

MINUTES
STATE UNIVERSITY SYSTEM OF FLORIDA
BOARD OF GOVERNORS
ACADEMIC AND STUDENT AFFAIRS COMMITTEE
UNIVERSITY OF SOUTH FLORIDA
November 9, 2022

Video or audio archives of the meetings of the Board of Governors and its committees are accessible at <http://www.flbog.edu/>.

1. Call to Order and Opening Remarks

Chair Tim Cerio convened the meeting on November 9, 2022, at 8:35 a.m. with the following members present: Governors Frost, Gabadage, Haddock, Michael, and Scott. A quorum was established.

2. Minutes of the Academic and Student Affairs Committee Meeting

Chair Cerio asked for a motion to approve the September 13, 2022, committee meeting minutes. Governor Gabadage moved to approve, Governor Michael seconded the motion, and the motion carried unanimously.

3. Civil Discourse University Updates

Chair Cerio stated that at the June 2022 meeting, the Board of Governors asked the universities to provide updates on implementing the Board's civil discourse recommendations. He explained that the progress reports were submitted in July and are in the meeting materials. Chair Cerio recognized the Vice Chancellor for Academic and Student Affairs, Dr. Christy England, to provide an update. Dr. England explained that all universities submitted plans to Board staff and that all plans were approved by their board of trustees, except for the University of Florida, which is scheduled to present its plan to its board on December 8, 2022. Dr. England confirmed that all institutions are on track for implementation. Chair Cerio explained that the updates on the implementation plans are important to the Board and will be on the agenda for the January 2023 meeting.

4. Academic Program Items

A. Ph.D. in Materials Science and Engineering, CIP 40.1001, Florida Agricultural and Mechanical University

Chair Cerio introduced the next item on the agenda, which was a request from the Florida Agricultural and Mechanical University (FAMU) for a Ph.D. in Materials Science and Engineering. The FAMU Board of Trustees approved the program on June 2, 2022, and if approved by the Board of Governors, FAMU will implement the program in fall 2023.

Chair Cerio recognized Dr. England to present the program proposal.

Dr. England reported that the proposed program is a STEM Program of Strategic Emphasis. She explained that the Materials Science and Engineering Program at FAMU intends to join the existing program at Florida State University (FSU) administered by the FAMU-FSU College of Engineering. The doctoral program prepares graduates to apply their knowledge gained from developing, testing, and applying materials to form the foundation for present and future technologies. Graduates are equipped to attain jobs in high-technology industries, including manufacturing, automotive, aerospace, and academia. The proposed program will utilize faculty from universities in varying departments, including chemistry and physics, to supplement graduates' expertise in materials science.

Dr. England explained that, if approved, this program would be the second in CIP 40.1001 in the System. The System has three other similar programs under a different CIP code.

Next, Dr. England explained that the program will admit between two to four new students per year for the first five years and that graduates will be able to obtain jobs as engineering managers, materials engineers, and postsecondary engineering teachers. The Florida Department of Economic Opportunity projected the number of jobs for engineering managers and materials engineers to grow by more than 12% in Florida by 2029, resulting in over 1,000 new jobs. The department also estimates that the demand for postsecondary engineering teachers will increase by 18% in Florida over the next eight years, resulting in more than 250 job openings.

Dr. England mentioned that E&G dollars, contracts, and grants would support the program's anticipated budget. She concluded her presentation by reporting that the institution will charge the currently approved graduate tuition rates.

Chair Cerio asked for a motion to approve FAMU's Ph.D. in Materials Science and Engineering, CIP 40.1001, at the currently approved graduate tuition rate of \$405.67 per credit hour for resident students and \$1,022.04 for non-resident students, with a program implementation date of fall 2023.

Governor Frost moved to approve, Governor Michael seconded the motion, and the motion passed unanimously.

