# MINUTES

**Trustees Present:** Nathaniel Rodefer

**Remote Attendance:** Annie Egan (Chair), Alli Korman Shelton (Vice Chair), Jason Barrett, Chris Lazzara, John White, Kevin Hyde

## Item 1 Call to Order

Chair Egan called the Committee to order at 8:30 a.m.

## Item 2 Public Comment

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

## Item 3 Consent Agenda

Chair Egan noted that the April 18, 2022, Academic and Student Affairs Committee had been distributed and asked for a motion to be approved. Trustee White made a MOTION; Trustee Barrett SECONDED the motion. The committee unanimously APPROVED the motion.

## Item 4 Committee Approval of Faculty Tenure Recommendations

Provost Karen Patterson presented the list of 17 faculty candidates recommended for tenure for the 2021-2022 academic year. Each of these candidates has been thoroughly reviewed according to rigorous departmental and institutional standards during a one-year process and recommended for tenure by external subject matter experts, the candidate’s departmental committee of peers, the candidate’s department chair, the candidate’s college dean, the University Promotion and Tenure Committee, the Provost, and the Interim President. Trustee McElroy noted a large number of candidates recommended for tenure and asked if this number was comparable to past years. Provost Patterson and Trustee White stated that between 20-30 faculty typically go up for promotion and tenure each year. Trustee Egan noted faculty concerns about the tenure process in the past. Provost Patterson assured the committee there was no cause for concern with the 17 candidates presented.

Trustee Egan asked if there were any further questions or comments. There being none, she asked for a motion to approve the slate of candidates presented for tenure. Chair Hyde made a MOTION; Trustee Barrett SECONDED the motion. The committee unanimously APPROVED the motion.

## Item 5 Tenure upon Appointment for Dr. Moez Limayem, Ph.D., President-elect

When hiring faculty administrators and other key faculty members who hold tenure at their previous institution, it is both a courtesy and accepted practice for the hiring institution to award Tenure upon Appointment. Dr. Moez Limayem, UNF’s President-Elect, is a tenured Professor in the School of Information Systems and Management at the University of South Florida. Provost Karen Patterson presented a brief overview of Dr. Limayem’s academic credentials. She noted Dr. Limayem’s undergraduate education was in Computer Science Applied to Management, and he holds both an MBA and Ph.D. in Business Administration from the Carlson School of Management at the University of Minnesota. Dr. Limayem has authored dozens of conference papers and published numerous book chapters and articles in leading journals. Much of his work focused on the intersections of technology with the consumer, academic, and business worlds. Provost Patterson also noted that, for the last decade, Dr. Limayem had been Lynn Pippenger Dean of the Muma College of Business at the University of South Florida. There, he demonstrated his commitment to student success and faculty development through effective fundraising, community and global engagement, the building of robust research infrastructure, and the addition of several new and innovative academic programs.

Provost Patterson introduced the Chair of the Department of Management, Dr. Pingying Zhang. Dr. Zhang reported the department’s faculty had thoroughly reviewed Dr. Limayem’s academic credentials in teaching, research, and service and voted unanimously and enthusiastically that he be granted tenure.

Trustee Egan asked if there were further questions or comments for Provost Patterson. There being none, she asked for a motion to approve tenure for Dr. Moez Limayem. Chair Hyde made a MOTION; Trustee BarrettSECONDED the motion. The committee unanimously APPROVED the motion.

## Item 6 Tenure upon Appointment for Dr. Alya Limayem, Ph.D.

According to Section 20.2 of the Collective Bargaining Agreement, “tenure may be granted to a faculty member at the time of initial appointment upon the recommendation of the Provost and Vice President for Academic and Student Affairs and approval by the University Board of Trustees. The Provost and Vice President for Academic and Student Affairs shall consider the recommendation of the faculty of the department or equivalent unit prior to making the final tenure recommendation to the Trustees.”

Provost Patterson presented a brief overview of Dr. Alya Limayem’s academic credentials. Dr. Alya Limayem is a highly qualified scholar with specialties in Microbiology and Bioengineering who is currently an Assistant Professor in the College of Pharmacy at the University of South Florida. After carefully considering her academic credentials, Provost Karen Patterson recommended that Tenure upon Appointment is granted to Dr. Alya Limayem and that she be appointed Associate Professor in the UNF Department of Biology as of August 8, 2022. Provost Patterson introduced Dr. Cliff Ross, Chair of the Department of Biology. Dr. Ross reviewed the tenure process from Assistant Professor to Associate Professor, highlighting the following categories, prior teaching, research, and service. Dr. Ross stated that Dr. Limayem clearly meets the criteria for meaningful contributions to the department, and the faculty voted unanimously and enthusiastically that she be granted tenure upon appointment.

Trustee Egan asked if there were any further questions or comments for Provost Patterson of Dr. Ross. There being none, she asked for a motion to approve tenure by appointment for Dr. Alya Moez Limayem. Trustee White made a MOTION; Chair Hyde SECONDED the motion. The committee unanimously APPROVED the motion.

## Item 7 2022-2023 Legislative Budget Request

President Chally presented the 2022-2023 Legislative Budget Request for discussion. She noted the BOG gave guidance by way of UNF requesting items not funded by last year’s University of Distinction request. For UNF, that item would be a 3D printer for MedNexus. The administration feels the $1.8 million needed for the 3D printer can be raised by private funds. Vice President Nichols has made these funds a priority in her campaign.

President Chally stated her desire for the 2022-2023 LBR was to focus on the university’s significant financial needs. One significant need is the University’s ability to grow the number of graduates in the key areas of health care, financial technology, logistics, and cyber security. Without additional funding support, these demands are not able to be met. Secondly, faculty and staff shortages, as well as salaries, are a concern when striving to retain staff and ensure student success. Faculty and staff shortages are most prevalent in student recruitment, admissions, advising, mental health services, supplemental instruction, Human resources, Information Technology, and Audit and Compliance. The 2022-2023 LBR would include a sizeable amount in operational support to address these issues. At this point, President Chally opened the floor for discussion on the proposed items for the 2022-2023 LBR.

Trustee Korman Shelton asked about the philosophy of requesting recurring and non-recurring funds for the LBR. More specifically, how to fill the void once a non-recurring LBR has been complete. Vice President Duncan addressed the question by stating that all recurring funds renew indefinitely. It was also noted that it is always specified to the BOG whether an LBR ask is recurring or non-recurring, and the asks are appropriately allocated. It was stressed it is essential for the university to justify each dollar requested in their LBR.

Trustee McElroy noted the framework of the ask and stressed the importance of stating the results of what will and will not happen if funding is not granted. He also suggested the language of “market equity adjustments” in place of “pay raises” and having the facts and data regarding the current market ready to present.

Trustee Egan asked if there were currently unmet student needs. President Chally stated that there are definite faculty shortages in Biology, Psychology, Engineering and Technology, and General Education.

Trustee McElroy also asked that education be considered in the 2022-2023 LBR. Trustee McElroy and President Chally suggested that Duval County Superintendent Dr. Diana Green meet with Dr. Limayem to address the needs of the students in Duval County and their direct impact on UNF.

## Item 8 Adjournment

The meeting was adjourned at 9:20 am