# Attendance

## Trustees Present:

Jason Barrett, James Beasley, Amelia Dyal, Allison Korman Shelton (Chair), Kevin Hyde (ex officio), Paul McElroy, and Steve Moore

## Trustees Absent:

Jay Demetree and Chris Lazzara

# Minutes

## Call to Order

Chair Korman Shelton recognized a quorum and called the meeting to order at 12:00 PM.

## Public Comment

Karen Stone, Vice President and General Counsel, confirmed there were no requests for public comment.

## Action Items

### ASA-1: Consent Agenda

* 3.5.25 Academic and Student Affairs Committee Draft Meeting Minutes

Chair Korman Shelton asked for a MOTION to approve the March 5, 2025, Academic and Student Affairs Committee Meeting Minutes. Trustee Hyde made a MOTION to APPROVE, Trustee McElroy SECONDED the motion, and the committee unanimously approved the minutes.

### ASA-2: Faculty Tenure Recommendations

Dr. Karen Patterson, Provost, reviewed the tenure process. As of Fall 2024, University of North Florida had 699 full-time faculty, 61% of whom were tenured or tenure track. Provost Patterson stated that tenure dossiers are evaluated at 6 difference levels over the course of a year; department committee, department chair, college dean, University Promotion and Tenure committee, the Provost, and the President. The President's final decision on faculty candidates will be presented to the Board of Trustees for tenure approval.

Chair Korman Shelton inquired if there is a minimum duration faculty must serve at UNF before they are eligible to apply for tenure. Provost Patterson stated 3 years.

Provost Patterson presented the list of 18 UNF faculty candidates for tenure for the 2024-2025 academic year, including their respective colleges and departments.

* **Dr. Casey Colin**, Brooks College of Health (BCH), Nutrition & Dietetics
* **Dr. Ryan Shores**, BCH, Nursing
* **Dr. Jessica Stapleton**, BCH, Clinical & Applied Movement Sciences
* **Dr. Touria El Mezyani**, College of Computing, Engineering & Construction (CCEC), School of Engineering
* **Dr. Gokan May**, CCEC, School of Engineering
* **Dr. Mona Nasseri**, CCEC, School of Engineering
* **Dr. Yanji Duan**, Coggin College of Business (CCB), Marketing & Logisitics
* **Dr. Taeho Kim**, Silverfield College of Education and Human Services (SCOEHS), Leadership, School Counseling & Sport Management
* **Dr. Rakesh Maurya**, SCOEHS, Leadership, School Counseling & Sport Management
* **Mr. Mark Ari**, College of Arts and Sciences (COAS), English
* **Dr. Cristy Cummings**, COAS, Sociology, Anthropology & Social Work
* **Dr. Sara Davis**, COAS, Psychological & Brain Sciences
* **Dr. Sean Freeder**, COAS, Political Science & Public Administration
* **Dr. Anita Fuglestad**, COAS, Psychological & Brain Sciences
* **Dr. Fei Heng**, COAS, Mathematics & Statistics
* **Dr. Jaqueline Meier**, COAS, Sociology, Anthropology & Social Work
* **Dr. Juan Salinas**, COAS, Sociology, Anthropology & Social Work
* **Dr. Eirin Sullivan**, COAS, Chemistry & Biochemistry

Provost Patterson stated that the 18 faculty members were unanimously endorsed, with no dissenting votes at any level. Provost Patterson offered the opportunity for questions.

Hearing none, Chair Korman Shelton asked for a MOTION to approve the slate of Faculty Tenure Candidates for academic year 2024-2025. Trustee Beasley made a MOTION to APPROVE and Trustee Hyde SECONDED. The committee unanimously approved the motion.

### ASA-3: Tenure Upon Hire - Dr. Lyle McKinney

Dr. Steve Dittmore, Dean of Silverfield College of Education and Human Services (SCOEHS), presented the tenure upon hire of Dr. Lyle McKinney. A nationwide search was conducted last fall to find a faculty member for the Education Leadership Program and to contribute to the doctoral program. In addition, Dr. Dittmore stated that there was an endowed chair position, the Andrew A. Robinson Eminent Scholar Chair in Educational Leadership, Policy, and Economic Development.

Dr. Lyle McKinney was identified as the top candidate for the role. Dr. McKinney joined the University of Houston in 2010 after earning his Ph.D. and was later promoted to associate professor with tenure in 2016. He became a full professor in 2023.

