice Chair Egan turned over to Chair Hyde. Provost Rhodes relayed that Northeast Florida is predicted to have a growth rate of approximately 20% in this field (which will include positions such as management analysts and operations research analysts). He highlighted that the Coggin College of Business has an active Advisory Council and that the College works closely with the Council to identify the demand and academic offerings that will make UNF students most competitive. He stressed that the proposed program aligns closely with 5 of the 9 SUS Strategic Planning goals, is a program of strategic emphasis, will help with UNF’s growth on the metrics and aligns with the University’s mission and Strategic Plan.

Provost Rhodes introduced Dr. Lakshmi Goel, Professor and Chair of the Department of Management, Coggin College of Business. Dr. Goel relayed that the proposed program will address a gap in the College’s current offerings and allow the College to offer a more quantitative-focused degree track as an option for students.

Trustee Egan made a MOTION to APPROVE and Trustee Schneider SECONDED. The proposed program was passed unanimously.

## Item 7 - New Program Proposal – Master of Science in Business Analytics

Provost Rhodes spoke about the proposed Master of Science in Business Analytics. He relayed that UNF’s strength in building students’ analytics skills will help it successfully deliver this program which will meet the needs of employers in Jacksonville and Northeast Florida. As with the Bachelor of Business Administration in Intelligence program, the Provost advised that the College has worked closely with its Advisory Council to build the proposed program. Provost Rhodes stated that the goals

## Item 7 - New Program Proposal – Master of Science in Business Analytics

of the program align with the goals of the SUS and the community. He highlighted that the program also aligns with 6 of the 9 State SUS strategic goals, and that it is a program of strategic emphasis. Finally, Provost Rhodes confirmed that the proposed program fits well with the University’s mission and its Strategic Plan.

Chair Hyde asked which SUS institutions have similar programs. Dr. Goel stated that almost all SUS institutions have them and noted that their titles reflect a variety of the disciplines that these programs cover (-quantitative methods, intelligence, analytics). She stressed that the proposed program for UNF is intentionally interdisciplinary and that she believes that this is a real strength vis-à-vis the other programs.

Chair Hyde asked if there were any additional questions. There being none, he asked for a MOTION to APPROVE which Trustee Joost made. Trustee Gonzalez SECONDED. The program was approved unanimously by the Board.

## Item 8 - Faculty Association Update

Trustee Fenner provided the Faculty Association Update. He relayed that on Friday, June 19, 2020, there will be a town hall meeting with faculty which will focus on answering the questions they have with regard to reopening the campus in the fall. He relayed that this will be the first of two to three of these meetings.

Dr. Fenner stated that the Faculty Association, in partnership with the Department of Diversity and Inclusion have launched a new platform on its website, that, with the help of discussants, will create an opportunity to have conversations regarding race. He shared that four faculty members have been identified to be the discussants. He stated that Alison Cruess, the Director and Co-chair of the Commission on Diversity & Inclusion, will be distilling themes and action items from the discussions and that these items will be distributed to the appropriate individuals on campus who can ensure implementation. He thanked Dr. Heather Truelove, Associate Professor of Psychology

## Item 8 - Faculty Association Update (continued)

and Chair of the Faculty Association’s Faculty Affairs Committee whose idea it was. Dr. Fenner also congratulated Vice President Meyer on her appointment and stated that the Faculty Association looks forward to working with her.

Trustee Fenner closed his presentation by referencing the Faculty Association Presidency. He reminded the Board that, at its last quarterly meeting, he had introduced Dr. Georgette Dumont as the new Faculty Association President. He advised that the Faculty Association had subsequently learned that the State of Florida does not allow for an individual to sit on two public entities at the same time. Trustee Fenner relayed that Dr. Dumont sits on the Jacksonville Beach City Council and will remain on the Council. He stated that the Faculty Association held another election and that Dr. John White, Associate Professor in the College of Education and Human Services, will be the new Faculty Association President in August. Chair Hyde thanked Trustee Fenner for his service over the last two years and stated that the Board has greatly enjoyed working with him.

