

Academic and Student Affairs Committee Minutes
Trustee Nicole Washington, Chair
December 1, 2021

The meeting was called to order by Trustee Nicole Washington. Ms. Valeria Singleton called the roll and the following committee members were present: Ann Marie Cavazos, Michael Dubose, Kristin Harper, Craig Reed, Nicole Washington, and Carrington Whigham. A quorum was established.

Trustee Dubose moved to approve the minutes for the meeting on September 16, 2021. The motion was seconded by Trustee Reed and the motion carried.

The Committee recommended approval of the following items:

Tenure Upon Appointment - Dr. Edington stated that *Tenure Upon Appointment* is a condition of employment that is offered to a faculty member who has previously held a tenured position. The requests for *Tenure Upon Appointment* are approved by the Provost and/or the President. As a practice, the university-wide tenure and promotion committee completed a courtesy review of the documentation. Prior to the review of the documentation by the university-wide tenure and promotion committee, the documentation was reviewed by the school/college tenure and promotion committee.

The CV for Professor Jeffrey Wilkinson was reviewed for evidence of highly competent teaching, research and other scholarly activities, services, and contributions to the University and to society.

Trustee Dubose moved to approve the Tenure Upon Appointment for Professor Jeffrey Wilkinson. The motion was seconded by Trustee Cavazos and the motion carried.

Regulation 4.101 (Grading Policies) - The grading policy (Regulation 4.101) is being revised to clarify the special circumstances for the changes of grades.

- Effective fall 2021 grade changes pertaining to a grade of “I” or “PN” must be submitted by the end of the next term in which the student is enrolled. Any incomplete or not proficient grade that is not changed by the specified time will revert to the grade earned by the student at the time the grade was assigned inclusive of missing assignment(s).
- For student who have not returned after the second semester, any incomplete grade that is not changed within one year of the last day of class in which the course was attempted, will revert to the grade earned inclusive of missing assignment(s) at the time the incomplete was assigned. Prior to fall 2021, the incomplete grade must lapse to “N” (no grade reported).

Trustee Whigham moved to approve the revisions to Regulation 4.101. The motion was seconded by Trustee Reed and the motion carried.

Student Affairs Updates – informational updates were provided:

- Dr. William Hudson, Jr., and his team provided updates on recruitment strategies, action plans, enrollment snapshots, and an update on hazing prevention.
- The Office of Undergraduate Admissions and Recruitment are focused on three strategic points of emphasis: (1) increase the number of high ability and high achieving scholars; (2) increase STEM enrollment; and (3) increase transfer student enrollment.
 - Strategic emphasis (1) - The plan is to visit a minimum of 100 high schools and assign a dedicated recruiter to work directly with the director to serve as the high achieving liaison who oversees the application to enrollment phases. In addition, we will host on campus recruitment and yield programs; and build strategic communication specifically targeting this population.
 - Strategic emphasis (2) – There is a concerted effort to increase the number of admits in our STEM programs. The plan is to target STEM Magnet High Schools around the state and country. Through collaboration with the colleges and schools, we will feature various programs during STEM week, virtual recruitment activities, and on campus visits.
 - Strategic emphasis (3) – The plan is to host a “Transfer Students Day” each spring; specifically, targeting transfer students in a more personable way. The team will host weekly “Transfer Talk” sessions with prospective applicants and admitted students.
- As of November 26, the applications for fall 2022 from first time in college (FTIC) and Florida College System (FCS) applicants are exceeding pre-pandemic numbers.
- The final informational update was from Mr. Bryan Smith regarding the hazing prevention initiatives.
 - A review of the enhancements incorporated over the past decade was briefly discussed.
 - Since the last Board meeting, National Hazing Week and National Campus Safety Awareness was recognized. In addition, a virtual hazing seminar for clubs and organizations was conducted on October 18, 2021.
 - Since the inception of the Alivetek online course, there have been 8,114 students to complete the Hazing Prevention 101 course and 1,007 student completed the Fraternity and Sorority Life course.
 - There are no pending investigations.

Academic Affairs Updates – The following informational updates were provided:

- Updates on the Licensure Pass Rate Improvement Plan were provided regarding an overview of institutional strategy and approaches for improving student success outcomes:
 - Pre-Enrollment – The strategies discussed: target K-12 and AA transfer student outreach and recruitment; early and ongoing engagement with FAMU undergraduates; expansion of curricular and co-curricular activities for student development; expanded marketing and PR (digital, print, social media, etc.); and increased presence at recruiting events and showcasing of academic program offerings.

Question: Does the decline in enrollment for PharmD and Nursing reflect a trend in the industry?

Response: We have experienced highs and lows in terms of applicants for the pharmacy program; therefore, graduates will drive the market conditions. The applicant pool nationwide has dropped, so it is a national trend. In addition, another factor that has attributed to the enrollment decline is the explosion of pharmacy schools nationwide and all schools are completing for the same pool of applicants.

Response: The decline in enrollment for Nursing is attributed to environmental factors within the school and outside of the school. The admissions for the School of Nursing depend on the number of faculty available to teach and the clinical placement sites. We are in the process of hiring six additional faculty members. However, due to curricular changes and other factors, there are limitations related to physical space. So, this will have an impact on our admissions.

Also, there is a shortage of faculty because traveling nurses can earn almost \$200K a year and work only three days per week which makes it difficult to recruit faculty. Recently, the School of Nursing added a clinical simulation team to help our students meet the clinical time requirements. Simulation cannot be used for everything, but the State of Florida permits 50% of our curriculum to be simulation. In addition, simulation helps with remediation.

Further, Dean Johnson provided an update on the licensure exam scores and the upcoming accreditation visit for February 9 and February 10. The decision will be released in fall 2022. Based on the mock visit, plans of action have been taken to trend the School of Nursing forward.

- Student Preparation for Program Entry – The strategies discussed: raise admission criteria; use diagnostic tools to evaluate applicants; identify deficiencies for remediation; peer mentoring; targeted academic support; accelerated remediation; professional development; and collaboration with STEM feeder programs.
- Program Matriculation – The strategies discussed: short-term efforts to assist students with licensure exam preparation; and faculty-focused initiatives to enhance student instruction and training.
- An update on research activities was provided:
 - During the past two years, we have set records in all of our metrics (awards received, awards submitted, F&A received, and R&D spending) except patents granted. Last year, we set the record with six utility patents and two plant patents.
 - A highlight of the successful FAMU-FSU College of Engineering Crest Center was provided.
 - There was a brief discussion regarding Carnegie Research 1 status by 2020: increase research awards to \$90 million; increase research spending to \$70 million; increase PhDs conferred each year to 40; decrease teach load of research productive faculty by 30% - 50%; and improve research facilities.

There being no further discussion, the meeting was adjourned at 10:10 a.m.

FLORIDA **A&M** UNIVERSITY
Board of Trustees

Respectfully submitted,

Nicole Washington, Committee Chair