B. Ph.D. in Engineering Education, CIP 14.9999, University of Florida

The next item on the agenda was a request from the University of Florida (UF) for a Ph.D. in Engineering Education. The UF Board of Trustees approved the program on April 22, 2022, and if approved by the Board of Governors, UF will implement the program in spring 2023.

Chair Cerio recognized Dr. England to present the program proposal.

Dr. England explained that UF's proposed engineering education program would provide students with formal teaching, research, and student training to improve engineering instruction. The program will equip students with broad-based, transferable skills to become educators and practitioners in engineering education. Additionally, Dr. England reported that graduates trained at the doctoral level would qualify for positions as teaching faculty at universities or for industry positions in corporate training management, course development, and instructional design.

Next, Dr. England reported that UF anticipates enrolling approximately ten students per year for the first three years of the program, with some students transferring from existing engineering Ph.D. programs at the institution. State and national workforce projections show an increasing need for engineering education graduates, especially for postsecondary engineering educators, with an anticipated increase of 18% in Florida through 2028 and 13% nationally through 2030, creating approximately 263 new jobs in Florida and 5,800 in the nation. Jobs for training managers and specialists who provide work-related training also reflect strong workforce demand, growing by as much as 16% in Florida and 11% nationally.

Dr. England said that, if approved, this program will be the third doctoral program under this CIP in the System, with Florida Atlantic University and Florida International University offering the other two programs. This program is a STEM Program of Strategic Emphasis.

Dr. England explained the program's anticipated budget would be supported by reallocated E&G dollars and, eventually, contracts and grants. She concluded the presentation by reporting that the institution will charge the currently approved graduate tuition rate of \$448.73 per credit hour for resident students and \$690.21 for non-resident students.

Chair Cerio then asked for a motion to approve the Ph.D. in Education Engineering, CIP 14.9999, at UF at the currently approved graduate tuition rate of \$448.73 per credit hour for resident students and \$690.21 for non-resident students, with a program implementation date of spring 2023.

Governor Frost moved to approve, Governor Gabadage seconded the motion, and the motion passed unanimously.

C. Ph.D. in Nursing, CIP 51.3808, Florida State University

Chair Cerio said the next item on the agenda was a request from Florida State University (FSU) for a Ph.D. in Nursing. He explained that the FSU Board of Trustees approved the program on June 22, 2022. If approved by the Board of Governors, FSU will implement the program in fall 2023. Chair Cerio recognized Dr. England to present the program proposal.

Dr. England stated that the proposed Ph.D. in Nursing at FSU will prepare the next

generation of nursing faculty to teach at colleges and universities. She mentioned the well-known shortage of nurse faculty and reported that it had limited the ability to train practicing nurses at all levels, including bachelor-level trained nurses. She further explained that graduates of this program would also be trained to conduct research with an emphasis on health disparities and health equity across populations. If approved by the Board of Governors, the proposed Ph.D. in Nursing will be the sixth doctoral program in the System with this CIP code. The program is a Program of Strategic Emphasis in Health.

Next, Dr. England stated that FSU anticipates admitting approximately six students per year for the first two years, including students who have recently graduated from degree programs at the institution. The enrollment projections align with the five existing programs, which are relatively small. Dr. England reported job growth for nursing educators in Florida is projected to increase by 23% through 2029 and 22% nationally through 2030, resulting in 812 new jobs in Florida and over 16,000 nationally.

Dr. England stated E&G dollars and contract and grant funding would support the program. She concluded the presentation by reporting that the institution will charge the currently approved graduate tuition rate of \$444.26 per credit hour for resident students and \$1,075.66 for non-resident students.

Chair Cerio asked for a motion to approve the Ph.D. in Nursing, CIP 51.3808, at FSU at the currently approved graduate tuition rate of \$444.26 per credit hour for resident students and \$1,075.66 for non-resident students, with a program implementation date of fall 2023.

Governor Michael moved to approve, Governor Frost seconded the motion, and the motion passed unanimously.

