

**Committee on Educational Policy & Strategy Minutes**  
**University of Florida Board of Trustees**  
**March 10, 2009**  
**10:00 a.m. – 12:00 p.m.**  
**239 Tigert Hall**  
**University of Florida**

Committee Members Present via Telephone: Cynthia O’Connell, Chair; Mac McGriff; Danny Ponce; and Kevin Reilly

Committee Members Absent: Frank Bova, Steven Scott

Others Present: Joe Glover, Jamie Lewis Keith, Patricia Telles-Irvin, Janine Sikes, Al Warrington (via telephone), Nathan Crabb (Gainesville Sun), GAU representative, and unknown female

Trustee O’Connell called the meeting to order at 10:03 a.m.

Trustee O’Connell reminded the committee that no votes would be taken; the purpose of the meeting is to go through the agenda and ask any questions committee members may have. She then asked that Provost Glover go through the agenda.

Dr. Glover discussed the tenure upon hire case, Dr. Charles A. Peloquin, a professor in the department of Pharmacy Practice in the College of Pharmacy. The committee had no questions on the tenure upon hire for Dr. Peloquin.

Dr. Glover then asked Dr. Telles-Irvin to address the 2009-2010 Housing Rental rates. Dr. Telles-Irvin explained that the significant increase in the rate was partly because of the increase in the overhead costs of 8% which had been 3% in the past, as well as the increase in utilities. Trustee O’Connell asked when the opportunities from the renewable energy fee would go into effect. Dr. Telles-Irvin explained that the proposed fee was at a standstill. It was submitted to the Board of Governors (BOG) for approval, but until the lawsuit between the BOG and the Legislature is resolved, the BOG is unwilling to address the approval for the new fee since fee approval is part of the lawsuit. She also stated that the university invests \$3-4M each year to change out windows, doors, and air handlers to increase efficiency.

Dr. Glover commented that Ed Poppell’s division is actively pursuing energy conservation methodologies and looking into using PECO fund allocations for energy upgrades, which would save the university some recurring funding. They are currently in discussions and it will ultimately need Legislative approval.

Trustee McGriff asked about the university going directly to the Legislature to request the new renewable energy fee. Dr. Glover replied that it is possible, but it would be a breach in protocol. The committee also discussed the difference between a new fee and increasing an existing fee to pass on the costs. Trustee O’Connell asked that Dr. Telles-Irvin go into the detail of why the increase is so significant this year at the upcoming committee meeting. Trustee McGriff asked to

be informed at the time the Board of Trustees (BOT) votes on a matter if further approvals by other bodies are required. Dr. Telles-Irvin commented that she did share the BOG's letter with the students so they are aware it has the BOT support.

Vice President Keith went through the eleven Regulations before the committee.

6C1-1.0061 Affirmative Action Plan for Equal Employment Opportunity, and Administrative Organization for the Affirmative Action Program

VP Keith explained that the regulation needs to be updated to reflect current practice that the director of affirmative action, not an advisory committee, is responsible for the affirmative action plan for the university.

Trustee O'Connell asked for additional explanation on (1)(b)2. VP Keith responded that if any area did not have an adequate number of women or minorities or if discrimination is found, the situation must be evaluated to look for cause and to see if any barriers have been inadvertently created causing any type of discrimination and to remove any barriers.

6C1-1.0063 Complaints and Appeal Procedures for AP, TEAMS and USPS

VP Keith stated that this regulation is the discrimination complaint procedure and director of Equal Employment Opportunity issues a report. This is not a change in practice.

6C1-3.009 Traffic & Parking; Bus System

This regulation confirms that both spouses and domestic partners may use Gainesville's mass transit system for free as employees do.

6C1-3.037 Registration and Student Fees

VP Keith explained this regulation is a change in policy in that students who fail to pay tuition and fees will not be able to take classes until the tuition/fees are paid. Dr. Glover elaborated that the change in policy was deemed needed when problems with various deadline dates occurred. For example, a student attends a class after drop/add, but then drops the course. After drop/add, students are fee liable for the seats they occupied. Once the regulation is approved it will be communicated with students with all other fee liable deadlines.

