

202000008

**Florida State College at Jacksonville
District Board of Trustees
Minutes of the June 11, 2019, Regular Meeting
Administrative Offices, Board Room 405, 1 p.m.**

PRESENT:

Karen E. Bowling, Chair
Candace T. Holloway, Vice Chair, Nassau County
Thomas R. McGehee, Jr., Vice Chair, Duval County
Michael M. Bell
J. Palmer Clarkson
D. Hunt Hawkins
Thomas J. Majdanics
O. Wayne Young

ABSENT:

Laura M. DiBella

CALL TO ORDER:

Chair Bowling called the meeting to order at 1:09 p.m. and welcomed those in attendance.

PLEDGE:

Chair Bowling led the Pledge of Allegiance.

MINUTES:

(Ref. Board Agenda for
June 11, 2019; Pages
201900374 – 430)

Chair Bowling asked the Board if there were any comments or recommended revisions to the Florida State College at Jacksonville (FSCJ) District Board of Trustees (DBOT) minutes – as a slate – of the April 3, 2019, Special Meeting – DBOT Interview of College Presidential Finalist, on agenda pages 374 – 376; April 3, 2019, Special Meeting – DBOT Interview of College Presidential Finalist, on agenda pages 377 – 379; April 3, 2019, Presidential Search Informational Gathering Session, on agenda pages 380 – 383; April 3, 2019, Special Meeting – DBOT Interview of College Presidential Finalist, on agenda pages 384 – 386; April 3, 2019, Special Meeting – DBOT Review and Deliberation of the College Presidential Finalists, on agenda pages 387 – 391; April 9, 2019, Finance & Audit Committee Quarterly Meeting, on agenda pages 392 – 393; April 9, 2019, Workshop, on agenda pages 394 – 395; and April 9, 2019, Regular Meeting, on agenda pages 396 – 430; and there were none.

MOTION: (McGehee – Hawkins) The motion was made to approve the FSCJ DBOT minutes – as a slate – from the April 3, 2019, Special Meeting – DBOT Interview of College Presidential Finalist; April 3, 2019, Special Meeting – DBOT Interview of College Presidential Finalist; April 3, 2019, Presidential Search Informational Gathering Session; April 3, 2019, Special Meeting – DBOT Interview of College Presidential Finalist; April 3, 2019, Special Meeting – DBOT Review and Deliberation of the College Presidential Finalists; April 9, 2019, Finance & Audit Committee Quarterly Meeting; April 9, 2019, Workshop; and April 9, 2019, Regular Meeting, as recommended.

Motion carried unanimously.

REPORT OF THE COLLEGE

PRESIDENT:

Legislative Update:

Interim College President Mr. Kevin Hyde invited Director of Government Relations Ms. Virginia Haworth to approach the podium. Director Haworth addressed the Board and provided a comprehensive overview on the 2019 Florida Legislative Session, noting a copy of the presentation was at each Trustee's seat.

Following Director Haworth's presentation, the Board heard from Mr. Matt Brockelman from Southern Strategy Group, who joined the meeting to provide information on other major issues occurring during the 2019 Legislative Session.

BOSS Grant Update:

President Hyde shared with the Board that in June 2017, the announcement was made of a \$300,000 Building Opportunities for STEM Success (BOSS) grant FSCJ received from the National Science Foundation. The purpose of the grant was to support the College as the institution evaluated the impact of strategically embedding key study skills into six different STEM courses, with the goal of increasing interest and learning for 360 students.

As part of BOSS grant, some of FSCJ's faculty produced a video about our students' study skills, which was recently featured in the National Science Foundation's 2019 STEM for All Video Showcase. The Board viewed the video.

President Hyde thanked the following faculty and staff who helped bring the project to life:

- Professor Ivetta Abramyan
- Dr. Hamid Aidinejad
- Dr. Jerrett Dumouchel
- Mr. Ernie Friend
- Professor Chris Lee
- Professor Lyn Noble
- Dr. Maria Oehler
- Professor Amanda Sartor
- Dr. Eddy Stringer
- Dr. Holly Wiegrefe

FSCJ Employer Tuition
 Program Partnership:

President Hyde shared with the Board that last week, To help grow the percentage of companies offering tuition-assistance to their employees in the community, the FSCJ Employer Tuition Program partnership was established to provide critical support to both the employer partners and the

employee participants. Through personal enrollment coaching and individualized advising services, employees will be better equipped to excel in their academic pursuit, which of course, helps the companies they work for grow and thrive.

This program is free for any business to sign up. The FSCJ Business Solutions team is available to work directly with interested companies to finalize an agreement and quickly set the partnership into motion.