Dr. McKinney brings national recognition in his field, focusing on two-year and community college systems, leadership, and student transitions across the PK–20 education pipeline. Since 2018, he has secured over $3.5 million in grants as PI or co-PI, including one he will transfer to UNF as a subaward. He has published 18 peer-reviewed journal articles since 2018, including works in press. Dr. McKinney’s scholarly expertise and mentorship will support the University's R1 aspirations and strengthen the Ed.D. program in Educational Leadership.

Chair Korman Shelton asked for a MOTION to approve the tenure upon hire of Dr. Lyle McKinney. Trustee McElroy made a MOTION to APPROVE and Trustee Hyde SECONDED. The committee unanimously approved the motion.

### ASA-4: Proposed New Degree: BS in Kinesiology

Chair Korman Shelton asked for a brief overview of the process for new degree approval.

Dr. John Kantner, Senior Associate Provost of Faculty & Research, explained that new degrees begin with a "request to plan" developed by faculty in collaboration with chairs and deans. This includes a Board of Governors form and internal questions, which are reviewed by Academic and Student Affairs, the Provost’s leadership team, and the Council of Deans. The proposal is then sent to the Board of Governors’ Academic Coordination Group for feedback to avoid duplication across the system.

Following that, faculty develop a full proposal, which undergoes similar internal review. Doctoral programs require approval from the Board of Governors, while other programs proceed to the Board of Trustees for final approval and are then added to the system inventory.

Dr. Kantner presented the proposal to establish a standalone B.S. in Kinesiology. He explained that Kinesiology is currently a concentration within the B.S. in Health, a popular and accredited program that includes an internship and prepares graduates for certification in exercise physiology, strength and conditioning, or further graduate study.

He noted that concentrations lack visibility, as they do not appear on transcripts or diplomas. The proposal aims to elevate the concentration to a standalone degree, improving recruitment, faculty research opportunities, and student outcomes.

No new resources are needed at this stage, as the change repackages the existing concentration. However, future growth may require additional faculty and support. Board approval was requested due to the degree being assigned a new CIP code.

Chair Korman Shelton asked if there were any questions pertaining to this item. There being none, Trustee Beasley made a MOTION TO APPROVE, and Trustee Hyde SECONDED. The Board unanimously approved the proposed new degree, B.S. in Kinesiology.

The following agenda items were presented out of order.

### DISC-1: Proposed New Major: Astronomy added to BS in Physics (Discussion Item)

Dr. Kantner presented three new majors as informational items, noting that because they fall under existing degree programs, they did not require full external approval. All have been internally vetted and are scheduled to launch in Fall 2025.

Dr. Kantner introduced the new B.S. in Astronomy, which will be added under the existing B.S. in Physics. Unlike the current astrophysics concentration, this major focuses on the study of planetary bodies and space phenomena, with an emphasis on data analytics, artificial intelligence, and statistics. He noted that only the University of Florida currently offers astronomy as a major, making this a strong recruitment opportunity. The program will leverage existing faculty and federal research funding, and while some new courses are being developed, no new resources are required.

### DISC-2: Proposed New Major: Accounting and Data Analytics added to MS in Business Analytics (Discussion Item)

Dr. Kantner presented a new graduate major in Accounting and Data Analytics, which will launch in Fall 2025 under the existing M.S. in Business Analytics. He noted that the business analytics program, approved by the Board in 2020, has grown rapidly, with over 200 active students and multiple concentrations.

This new major differs from a traditional Master of Accountancy by integrating training in data mining, predictive analytics, statistical modeling, and data visualization. It aims to address declining enrollment in traditional accounting programs and respond to the profession’s growing demand for CPAs with data analytics expertise. The interdisciplinary curriculum links faculty and students across computing, accounting, information systems, and finance, and has already fostered research collaboration.

### DISC-3: Proposed New Majors added to Existing Degree – BS in Public Relations; BS in Multimedia Journalism; BS in Advertising; BS in Digital Video Production (Discussion Item)

Dr. Kantner presented four new undergraduate majors under the existing B.S. in Communication: Public Relations, Multimedia Journalism, Advertising, and Digital Video Production. These replace the current concentrations, which have been harder for students to identify and less visible on transcripts and diplomas.

Each major shares foundational coursework and includes up to six credit hours of internship experience. The change does not require new resources, as these are restructured from existing concentrations. The new majors received strong support from industry partners and will launch in Fall 2025.

### ASA-5: Proposed Amended Regulation 5.0020R - Prohibition Against Hazing

Robyn Blank, Associate Vice President and Chief Compliance Officer, presented the proposed amended regulation 5.0020R – Prohibition Against Hazing. One of the proposed changes is a proposed new title to make it the Anti-Hazing Regulation.

