

**Committee on Educational Policy & Strategy Minutes**  
**University of Florida Board of Trustees**  
**March 16, 2009**  
**12:45 – 2:00 p.m.**  
**President's Room 215C, Emerson Alumni Hall**  
**University of Florida**

Committee Members Present: Cynthia O'Connell, Frank Bova, Mac McGriff, Danny Ponce, Kevin Reilly, and Steven Scott

Others Present: Joe Glover, Jamie Lewis Keith, Bernie Machen, Dianna Morgan, Patricia Telles-Irvin

Trustee O'Connell called the meeting to order at 12:50 p.m.

Trustee O'Connell asked for a review of the minutes from the December 2, 2008 conference call and the December 8, 2008 meeting. Trustee Reilly motioned to approve the minutes, Trustee McGriff seconded, and the December 2<sup>nd</sup> and December 8<sup>th</sup> minutes were approved unanimously.

The committee reviewed the action items on the agenda.

EP1. Approval of Tenure Upon Hire – Charles Peloquin, College of Pharmacy. Trustee McGriff motioned to approve tenure upon hire for Dr. Peloquin, Trustee Bova seconded the motion, and the tenure upon hire was approved unanimously.

EP2. Approval of Fees – Housing Rental Fees

Dr. Telles-Irvin gave the committee a summary of the proposed increases for the housing rental rates.

Graduate and Family Communities – increase 7.2% (\$20-40 per month)

Single Student – increase 9.7% (approximately \$52 per month)

Dr. Telles-Irvin stated the housing rental rates have a very robust process, which includes discussion with students on needs for facilities as well as the director of housing talking with IRA (leadership group in housing) for a very transparent process on costs. Additionally, most of the increases are due to increases in utilities and increase in overhead from 3% to 8%. There was a brief discussion about the change in auxiliary overhead charges. Trustee Ponce moved to approve the increase housing rental fees, Trustee McGriff seconded the motion, and the fees were approved unanimously.

EP3. Approval of University of Florida Regulations – Vice President Keith gave a brief summary or overview of the following regulations:

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

The Vice President for Human Resources handles the Affirmative Action plan.. The changes to this regulation conform to current practice.

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

No discussion on this regulation.

6C1-3.009 Traffic & Parking: Bus System

This regulation clarifies that spouses and domestic partners ride the public bus system free of charge.

6C1-3.037 Registration and Student Fees

This amendment stipulates that students are responsible for paying for tuition even if s/he drops the class after the drop/add period. Other students are prevented from registering for that seat in a class if the course is dropped after the drop/add period so a financial obligation will need to be met by the student dropping the course.

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

The fees were previously approved, so the regulation has been changed to reflect the new fees.

6C1-3.040 Employee Recognition Awards

Human Resource Services (HRS) has awards to recognize employees and HRS approves the amount of those awards. This regulation would allow for each department to have the flexibility to approve the award amount.

6C1-3.0421 Employee Debt Collection

This amendment clarifies situations when UF has authority to collect debts.

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

Currently unsatisfactory performance is included in the regulation which is being removed to eliminate the confusion between it and an at will termination.

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

No discussion on this regulation.

6C1-7.003 Academic Personnel Employment Plan: Academic Appointments, Types of Appointments, Appointment Status Modifier, and Academic-Administrative Classification Titles  
The rank of Clinical Eminent Scholar is rarely used, but occasionally needed. With the growth of clinical enterprise, this addition would allow UF the possibility of allowing a clinical track member to receive eminent scholar title.

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

This regulation is amended to remove the Administrative Procedure Act. UF is not subject to the act any longer so the amendment removes that language from the regulation.

VP Keith stated that following two regulations have changes, but they are not required to go through the regulation development procedure:

6C1-1.200 Benefits, Retirement Programs, Employment Services and Holidays

6C1-3.057 Workers' Compensation, Unemployment Compensation and Drug Testing

Trustee McGriff asked for clarification on the registration/student fees. If a student graduates how is the money collected? Dr. Glover responded that the student is allowed to walk at graduation but no transcript or diploma is released to the student until the debt is reconciled. Trustee McGriff moved to approve all eleven regulations. Trustee Ponce seconded the motion and the regulations were unanimously approved.

