# **-MINUTES-**

**Trustees Present**

Annie Egan (Chair), Alison Korman Shelton (Vice Chair), Jason Barrett, Jill Davis, Christopher Lazzara, Nathaniel Rodefer, John White, Kevin Hyde (ex officio)

**Trustees Absent:** none

**Guests:** Dr. Gordan Rakita, Dr. Bryan Knuckley, Dr. Tru Leverette, Dr. Richard Buttimer

## Item 1 Call to Order

 Chair Egan called the meeting to order.

## Item 2 Public Comment

Chair Egan offered those in attendance the opportunity for public comment. There were no requests for public comment.

## Item 3 Consent Agenda

The Committee considered the consent agenda with the draft January **20, 2022** Academic and Student Affairs Committee meeting minutes. Trustee Whitemade a motion to approve the consent agenda, and Trustee Hydeseconded. The Committee approved the consent agenda unanimously.

## Item 4 Proposed New Regulation – 2.1080R Eminent Scholars Program

Associate Vice President Dr. Joann Campbell presented a proposed new regulation on Eminent Scholars. Board of Governors Regulation 9.019 requires each university to adopt a regulation for the administration of its Eminent Scholars Program. This regulation conforms to Board of Governors requirements and provides guidance regarding the expenditure of funds under University of North Florida’s Eminent Scholar Program. UNF has four endowed eminent scholar chairs falling under this regulation: the Great American Jazz scholar in the College of Arts and Sciences; two chairs in the Coggin College of Business; and the Andrew A. Robinson Eminent Scholar Chair in the College of Education and Human Services. University Development and Alumni Engagement and Academic and Student Affairs moved this policy forward and it has been approved by Compliance, Ethics and Risk Oversight Committee.

Trustee Egan asked if there were additional questions. There being no further questions, she asked for a motion to approve. Trustee White made a motion, and Chair Hyde seconded. The Committee unanimously approved the new regulation.

## Item 5 Proposed Amended Regulation – 2.0470R Financial Aid

Associate Vice President Joann Campbell presented the amendment to 2.0470R Financial Aid regulation to better align with Board of Governors requirements and address recommendations resulting from a recent internal audit. Changes include Student Financial Aid as the single office designated to coordinate and administer financial aid and scholarships, updating the members of the Financial Aid Policy Committee and reactivating the Committee, creating a workgroup of college and other scholarship coordinators to enhance communications, coordination, and compliance in allocating scholarship dollars, and designating Institutional Research as the office to coordinate the collection of data for all financial aid programs. Academic and Student Affairs moved this policy forward and it has been approved by Compliance, Ethics and Risk Oversight Committee.

Chair Egan asked who would review financial aid data. Dr. Campbell responded that the Financial Aid Policy Committee would review it to determine the alignment of multiple funding sources.

Trustee Egan asked if there were additional questions. There being no further questions, she asked for a motion to approve the proposed amended regulation. Trustee Lazzara made a motion, and Trustee White seconded. The Committee unanimously approved the new regulation.

## Item 6 Proposed Amended Regulation – 5.0070R Religious Accommodations for Student and Employees

Justin Sorrell from the Office of the General Counsel stated that the University is proposing revisions to its Religious Accommodations regulation. Previously, it was only focused on students and did not cover the breadth of religious accommodation issues that present themselves to the University. The revised regulation makes it clear that religious accommodations are available to both students and employees. Sections were reordered and revised for readability and to reflect the current state of the law governing religious accommodations.

This amendment conforms to Board of Governors wording by clarifying the process for options for redress when a request for accommodation is denied. Academic and Student Affairs moved this policy forward and it has been approved by Compliance, Ethics and Risk Oversight Committee.

Trustee Egan asked if there were additional questions. There being no further questions, she asked for a motion to approve the proposed amended regulation. Trustee White made a motion, and Trustee Lazzara seconded. The Committee unanimously approved the regulation.

## Item 7 Proposed New Academic Program / BS in Biochemistry

Associate Provost Dr. John Kanter presented three new academic programs: the Bachelor of Science in Biochemistry, the Bachelor of Arts in Africana Studies, and the Global Master of Business Administration (MBA).

Dr. Bryan Knuckley, Chair of the Department of Chemistry, was present to answer questions about BS in Biochemistry.

Currently, biochemistry is a track in the BS in Chemistry degree – which misrepresents the specialized skillset the biochemistry students receive by combining biology and chemistry. A degree in chemistry doesn’t accurately reflect the dual focus on biology and chemistry. Dr. Kantner explained the new standalone degree in biochemistry is important for students going into medical and healthcare related fields. Biochemistry is an important workforce sector and is defined by the Board of Governors as a Program of Strategic Emphasis.

Dr. Kantner also shared that the number of majors in the new Biochemistry and existing Chemistry programs are large and can support being divided into two degrees. Dr. Bryan Knuckley stated that Survey of Physical Chemistry course was added for this degree program but no other new resources were added. Chair Hyde asked if this allows students to specialize in biochemistry as opposed to a broader degree. Dr. Knuckley replied in the affirmative and explained that there is a great deal of employer demand post-COVID.