6C1-3.0372 Student, Health, Athletic, and Activity and Service Fees

VP Keith stated that the new fees had previously been approved and this is just the regulation to reflect the new amounts.

6C1-3.040 Employee Recognition Awards

VP Keith explained that this regulation states that the Human Resources Division maintains an employee recognition program and provides flexibility for departments to set the amount of the award as long as the department stays within their budget and Human Resources approves the amount.

6C1-3.0421 Employee Debt Collection

VP Keith stated that this provision clarifies the employee debt collection process and that debt collection includes salary overpayments.

6C1-3.046 Discipline, Suspension and Dismissal for Cause of Technical, Administrative and Managerial Support (TEAMS) Staff

VP Keith explained that this amendment removes “unsatisfactory performance of duties” as a reason for a “for cause” termination for TEAMS employees.

6C1-3.054 Appointment; Technical, Executive, Administrative, and Managerial Support and University Support Personnel System Staff

VP Keith stated that this amendment changes the appointment date for non-academic personnel (TEAMS and USPS) from March 1 to the last day of February regardless when employment starts, which coincides with annual performance evaluation dates. This change eliminates the need for individual appointment letters to be issued each year.

6C1-7.003 Academic Personnel Employment Plan: Academic Appointments, Types of Appointments, Appointment Status Modifier, and Academic-Administrative Classification Titles

Provost Glover informed the committee that in the past the eminent scholar rank has always been available for tenure accruing rank. However, this amendment would allow clinical (non-tenure accruing) ranks to be given eminent scholar rank. Dr. Glover went on to explain that clinical faculty are non-tenure accruing and a substantial portion of their duties are associated with clinical services in the Health Science Center. Trustees McGriff and Ponce asked questions as to why clinical faculty are not tenure track faculty. Dr. Glover explained that often times a tenure track position cannot be offered because there is a grant involved, and there is not a guarantee that funding could continue during grant renewal processes, so faculty are hired as clinical, simply due to the funding. The committee continued clarification discussions on tenure and its implications. Finally, Trustee Ponce asked to confirm that there are sufficient provisions included in the amendment to prevent abuse of awarding this rank. Dr. Glover assured the committee that this rank would only be used in exceptional circumstances for clinical faculty.

6C1-7.041 Methods for Review and Resolution of Faculty Grievances

VP Keith stated the grievance processes have been updated to reflect collective bargaining and other legal changes. This amendment removes the administrative proceeding and clarifies the use of mediation in the informal resolution and appeal process.

Provost Glover informed the committee of the proposed tuition increase for the physician assistant (PA) program. He stated that this program produces a large number of physician assistants in the state and there is a great demand for the program, especially at Shands. The program is underpriced by a large amount and the College of Medicine has been subsidizing the program for some time. The College of Medicine is unable to continue to subsidize the PA program, so the program needs to increase its rate by the maximum allowed by the Legislature, either 10 or 15%. The university is requesting BOT approval for the maximum allowed legislatively. There is no effect on the enrollment in the program, but it will be a great relief for the College of Medicine.

Trustee Ponce asked if this was just a graduate program or if there was any need to eliminate the program. Dr. Glover responded that it is a master’s program through the Graduate School, but not technically a professional degree. He also stated that the program was slated to be eliminated

and was approved by the board last year, but it was evident that the program is too important to the College of Medicine, Shands, and the State of Florida to be eliminated. As a first step, this request is being made to try to prevent elimination for a year. There were no further questions or comments.

Dr. Glover then went over the discussion items.

Unit Adjustments:

Department of Dermatology – Dr. Glover explained that this department was previously a division within the College of Medicine.

Dr. Glover informed the committee that three language departments were formed into two departments: Department of Spanish and Portuguese Studies and the Department of Languages, Literature and Cultures, the latter having 10-15 languages.

Sociology and Criminology & Law – the Department of Sociology merged with the Department of Criminology and Law to form the new department.

Department of Pharmacotherapy and Translational Research – The Department of Pharmacy Practice changed their name to better reflect its mission.