#### EP4. Approval of Tuition Increases for Physician Assistant (PA) Program

Dr. Glover stated that the PA program was slated for abolition in last year's budget cuts, but the program is very important to the College of Medicine, Shands, and the State of Florida. The current tuition is substantially lower than that in the rest of the southeast and must be increased to allow the program to be self-sufficient. Since the College of Medicine can no longer support the PA program, UF is requesting the tuition be increased by the maximum allowed by the Legislature which is 10-15%. Trustee Ponce motioned to approve the tuition increase for the PA program, Trustee McGriff seconded the motion, and the tuition increase was unanimously approved.

Before moving to the discussion items, Dr. Glover introduced Dr. Bernard Mair, the newly appointed Associate Provost for Undergraduate Affairs.

The committee then reviewed the discussion/informational items on the agenda.

#### 4.1 Unit Adjustments – department creation/renaming

Dr. Glover briefly went over the various newly created, merged or renamed department changes: Department of Dermatology (new department, formerly a division), Department of Spanish and Portuguese Studies (renaming), Department of Languages, Literature and Cultures (merged departments), Department of Sociology and Criminology & Law (merged departments and renaming), and Department of Pharmacotherapy and Translational Research (renaming of Pharmacy Practice).

#### 4.2 Admissions Update

Dr. Zina Evans, Associate Provost and Executive Director of Admission, gave the committee an admissions update – over 27,000 applications, released 24,000 decisions on Feb 13<sup>th</sup>, and 10,200 students have been admitted. Dr. Evans stated the applicants were very competitive and admissions were highly selective with less than 40% accepted to reach goal of 6,400 students for the in-coming freshman class.

Dr. Evans also commented that this was the first time all SUS institutions were required to use all three sections of the SAT so the maximum SAT score possible is 2400 instead of 1600. The applicants had an average SAT score of 1850-2090 and an average GPA of 4.1-4.4. Last year the students were required to submit the third section, but UF was not required to use it. UF tracked it so last year the average SAT was 1770-2050. However, the students knew UF was not

using the third section so it is difficult to know if the students scored as well on the third section as they would have if they knew UF was using the test scores.

Additionally, Dr. Evans stated that the quality of the applicant pool continues to increase. Last year after the November 1<sup>st</sup> deadline over 3000 applications were received and only 271 of those students were admitted. This year over 3000 have applied after the November 1<sup>st</sup> deadline and UF is unlikely to admit over 200 students.

The committee had a discussion about getting the message to students that November 1<sup>st</sup> is the admission deadline and a brief discussion on the appeals process.

#### 4.3 Honor Code Chancellor

Dr. Telles-Irvin introduced the current Honor Code Chancellor, Jason Zimmerman. Chancellor Zimmerman commented that while the student honor court is completely different, the changes have been received well. He also spoke to the lack of interest in the position and that election standards have not changed in many years and perhaps it should be an appointed position. The current election standard states the candidate must be a member of the Florida Student Bar Association. That organization has not been in existence for eight years, so no one meets the election standard. Trustee Reilly stated that Student Government is in the process of constitutional review and this issue will be addressed. He will also suggest the committee review whether or not the position should be an elected position or an appointed one.

Dr. Telles-Irvin stated she would continue to provide the committee with updates on this topic.

#### 4.4 BSBA at Santa Fe College (SFC)

Dr. Glover asked Dr. W. Andrew McCollough, Senior Associate Dean of the Warrington College of Business Administration (WCBA), to speak to the committee on the BSBA at Santa Fe College proposal. Dr. McCollough stated the online BSBA started in 2002 and was conceived as a 2+2 program. Over 500 students enrolled, and over 300 other students graduated from program. The curriculum consists of fifteen 4-credit hour courses on campus taught by UF faculty delivered via the Web to distance locations, so it is the same courses, same faculty, and same curriculum as resident students have both in core and in elective courses. He also stated that admission into the program is not open to students who matriculate on-campus, and that a minimum 2.5 GPA on pre-professional courses is required for admission. In general the GPAs are a little lower than on-campus students which are typically 3.0 or better in upper division courses. The motivation behind this program was providing access. Often times these students are home-bound or job-bound, so this type of program gives them access that was not previously available. Faculty had many conversations about the entry requirement, but they are so confident with exit requirements that they are willing to give a little on the entry requirement.