Ms. Blank presented revisions to UNF’s hazing regulation in response to the Federal Stop Campus Hazing Act, which was signed into law in December 2024. The Act introduced a new definition of hazing as a reportable crime under the Clery Act and established requirements for hazing data collection and disclosure in the University’s Annual Security Report.

She explained that the revised regulation incorporated the federal definition of hazing and student organization, outlined UNF’s investigative and adjudicative procedures for hazing allegations, and aligned the federal definition with Florida’s existing hazing statute, in place since 2005.

All necessary steps were completed prior to Board consideration, including review by CEROC and Cabinet and completion of the 30-day notice and comment period. Comments received during that period were reflected in the final version. Ms. Blank requested a vote and offered the opportunity for questions.

Hearing no questions, Chair Korman Shelton asked for a MOTION to approve the Amended Regulation – 5.0020R – Prohibition Against Hazing. Trustee McElroy made a MOTION to APPROVE and Trustee Hyde SECONDED. The committee unanimously approved the motion.

### ASA-6: Proposed Amended Regulation: 1.0040R Nondiscrimination and Equal Opportunity

Ms. Blank presented the proposed amended regulation 1.0040R – Nondiscrimination and Equal Opportunity. This comprehensive regulation prohibits discrimination based on protected classes recognized under state and federal law, as well as retaliation against individuals involved in related complaints or processes.

She noted that the original regulation dated back to 2021 and that the current version reflected over six months of collaboration among the Office of Title IX and Civil Rights, the Office of General Counsel, and other stakeholders. The update also included benchmarking against regulations at other SUS institutions.

Revisions included updated references and language to align with current federal and state guidance, removal of outdated university operations and centers, and updated office names and locations. The office formerly known as EOI is now the Office of Title IX and Civil Rights. Definitions of “responsible employee” and “confidential employee” were also clarified to better outline reporting obligations.

Additionally, the list of protected classes was reviewed and updated to reflect all applicable legal protections for employees and students. Ms. Blank noted that the companion regulation, 1.0050R (Sexual Misconduct and Sexual Harassment), would be presented at a future meeting.

All procedural requirements were completed, including review by CEROC and Cabinet and the 30-day notice and comment period. Comments received were incorporated into the final version. Ms. Blank requested a vote and offered the opportunity for questions.

Hearing no questions, Chair Korman Shelton asked for a MOTION to approve the Amended Regulation – 1.0040R – Nondiscrimination and Equal Opportunity. Trustee Hyde made a MOTION to APPROVE and Trustee McElroy SECONDED. The committee unanimously approved the motion.

### ASA-7: General Education Core Courses

Dr. Kaveri Subrahmanyam, Dean of the College of Arts and Sciences, provided background on Senate Bill 266, which was signed into law in May 2023. The legislation introduced changes to general education standards across Florida’s public universities and colleges and requires annual review and approval of general education course requirements by the institution’s Board of Trustees and President at a public meeting.

Trustees received both a PDF and Excel version of the General Education Course Report, which included course numbers, titles, descriptions, and student learning outcomes for all courses in UNF’s general education program.

Dr. Subrahmanyam noted that, aside from two technical revisions for 2025–26, the course list remained unchanged from the prior year’s approved version. Once approved by the President and Board of Trustees, the list must be submitted to the Articulation Coordination Committee by September 1, with final approval by the Board of Governors and the Department of Education due by December 1. Approval is required for continued performance-based funding eligibility.

Dr. Subrahmanyam requested a vote to approve UNF’s 2026–27 general education course requirements.

Chair Korman Shelton asked for a MOTION to approve UNF’s general education core courses. Trustee Beasley made a MOTION to APPROVE and Trustee McElroy SECONDED. The committee unanimously approved the motion.

## Discussion Items

### DISC-4: Post-Tenure Review Results

Provost Patterson presented an informational report on the 2024–2025 post-tenure review (PTR) results. She explained that the purpose of PTR at UNF is to ensure tenured faculty meet expectations in teaching, research, and service; to recognize exceptional performance; and to provide support or take action when appropriate. The process is guided by laws, regulations, university policies, and a memorandum of understanding.

Two faculty groups were reviewed: 20% of legacy faculty (tenured or last promoted in 2017 or earlier) and 100% of those tenured or promoted in 2019. Faculty submitted their dossiers through Interfolio, and reviews were conducted at four levels: department chair, college dean, University PTR Committee, and finally the provost, who assigned the final rating. Ratings included: Exceeds Expectations, Meets Expectations, Does Not Meet Expectations, and Unsatisfactory.

