

MINUTES
STATE UNIVERSITY SYSTEM OF FLORIDA
BOARD OF GOVERNORS
INNOVATION AND ONLINE COMMITTEE
November 9, 2023

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Committees are accessible at www.flbog.edu*

1. Call to Order and Opening Remarks

Chair Ed Haddock convened the meeting at 9:45 a.m. on November 9, 2023, with the following committee members present: Aubrey Edge, Jack Hitchcock, Charles Lydecker, Craig Mateer, and Amanda Phalin. A quorum was established.

2. Approval of Committee Meeting Minutes

Governor Hitchcock moved that the Committee approve the minutes of the meeting held on June 22, 2023. Governor Edge seconded the motion, and the members concurred.

3. SUS Online Education: Advancing Florida's Workforce and Enriching Florida's Economy

Chair Haddock introduced this session by stating that a panel of Florida business leaders has been convened to discuss with the Committee the value and importance of state university online degree programs to the educational needs of Florida business and industry employees. Each of the panelists provided an introduction and highlighted their connections to state universities.

Mr. Jim Adamczyk, Senior Vice President and Chief Revenue Officer of Fairwinds Credit Union, reported that Fairwinds has 600 employees and serves over 230,000 members, primarily in Central Florida. He said that all of the current management team graduated from UCF and maintain a close relationship with the university. Many credit union employees have obtained UCF undergraduate and advanced degrees.

Mr. Steve Leonard, NG Fellow and C & PE Chief Engineer at Northrop Grumman Corporation, received an undergraduate degree from UCF. He focused on the aeronautics sector of Northrop Grumman (NG) which is in Melbourne Florida and said that this sector maintains a close partnership with the UCF College of Engineering and Computer Science that includes involvement in curriculum development and the establishment of certificate programs that meet the needs of GN employees. Mr. Leonard reported that 200 UCF graduates are now a part of the NG workforce.

Dr. Shyam Paryani is the Program Director of the University of North Florida Executive Master of Health Administration program. He stated that, in addition to being a physician, he received a Master's Degree in Health Administration from UNF. Dr. Paryani has been

instrumental in reaching out to clinicians and health care administrators in Northwest Florida to pursue the executive graduate degree in health administration.

Ms. Marquita Williams, Executive Director of Organizational Learning and Development for AdventHealth in Orlando, works to provide broad learning opportunities for AdventHealth's diverse workforce of 93,000 employees. AdventHealth maintains a strong partnership with UCF, particularly with the UCF College of Nursing.

During Committee discussion, Chair Haddock asked the panel members if they have received feedback from their employees on the state university online programs. Mr. Adamczyk said that employees are comfortable with distance learning technology as it is now a regular component of their work requirements. He added that the flexibility and the access that is offered by online programs is especially important to employees who desire additional education. Ms. Williams added that employees really appreciate the flexibility provided by online programming as it allows them to focus on work, family, and their careers. She shared a story of a single parent with three children who was able to complete a bachelor's degree via an online program and advance toward achieving her educational and career goals.

Mr. Leonard discussed the importance of UCF online offerings for Northrop Grumman employees at the Melbourne facilities. Responding to a question by Governor Hitchcock, Mr. Leonard confirmed that a sizable portion of Northrop Grumman operations is invested in artificial intelligence and machine learning.

Dr. Paryani discussed the impact of the UNF executive master's in health administration program on preparing health care workers to obtain a graduate degree to advance into positions of leadership. This program is 100% online, meets the needs of a busy health care workforce, and promotes collaborative learning and teamwork suitable for health care leadership positions.

Governor Edge asked the panel members if they have suggestions for improvement of the state university online program offerings. Mr. Adamczyk identified two avenues: (1) employers should better educate their employees on available distance learning opportunities; and (2) universities can be more proactive to help employees learn about the procedures to pursue additional education. Mr. Leonard added that the rapid evolution of technologies needed in their workforce requires better branding of university online programs to make employees aware of available paths to advance in their chosen discipline.

In a discussion on employee retention, Ms. Williams opined that employees are very appreciative of "learn and grow" opportunities that are available to them. Mr. Adamczyk added that it is important to provide tangible support to employees by advancing qualified employees into more senior positions and online degree programs facilitate these actions. Mr. Leonard recognized the value of industry advisory boards that enable employers to provide input to the universities on program content, curriculum development, internships, and recruitment. Dr. Paryani highlighted the value of bringing all entities together and

highlighted a recent symposium on health care needs that included health care providers, employers, and students.

Chair Haddock expressed appreciation to the panel members for their input and for their support of state university online programs. Following concluding remarks, Chair Haddock adjourned the meeting at 10:16 a.m.

Edward Haddock, Chair

Jon Rogers, Ph.D.
Assistant Vice Chancellor