The SFC agreement mirrors agreements UF has with 27 other colleges which includes providing the testing facility, no online testing, only proctored tests. The Memo of Understanding (MOU) is valid for one year subject to review and renewal. Assessment and quality control are priorities. Such agreements provide access, maintain quality by strict faculty oversight, and create important synergies.

Trustee O'Connell thanked Dr. McCollough for his summary and reminded the committee that they will be discussing distance learning for a long time and the priority must be to provide quality education.

Trustee Morgan asked how the tuition compares for this program vs. a program offered at UF. Dr. McCollough responded that the tuition is comparable but students in this program pay a distance learning fee which is used on a cost recovery basis.

Trustee Ponce asked how the mechanics of the program work. Dr. McCollough responded that it is the same as if SFC was in Marion or Columbia county. It is just where the students take their tests. Students drive to the location for the testing site. The college was careful to not attract any students that would have taken the program in-residence. The economy has lessened and students have not been admitted because of the lack of resources available to teach them. There are only 150 admissions available for over 300 transfer students. SFC approached UF to see how the problem could be eased.

#### 4.5 SERU

Dr. Glover explained to the committee that UF formerly participated in NESSI to survey the student body experience while attending UF. UC Berkeley has developed a new survey, SERU, and students have been urged to engage in the survey instrument through June, then a new cycle will begin. This survey will provide a wealth of data that should be available to the BOT in September. The success is dependent on the rate of return on the survey.

Trustee O'Connell asked Dr. Marie Zeglen, Assistant Provost and Director of Institutional Planning and Research, to address the committee about the survey. Trustee McGriff asked how much information is required to complete the survey. Dr. Zeglen responded there are three modules to the survey: academic, climate, and student services. About 300 students have taken an average of 25 minutes to complete the survey. UF is sampling the whole population and each major should be available to share with each department. Upon completion of the survey, the Florida Museum of Natural History has provided a 2-for-1 coupon for the Butterfly Rainforest as a thank you to the students completing the survey. Because the survey results are so important, and it is especially important to capture the entire population, the football ticket lottery eligibility has been linked to completion of the survey.

Trustee Morgan asked as UF transitions from NESSI to SERU, are there any benchmarks on progress to compare and measure improvement? Dr. Zeglen responded that both surveys do have some similar questions that can be benchmarked. Dr. Telles-Irvin added that both surveys assess the quality of the student experience and perceptions, no academic sense, but how students view it as part of their lives as well as retention rates, sense of belong, and the most important aspect, comparing student responses with student responses at other research universities. NESSI does not focus on just research universities.

#### 4.6 Changes in Job Recruiter Visitation Frequency

Dr. Telles-Irvin stated that students are being impacted by the economy at the career showcases held twice a year. The fall showcase showed a 10% drop in employer's participation. The

Spring showcase showed a 34% decrease. There has been a 50% decline in interviewers coming to campus simply because companies are not hiring.

UF has been aggressively inviting employers to campus and encouraging students to apply for internships to at least get exposure with companies. Also, all graduating seniors will receive a letter reminding them of the career resources available on campus.

The committee briefly discussed the use of technology in the interview process and the grassroots effort to create a network to connect graduates to employers.

#### 4.7 Faculty Senate Update

Trustee Bova invited the trustees to attend any Faculty Senate meeting which are held on the third Thursday of the month for about two hours. He gave a quick overview of the Senate's Policy Councils:

- Budget Council – Priorities of transparency and RCM process; faculty and deans meetings to help ensure all faculty are receiving the same information
- Academic Policy Council – Deals with closure of programs, academic calendar, etc., to ensure all faculty concerns are addressed
- Faculty Welfare Council – Deals with FEO funding, innovative sabbatical kind of program for clinical faculty who typically cannot take sabbatical due to the type of job duties they hold, and also reviews Tenure and Promotion
- Academic Infrastructure Council – Deals with IT governance and holds a large discussion to be sure IT needs of faculty are being met
- Research and Scholarship Council – Deals with research, RCM, and export controls with research

Trustee Bova also informed the committee that the Faculty Senate had a budget blog.

Trustee Reilly said thanks to the committee and that this would be his last meeting. He introduced the Student Government President-elect, Jordon Johnson, to the committee.

There was no new business and the committee adjourned at 2:07 p.m.