Faculty rated as “Meets Expectations” received a one-time payment of 3% of their base salary or $4,000, whichever was greater. Associate professors rated “Exceeds Expectations” received 5% or $6,000. Full professors rated “Exceeds Expectations” received a 5% base salary increase. Those rated “Does Not Meet Expectations” would receive a performance improvement plan, while “Unsatisfactory” ratings would result in termination.

Provost Patterson shared the 2025-2026 PTR results for UNF:

* Thirty (30) UNF tenured faculty underwent a 5-year PTR
* Twenty-four (24) legacy tenured faculty
	+ Six (6) faculty promoted in 2019
* Twenty-five (25) faculty received final ratings of Exceeds Expectations
	+ Associate Professors (13)
	+ Professors (12)
* Five (5) faculty received final ratings of Meets Expectations
	+ Associate Professors (2)
	+ Professors (3)
* No one received a final rating of Does Not Meet Expectations
* No one received a final rating of Unsatisfactory

Provost Patterson offered the opportunity for questions.

### DISC-5: Provost’s Quarterly: Around the Nest - Accelerate the Success of Faculty and Staff

Dr. Mike Binder, Interim Assistant Vice President of Faculty Relations provided an update on efforts from the Provost’s Office focused on faculty, staff, student, and institutional success. He emphasized the importance of organizational buy-in and stated that successful institutions depend on engagement from their people, particularly faculty. He shared that he had been meeting with individual faculty members and planned to continue meeting with every department to strengthen relationships between the Provost’s Office and faculty.

He highlighted two faculty members from the Department of Art, Art History, and Design. The first was Jacob Wan, a contemporary bookbinder who creates traditional and non-traditional books using homemade paper. Wan serves as the foundation coordinator and teaches drawing and book arts. Dr. Binder noted a piece by Wan titled *Twelve Pass One*, a 3' x 7' charcoal drawing exploring the LGBTQ+ experience through composition, symbols, and spatial dynamics.

Dr. Binder also spoke about Adam McAllard, a contemporary realist painter whose work explores identity, mythology, and the divides shaping society. McAllard’s latest series, *Errawhon*, features surreal imagery reflecting on polarization and environmental change. Dr. Binder referenced a painting titled *Boudica*, a 36" x 36" oil on canvas mounted on wood.

Dr. Binder explained that both faculty members were named by recent BFA graduate Keila Smith as significant influences during her academic journey. Smith graduated summa cum laude in May, received the U.S. Department of State’s Benjamin A. Gilman International Scholarship, and is currently participating in the New York Academy of Art’s Summer Undergraduate Residency Program. While in Jacksonville, she teaches young artists at the Art Garage.

Dr. Binder noted that he had personally commissioned Smith to create artwork, including a portrait of his wife’s late dog. He concluded by stating that these stories demonstrate the power of the personal connections formed between faculty, students, and the community, and the meaningful impact of the University’s work. He thanked the Board and the University for the opportunity to continue this work.

## Adjournment

Trustee McElroy suggested that future Board items include a brief explanation of how the action supports the University's strategic plan. He noted that the recent tenure of 18 professors and identification of new majors both carry potential impact on strategic goals and key metrics, including student success and enrollment growth. He emphasized the value of explicitly connecting such decisions to strategic objectives to help reinforce alignment across the institution.

Trustee Korman Shelton supported Trustee McElroy’s suggestion and noted that she typically views these actions from a marketing perspective.

President Limayem echoed Trustee McElroy’s comment regarding the importance of clearly linking Board actions to the University’s strategic plan. He affirmed that initiatives such as tenure and post-tenure review are closely aligned with the strategic priority of faculty success and reflect the high quality of UNF’s faculty. He also noted that the addition of new majors supports strategic growth by responding to labor market needs and is informed by input from the local community and business partners. He acknowledged the importance of making these strategic connections more explicit in future Board materials and committed to strengthening that alignment going forward.

Trustee Beasley viewed the discussion as an opportunity to better inform faculty about the Board’s ongoing efforts beyond collective bargaining. He highlighted the significance of the post-tenure review results, especially given the current climate, and expressed hope that UNF’s welcoming environment would be reflected in future faculty recruitment efforts.

Trustee Korman Shelton thanked Trustee Beasley for his remarks and agreed on the importance of broadly sharing positive messages. She suggested using channels such as employee newsletters and press releases to ensure these updates reach all audiences.

Chair Korman Shelton adjourned the meeting at 12:44 PM.