## Item 9 - Student Government Update

Trustee Schneider gave her Student Government Update. She referenced former Student Body President John Aloszka having introduced her at the March quarterly Board meeting. Trustee Schneider took a moment to re-introduce herself, stating that she is a Jacksonville native and a senior majoring in Sociology and Political Science. She relayed that she has served in Student Government throughout her years as an undergraduate: in the legislative branch, as the Student Body President’s Chief of Staff, last year, and now as Student Body President. She added that, this year, she will also serve as the Florida Student Association Chair, which will have her sit on the Board of Governors. She relayed that she plans a career in higher education administration.

## Item 9 - Student Government Update

Trustee Schneider stated that, prior to COVID-19, her administration’s top three priorities fell under three umbrellas:

**Campus Safety**

* Ensuring that there is enough lighting on campus
* Ensuring that the blue-light poles are functioning

**Access to Resources**

* Working to bring back an initiative that allows students to print 25 copies for free and to see how Student Government would subsidize it.
* Lend-a-wing sites in housing areas to increase students’ access to food

**Campus Culture**

* Improve orientation, making it more student-centered
  + Bring Duval County Office of Elections to orientation, so that students who moved from outside of Duval County to attend UNF can update their addresses and learn how to vote in Jacksonville

Trustee Schneider advised that Student Government priorities changed once the COVID-19 pandemic hit.

Student Emergency Relief Fund

* Student Government infused the Student Emergency Relief Fund with $250,000 from its reserve funds

Engaging with minority students specifically Black students, in order to find better ways to serve them

Working with the University on the reopening of campus

Chair Hyde thanked Trustee Schneider for her presentation and relayed that the Board looks forward to working with her for the next year.

## Item 10 - 2020 Florida Equity Report

Chair Hyde turned to Ms. Marlynn Jones, Director, Equal Opportunity and Inclusion and Title IX Coordinator to present highlights from the 2020 Florida Equity Report. She advised that the report represents data from 2018 - 2019, the reporting period covers from Fall 2014 – Fall 2018, and it also includes some data from Fall 2019.

**FTIC Students**

Ms. Jones relayed that the report revealed that, in Fall 2014, the University had enrolled:

* 80 Asian FTIC students and 121 by Fall 2018, representing a 5.2% increase. For Fall 2019, the University had enrolled 149, representing a 6.1% increase.

## Item 10 - 2020 Florida Equity Report (continued)

FTIC Students

* 202 Hispanic FTIC students and 333 by Fall 2018, representing a 14.3% increase. For Fall 2019, the University had enrolled 379 Hispanic students, representing a 15.4% increase.

FTIC Students

* 2019, the University had enrolled 228, representing a 9.3% increase.
* 116 Black students and 158 in Fall 2018, representing a 6.8% increase. For Fall 2019, the University had enrolled 228, representing a 9.3% increase.

Transfer Students

Ms. Jones relayed that for transfer students from Florida State Colleges (having already received an AA degree, before they arrive at UNF), there have been decreases in all ethnic categories with the largest decreases occurring for Black students – a decrease of 50.6%. She advised that Hispanic transfer student enrollment decreased from 2014 - 2018, but it increased from between 2018 and 2019. She also noted that the number of female students transferring declined by 43.5%. Ms. Jones relayed that these decreases match state and national declines in these categories. She highlighted that UNF has implemented initiatives designed to target this population.

Trustee Joost asked if the University knows why these decreases in transfer students have occurred. Ms. Jones stated that most of UNF’s transfer students come from Florida State College at Jacksonville, and their numbers have been declining. She also notedthat the numbers of student choosing UNF for doctoral programs has increased from 40 in 2013 to 117 in 2018 and that minorities have increased from 26.6% to almost 36.5% during the reporting period.

Equity in Athletics

Academic Excellence

Ms. Jones relayed that UNF athletes continue to excel in the classroom for the sixth in a row, with an average GPA of 3.37 or higher. She also noted that the number of student athletes graduating continues to rise with 57 student athletes graduating this year. Of those, Ms. Jones stated that 35 had over a 3.5 GPA and received recognition from the ASUN Conference. She also shared that UNF has had six Scholar-Athletes of the year (four females and two males, representing beach volleyball, women’s golf, men’s and women’s tennis and men’s basketball).

**Equity in Athletics**

**Competitive Excellence**

Ms. Jones relayed that the report revealed that UNF is competitive within the ASUN Conference, having won three conference championships and with women’s tennis being both the regular season and the tournament champions. She highlighted that, this year, UNF had 3 conference players of the year, three conference freshman of the year, six scholar athletes of the year, and three conference coaches of the year (men’s cross country and men’s and women’s golf).