5. Specialized Admissions Requests

Chair Cerio stated that at the June 2022 meeting, the Board finalized changes to Regulation 8.013, Specialized Admissions. The specialized admissions status allows the universities to establish additional criteria for admission to undergraduate programs.

Chair Cerio further explained that institutions requesting specialized admissions status for undergraduate programs for the 2023-2024 Academic Year were required to submit an application to the Board office by October 1, 2022. He stated that the Academic and Student Affairs Committee will consider for approval a select portion of applications under the minimal skills criteria for the 2023-2024 Academic Year.

Chair Cerio recognized Dr. England to provide an overview of the specialized admissions requests.

Dr. England began her presentation by reporting that the changes to Board Regulation 8.013 were based on a staff review presented to this committee in January. The revisions included changing the name from "limited access" to "specialized admissions"

and clarifying the criteria for an institution to seek this status. The new regulation language has three qualifying criteria for specialized admissions: minimal skills required, limited resources, and regulating body requirements.

Dr. England stated that after the Board approved the amendment to the regulation in June 2022, Board staff sent guidance to the institutions and the application materials to the universities immediately following the June Board meeting. Board staff received 113 requests, and at this meeting, Board staff recommended 31 requests under minimal skills for approval. All proposals under consideration meet the minimal skills criteria outlined in the regulation, and the proposals for each program were included in the meeting materials.

Dr. England explained that most requests are for visual and performing arts programs. Students must demonstrate a certain level of skill and knowledge to succeed in the programs. Some programmatic accreditation agencies reinforce the minimal skill requirements in their standards for accreditation.

Dr. England reported that if these requests were approved by the committee and the full Board, the specialized admission status would go into effect for the 2023-2024 Academic Year. Programs approved under the minimal skills criteria may retain this status for five years, at which point a new proposal must be submitted. Universities must also submit annual reports on programs with specialized admissions status in accordance with the Board regulation.

Chair Brian Lamb asked Dr. England to clarify to whom the institutions are submitting their specialized admissions annual updates— the Board of Governors or their respective boards of trustees. Dr. England explained the annual reports are submitted to the Board of Governors' staff. Chair Lamb suggested that the board of trustees at each institution review the institution's annual reports on their specialized admissions programs in addition to the submission to the Board of 'Governors' office. Chair Lamb explained that it seems prudent for the boards of trustees to know how these academic programs perform and ensure compliance. '

Chair Cerio asked for a motion to approve the specialized admissions requests presented under the conditions of notification to the boards of trustees. Governor Michael moved to approve, Governor Frost seconded the motion, and the motion passed unanimously.

6. Public Notice of Intent to Amend Board of Governors Regulation 8.015, Academic Program Review

Chair Cerio moved to the next agenda item to consider approval of a Public Notice of Intent to Amend Board of Governors Regulation 8.015, Academic Program Review. Chair Cerio recognized Dr. England to present an overview of the proposed amendment to the regulation.

Dr. England stated that Board Regulation 8.015 requires institutions to review all academic degree programs at least once every seven years to assess how well

programs achieve student learning outcomes and program objectives. She mentioned earlier this year that at the request of Board Chair Lamb, the universities were given the opportunity to provide feedback on the Board of Governors' regulations to identify inefficiencies and reduce administrative burden.

Dr. England explained that the proposed amendment to this regulation reflects one such recommendation from the universities. The amendment will allow institutions to use the results of the specialized accreditation or reaccreditation process in place of a separate academic program review. This amendment eliminates the requirement of institutions having to complete multiple reviews of the same program and reduces the reporting burden for the institutions.

Chair Cerio asked for a motion to approve the Public Notice of Intent to Amend Board of Governors Regulation 8.015, Academic Program Review. Governor Gabadage moved to approve, Governor Frost seconded the motion, and the motion passed unanimously.

7. Public Notice of Intent to Adopt Board of Governors Regulation 10.003, Post-Tenure Review

Chair Cerio moved to the final item on the agenda, which was to consider approval of a Public Notice of Intent to Adopt Board of Governors Regulation 10.003, Post-Tenure Review. Chair Cerio recognized Dr. England to present an overview of the proposed regulation.