Admissions Update – Dr. Glover informed the committee that Zina Evans would be at the March 16<sup>th</sup> meeting, but that fall admission decisions would be released on February 13<sup>th</sup> and confirmation were being received. He also stated the admission deposit (\$200) are due on May 1<sup>st</sup>. Dr. Glover also stated that not many students were deferred, but a large number were denied and they should go through the appeals process which includes requesting a paper appeal from Admissions. The appeals are reviewed by the appeals committee during the month of March in the order they were received.

Honor Code Chancellor – Vice President Telles-Irvin gave the committee an update on the Honor Code Chancellor and stated that generally students have engaged in their new roles. Student Government is working on reviewing their constitution to reflect changes in the honor code. Trustee Reilly added that the amendments require student vote so in the spring election of 2010 all the amendments will be included at one time for a vote. Trustee Ponce asked if a new chancellor was elected a few weeks ago. Trustee Reilly stated that no one ran for the position, but there was a write-in candidate with 8 votes and that person is in the process of being vetted. He further explained that for the last few years there has not been much interest in the student body to run for the position. They are making changes to the role of the position to see if that helps perk interest.

BSBA at Santa Fe College – Dr. Glover stated that there is much interest in increased access to the program yet the physical facilities on campus are at capacity, and there have been discussions with President Sasser at Santa Fe College (SFC) about placing upper division programs at SFC. SFC has been very receptive and have had discussions with the Warrington College of Business Administration (WCBA) about its B.S. in Business Administration (BSBA). The BSBA is already developed and running and placing it on the SFC campus would attract many students and increase access. Students are being recruited currently for the fall semester.

Trustee Ponce asked if students would receive a SFC degree. Dr. Glover explained that UF controls the curriculum in the last two years and SFC provides the support services. It will be a UF degree. This increases SFC's ability to promote access to a UF degree without having to be on the UF campus.

Trustee McGriff asked if the tuition was split between the two institutions. Dr. Glover responded that UF is delivering the courses so the tuition is UF's. Trustee McGriff asked if UF was paying SFC to use the space. Dr. Glover replied that there is a limited agreement and some resources are provided by UF for the support services.

The committee had further questions about the admissions requirements and diploma received. Dr. Glover explained that the degree is not offered on the UF campus, only in distance education programs currently, so the admissions requirements are different than on-campus UF degree programs. He also stated the diploma for the program would be exactly the same whether the degree is on campus or through distance education. Dr. Glover stated that Dr. Andy McCollough, Senior Associate Dean, from WCBA would be at the March 16<sup>th</sup> meeting to address the program.

Trustee O'Connell asked that a listing of all the UF degree programs offered in the state including St Pete College be available to the committee at the March 16<sup>th</sup> meeting. She also asked that the listing include how long partnerships have been going and the plans to continue. Trustee McGriff requested an overview of the economics of the program for the March 16<sup>th</sup> meeting.

SERU – Dr. Glover stated that UF has moved to a new system for assessing student opinions and views, experience and quality of life by using a new instrument, SERU. NESSI had previously been used. SERU was organized by UC Berkeley, and UF was one of the first few campuses invited to participate. Dr. Glover stated that in the fall the data should be available and he would make it available to the BOT.

Job Recruiter Visitation Frequency- Dr. Glover explained that due to the economic downturn, fewer job recruiters are visiting campus which is affecting students. Current graduates are going to face job difficulties. Trustee O'Connell asked what is being done to assist the students. Dr. Telles-Irvin responded that UF is reaching out to more and more companies in Florida as well as Chambers of Commerce to look for internships as one way to get recruited. Dr. Telles-Irvin said she would bring a handout to the March 16<sup>th</sup> meeting that would illustrate the efforts being made.

Faculty Senate Update – Dr. Glover stated that Frank Bova should have this update prepared for the May 16<sup>th</sup> meeting. Trustee Ponce asked if it was appropriate for trustees to attend Faculty Senate meetings. Dr. Glover replied that Faculty Senate meetings are public meetings and Trustee Morgan has attended in the past so trustees should feel more than welcome to attend. He also mentioned that the meetings are available to be watched live on the web if that is more convenient.

There was no new business and the committee adjourned at 11:10 a.m.