Ms. Jones stated that facilities remain a concern for the Osprey Athletic Department and that development is currently seeking donors for the University’s batting cages. She emphasized that it is estimated that the University will need $250K - $500K to complete the project. She relayed that the funds have been identified to build an outdoor aquatic facility and that the estimated time for completion is two to three years.

**Employment**

Ms. Jones stated that the University has continued to see increases in the number of Asians, Hispanics and females in tenured faculty positions, but that it has seen a 25% decrease in Black tenured faculty position.

She advised that with regard to tenure-track positions, the University does work with McKnight and the Southern Region Education Board to recruit minorities for STEM positions. She noted that the number of non-tenured faculty who are female has grown by 63%. Ms. Jones shared that the University continues to have gains for Black, Hispanic and American Indian/Alaskan Native individuals at the executive, administrative and managerial levels, but that the University has seen declines in number of Asians and women who are advancing to executive, administrative and managerial levels.

**Faculty**

Ms. Jones relayed that the University continues to have participation in the tenure process by all of the minority groups in all of the Colleges, but noted that challenges remain in terms of recruiting minority faculty of color. She stated that a committee has been established by the President that is working to create a Diversity and Inclusion plan for the University and that faculty and student recruitment for people of color is a priority for the committee.

Ms. Jones noted that the Budget includes support for recruitment, tenure, and promotions for all groups across the campus. She concluded her presentation by stating that the Board has completed its annual evaluation of the President, and the President completed his evaluation of his top administrators.

Trustee Joost asked if the University has comparisons of the composition of its faculty and staff to the general population. Ms. Jones asked if he was interested in national data

## Item 10 - 2020 Florida Equity Report (continued)

or data on Jacksonville. Trustee Joost stated that it would be helpful to have both. Ms. Jones advised she will send this to Vice President Stone for dissemination to the Board.

Trustee Schneider referenced the 25% decrease in Black faculty and asked Ms. Jones if she has insight into what is causing the trend. Ms. Jones relayed that there is not a high number of Black faculty members and, therefore, any change reflects a large percentage change. For example, she noted that the number of Black faculty decreased to 6 from 8 faculty members.

Chair Hyde asked what the University’s areas of greatest strengths and opportunities are. Ms. Jones stated that she thinks the greatest area of opportunity for the University is the need to have a more concerted effort with the recruitment of minorities and women in the University’s STEM programs and persons of color in the overall faculty. She noted that the University has had a great increase in the number of Hispanic students on campus, but that there has not been a great increase in the number of Hispanic faculty or staff members on campus.

Ms. Jones stated that the thinks the University’s greatest strength is in its admissions program and noted that it continues to admit students of color – Black, Hispanic, Asian – and women. She relayed that the number of admitted female students tends to be larger than the number of admitted male students. She noted that the University has had substantial and steady increases in its FTIC students. She further noted that increases in minority transfer students are an opportunity for the University. She emphasized that data for transfer students required by the Board of Governors in the report include those students who have completed an Associates degree. She noted that we do have quite a few transfer students who transfer to the University *prior* to obtaining an associate’s degree (but that the numbers associated with those individuals are not captured in the report).

## Item 10 - 2020 Florida Equity Report (continued)

Trustee Davis asked if the University has developed strategies for recapturing previous levels of transfer students. Ms. Jones noted that Enrollment Services has a plan which is included in the Equity Report. She noted that Associate Vice President Terrance Curran’s team is implementing targeted programs to recruit transfer and FTIC student and that they are specifically looking at Title I high schools in the area. Trustee Davis followed up by asking if there has also been a change in the number of students who transferred to UNF prior to obtaining their Associates degree (and if so, whether that number has increased or decreased). Ms. Jones stated that she believes that there has been an increase, but as this is not one of the data sets required by the report, she does not have that data from Institutional Research.

There being no additional questions, Chair Hyde asked for a MOTION to APPROVE the 2020 Florida Equity Report. Trustee Joost made a MOTION to APPROVE and Trustee Schneider SECONDED. The Report was unanimously approved by the Board.

## Item 11 - Adjournment

There being no further business, Chair Hyde adjourned the meeting at 2:15 pm.