Dr. England said this proposed regulation, 10.003, Post-Tenure Review, aligns with amended section 1001.706, Florida Statutes, pertaining to the Board's powers and duties relating to personnel, which now includes the authority for the Board to develop a regulation regarding post-tenure faculty review.

Dr. England stated that the proposed regulation is intended to build on the existing post-tenure review policies and procedures by establishing consistent requirements and guidelines for all universities in the State University System. She explained that the regulation provides detailed guidance regarding timing and eligibility, review requirements, process requirements, outcomes, and monitoring and reporting requirements.

Dr. England concluded her presentation by explaining that if the proposed regulation is approved by the committee and the full Board, it will be available for public comment for thirty days following this meeting. If the Board adopts this new regulation at a subsequent meeting, the university boards of trustees will be required to revise university policies to align with the regulation, and then the universities will implement the review process using the phase-in process outlined in the regulation.

Governor Michael stated that she had been discussing this regulation with various faculty members throughout the state. She reported that some of the questions and comments from her conversations regarded the lack of faculty review of their portfolio at each step of the review process. She stated that currently, faculty may review their portfolio at each stage and write responses at each stage of the promotion and tenure

process. In addition, since the proposed post-tenure review process includes a review of personnel records, Governor Michael noted that this would be a significant step in the new process.

Governor Michael also noted the regulation changed from a draft in June to the present relative to a peer review component at the department and college levels. She stated that this is important for tenure and promotion because peer reviews offer an in-depth interpretation of the faculty portfolio. However, the regulation says this is only available at the provost-level review. Governor Michael stated that at the provost level, the faculty that will be selected would not be familiar with the work of the faculty member because faculty may be selected from across the university. Governor Michael noted that a departmental committee would understand the faculty member's discipline, even the pedagogy used in the classroom. She stated that as the review moves farther up the scale, the further the review is removed from the discipline.

Next, Governor Michael noted that the appeal process excludes equity considerations and how a provost may base an evaluation on the faculty member's political views. According to the bill and the regulation, there is no option to appeal that type of decision. Governor Michael stated that the provost has a lot of power in our process. She said that if a provost does not respect the faculty member's discipline, there is no appeal to look at the characteristics of being a leader in that discipline or what the faculty contributes to the university. She further stated that many minority faculty members face this, and it would remove protections that a peer review would offer them.

Finally, Governor Michael explained that there are questions on why the process is managed on a level that reaches into the collective bargaining agreements when the collective bargaining agreements currently guide tenure and promotions. She said a more open-ended, reflective process at the board of trustees level and the university level would be a firmer guide for faculty because it would respond to that university's needs and mission.

Chair Cerio noted that he had heard some of the same concerns. He noted that he did have conversations with faculty and administrators throughout the development of the regulation. Regarding tenure and promotion, Chair Cerio clarified that language in the regulation ensures the post-tenure review process does not impact promotion. He noted that this is a post-tenure review based on performance and that the point of the post-tenure review is to reward good performance but not in the context of being considered for a promotion from associate professor to full professor.

Chair Cerio said that regarding the review process, earlier language talked about a very broad review across the university community. He stated that it was narrowed at the request of the faculty. He mentioned that there were objections to it being too narrow, for instance, and said there must be some peer comparisons by narrowing at the department level. Governor Michael affirmed, noting the process does start with the chair.

Chair Cerio stated that if a provost were to fire a faculty member at the end of the post-tenure review process for political reasons, there are still options through the grievance process at the end of the post-tenure review. Chair Cerio explained that this is a balance between rewarding good performance and giving the universities teeth to terminate faculty who have already been on a performance improvement plan per the criteria. He stated that the legislature has given the Board of Governors guidance and that the Board is implementing that guidance. Chair Cerio reiterated that there are guardrails in the regulation for instances of terminations due to political beliefs. Chair Cerio noted that the process states that faculty have to have had a poor performance evaluation, placed on an improvement plan, and then still miss the mark.