Chair Egan asked for additional questions. There were none, and a motion by Trustee Lazzara to approve was offered. Trustee White seconded the motion; the motion carried, and the B.S. in Biochemistry degree was approved.

## Item 8 Proposed New Academic Program / Africana Studies

Associate Provost John Kantner and Director Dr. Tru Leverette presented this item. Like the BS in Biochemistry degree, the Africana Studies program is defined by the Board of Governors as a Program of Strategic Emphasis under the Economic Development-Global Competitiveness category.

This new program is currently a minor as well as a developed course pathway in the Interdisciplinary Studies major. The purpose of this program is to give students a wide knowledge of African Diaspora, especially peoples and cultures in North America, Latin America, and the Caribbean. Africana Studies is a very interdisciplinary degree, with 10 different contributing departments in College of Arts and Sciences, and the possibility to grow into other departments and colleges in the future.

EduVentures consultant report described the regional demand for bachelor’s degrees related to Africana Studies as “explosive” and job prospects are similar to majors like Political Science – preparing students to enter a wide variety of fields that require skills in multicultural fluency.

Chair Hyde, while recognizing this area of student interest as extremely important, asked if the proposed new degree program was aligned with House Bill 7. Dr. Tru Leverette noted that all courses are aligned with HB 7 and stated that all courses in the new degree program are currently being taught and that no new courses are being proposed. Interim President Pam Chally concurred. Chair Hyde suggested a thorough analysis of the new law to ensure it is aligned with this proposed program. Chair Hyde then asked if other institutions in the State University System have this program of study. Dr. Leverette responded that six institutions offer African American or Africana Studies degree programs. Dr. Kantner noted that a number of SUS institutions also offer related graduate degrees and are eager to recruit from UNF’s undergraduate program.

Dr. Egan asked if there were further questions. Being none, she asked for a motion to approve. Trustee White moved and the motion was seconded by Trustee Lazzara. All were in favor, and the motion to approve the degree program was carried unanimously.

## Item 9 Proposed New Academic Program / Global MBA

Dr. Kantner, joined by Dean Richard Buttimer of Coggin College of Business, offered an overview of changes to the Global MBA program. This Coggin College of Business (CCB) GlobalMBA program is currently offered as a concentration of the General Business MBA graduate program. The CCB is seeking to transition the existing program from a concentration under the General Business MBA degree to a standalone Global MBA in International Business. This program transition will enable UNF to include the International Business Global MBA program as a Program of Strategic Emphasis under the area of Economic Development – Global Competitiveness. The Global MBA was once approved by the Board of Trustees but is back for Board approval after switching out one of the partners at the suggestion of the Board of Governors staff.

The GlobalMBA is a unique 63-credit hour double degree program providing graduate students the opportunity to combine intensive classroom study with residential experiences in four countries: Germany, Poland, South Korea (replacing China) and the United States. The GlobalMBA is offered by a consortium of four universities: Cologne University of Applied Sciences (Germany), the University of Warsaw (Poland), Kyungpook National University (South Korea) and the University of North Florida (USA). Upon finalizing their studies, students obtain two degrees, a GlobalMBA from UNF, and the Master of International Management and Intercultural Communication jointly conferred by Technische Hochschule Köln and the University of Warsaw.

In this revised iteration, a very highly regarded South Korean university has been substituted for the Chinese university. Board of Governors staff felt it appropriate that UNF’s Board of Trustees should approve the slightly revised program. Chair Egan asked, given the COVID era, how likely this degree program is to be implemented. Dean of the Coggin College of Business, Dr. Richard Buttimer, responded that as a concentration within the MBA, the program had operated continuously during COVID, and he expects enrollments in the standalone Global MBA to continue in that robust fashion.

A motion to approve the Global MBA was made by Trustee White and seconded Chair Hyde. All voted in favor and the motion carried.

## Item 10 Conferral and Nature of Tenure

Provost Karen Patterson and Dr. Gordon Rakita, Associate Vice President of Faculty Excellence and Academic Engagement, gave a presentation on the nature of academic tenure. Dr. Rakita introduced the topics of the presentation: what the nature of tenure is; then UNF’s process for tenuring; some myths about tenure; the return on investment of tenure; and how we support tenure line faculty.

Trustee Egan requested that this presentation be recorded so it can be shared with all Board members.

Provost Patterson and Dr. Rakita offered a PowerPoint slide presentation and reviewed the nature of tenure at UNF as stated in Section 18 of the Collective Bargaining Agreement. They explained:

* the tenure requirements for teaching, research, and service
* discussed the extensive preparation required for a tenure dossier and showed examples of dossiers
* discussed the importance of external review of tenure applicants by subject matter experts
* explained the return on investment in tenured faculty in terms of student success and institutional reputation
* discussed UNF’s professional development and continuing support for tenured faculty.

Trustee Hyde asked if UNF has a post-tenure review process in place that will align with Senate Bill 7044. Provost Patterson explained that while UNF currently does not have a specific process for post-tenure review, every faculty member, including those who are tenured, is evaluated annually which is a solid foundation upon which to build for any future Board of Governors regulation in response to SB 7044.

## Item 11 Adjournment

There being no further business, Chair Egan adjourned the meeting at

9:15 a.m.