Governor Michael asked if Chair Cerio was referring to the grievance process of collective bargaining agreements. He noted that the regulation might shape collective bargaining agreements moving forward, but the collective bargaining agreement cannot contradict the regulation.

Governor Michael questioned how to measure the impact of hiring. She presented a hypothetical situation of faculty looking for a placement and compared Florida's review process to that of other states, and noted that faculty are likely to seek employment in other states.

Chair Cerio emphasized that there is a reward component in the regulation. He also noted that the Board could work with staff on monitoring recruitment as this is implemented.

Governor Michael stated that faculty have gone through post-tenure review and annual review but have not received a financial reward for years.

Governor Lydecker mentioned that the recruitment issues raised are concerning and thinks there needs to be mindful management of the recruitment issues. He further noted that being financially rewarded for great service is an important part of this, and he wanted to ensure the Board was thinking about this the right way. He questioned whether there should be more emphasis on the reward portion of the regulation.

Governor Michael noted that financial rewards have been minimal during her time at the University of South Florida. In her conversations with other faculty in other institutions, she stated the rewards have been primarily intrinsic except for four institutions. She noted, as an example, that the University of West Florida has an in-depth review process that brings significant financial rewards for those at the top.

Governor Lydecker asked if Governor Michael had experienced or received feedback on the beneficial nature of those rewards. Governor Michael says she has received mixed feedback because of the stress of putting the dossier together for the reviews at West Florida every six years, and now under the new regulation, the timeline will be shorter, which will take away from research time.

Governor Michael further stated that other institutions had offered much smaller compensation, which seems less desired, stating that someone may say they can make

more consulting. The effectiveness of the rewards system depends on the reward and the discipline, such as a historian in the college of education who does not do consulting.

Governor Cerio stated that there is a need to examine how the reward mechanisms work. He said that there are four categories in the post-tenure review where faculty may exceed expectations, meet expectations, not meet expectations, or be marked as unsatisfactory. Chair Cerio read from the regulation stating, "for each faculty member who receives a final performance rating of "exceeds expectations" or "meets expectations," the appropriate college dean, in consultation with the faculty member's department chair, shall recommend to the chief academic officer appropriate recognition and/or compensation." Chair Cerio explained that there is accountability while also reward for those meeting two of the four categories.

The University of West Florida (UWF) President Martha Saunders stated that UWF has a robust post-tenure review process that was put in place several years ago. She explained that the process includes a two-tier reward. One tier is if expectations are met, and one is if expectations are exceeded for an even higher reward. She said that this has been popular because when faculty receive tenure and accomplish all of the promotions available, there are no other ways for faculty to attain higher salaries unless there is a cost of living increase. President Saunders stated their process continues to allow for incentives and has made an important difference.

The University of Florida's Board of Trustees Chair Mori Hosseini stated that he supports the post-tenure plan. He noted that the cost of living has gone up, and tuition remains unchanged. He stated that when the legislature was going to increase the cost of living by five and a half percent, he thought that included university faculty; however, it did not. Chair Hosseini encouraged the Board to work with the legislature to have special funding for faculty to provide at least the five percent given to the rest of the state employees this year. He also mentioned that the University of Florida faculty are underpaid, and their compensation is \$10,000 to 12,000 behind the nearest comparable university. Chair Hosseini reemphasized the importance of recruiting and keeping good faculty.

Chair Cerio asked for a motion to approve the Public Notice of Intent to Adopt Board of Governors Regulation 10.003, Post-Tenure Review. Governor Diaz moved to approve, Governor Haddock seconded the motion, and the motion passed unanimously.

8. Concluding Remarks and Adjournment

Having no further business, Chair Cerio adjourned the meeting at 9:20 a.m.

Tim Cerio, Chair

Erica Vander Meer, Assistant Director of Academic Affairs