Student Success Report:

President Hyde shared that last month Trustees were provided a copy of the 2017-18 FSCJ Factbook. The Factbook, published annually, is a readily available resource for commonly asked questions about student demographics, enrollment, completions, facilities and more.

Today at each Trustees' seat was a copy of the 2019 Student Success Report. The purpose of the Student Success Report is to provide data that focuses on FSCJ defined student success metrics such as retention completions, graduation rates and more. This is the first publication of a student success report; the College plans to make it an annual publication.

Farewell Recap:

President Hyde shared with the Board that with this being his final FSCJ DBOT meeting as interim president, he wanted to thank the Board for this time by sharing a few of his favorite highlights from the past 14 months:

- The team at FSCJ worked hard to reverse the negative enrollment trends, noting FSCJ finished Spring and Summer 2018 down nearly 10% year-over-year in credit hour enrollment. When Fall 2018 was finished, the College was up 7.7% in credit hours and Spring 2019 saw a 4.5% increase in credit hours year-over-year. This resulted in an annual unduplicated enrollment increase of 5.1%.
- Retention was another important focus, and FSCJ continues to make great strides in that area. The fall-to-fall retention rate has risen from 47.8% for 2016-17 to 50.2% for 2017-18, which is within a close range of the College's goal of 51.9% as outlined in FSCJ's Strategic Plan.
- The financial aid systems and processes have improved significantly. President Hyde provided a special thanks to Ms. Kristine Hibbard and her team for their hard work with these efforts. Using past experiences as a learning opportunity, the financial aid team identified solutions for many of the problems they faced and developed better systems for student disbursement and awarding processes.

- FSCJ launched a *new* advising center management tool to more efficiently serve students in the College's Advising Centers. This allowed students to easily schedule appointments online for both in-person and virtual academic advising.
- FSCJ's new Contact Center has its soft launch at the end of this week with full service being provided beginning June 21. FSCJ hired 21 employees, all who received extensive training and are ready to hit the ground running to guide students on the right path to success.
- Last summer, FSCJ continued to see numerous individual student concerns. Various staff members and areas certainly stepped up to assist; however, President Hyde took a moment to thank the College's Ombudsman Mr. Derrick Johnson for his work in this area. He shared that when a call comes in to the President's Office, no matter what the issue or concern, Ombudsman Johnson was always willing to help by reaching back out to the student to assist.
- As the Board plans to vote on the budget for the upcoming year, President Hyde commended the College on the work accomplished at all levels of the institution to increase enrollment, providing for much needed funds for the 2019-20 budget. This allowed administration to craft a budget that included a 3% salary increase for every full-time employee, both faculty and non-faculty as well as every full-time and regular part-time employee. Administration was able to complete negotiations with the faculty union in select contract articles, with full negotiations scheduled in the next few months towards an anticipated new agreement in 2020. Included in the updated CBA is an adjustment of workload values to award full credit for laboratories and a revision of the workload unit calculation for PSAV faculty.
- President Hyde recognized and thanked the leaders of the Governance Group for their willingness to serve, lead and contribute all on behalf of their individual groups.
- Finally, one of the most important items President Hyde hoped to accomplish was making its way towards Collegewide adoption: Jeans Friday.

Chair Bowling thanked President Hyde for his time at FSCJ, noting the institution in a much better place having had him serve as the College's interim president.

COMMENTS BY THE PUBLIC:

Chair Bowling opened the public comments segment of the meeting wherein members of the public were invited to make comments on matters before the Board's consideration.

Chair Bowling advised the Board that no member of the public had requested to speak. She asked if there were any comments by the Board, and there were none.

CONSENT AGENDA:
(Ref. Board Agenda for June 11, 2019; Items 1 through 8, Pages 201900431 – 439)

Chair Bowling noted the Trustees had fully reviewed the Consent Agenda items prior to today's meeting and had the opportunity to discuss any questions and/or concerns with the College President through individual Trustee conference calls, should they so desire. She then asked if there were any items the Trustees wished to remove from the Consent Agenda for individual consideration/discussion under Action Items, and there were none.

Trustee Young stated that although he did not wish to remove any items for consideration, he did wish to make a comment with respect to the Rules and the Board's responsibilities. He shared with Trustees language may need to be added to Board Rules in the future as it relates to the new statutory requirements, noting Director of Government Relations Haworth reported on this matter earlier in the meeting. Also, in doing so, this will ensure the College complies with bills passed during the 2019 Legislative Session.

ACTION ITEMS:
(Ref. Board Agenda for June 11, 2019; Items 1 through 10, Pages 201900440 – 487)

MOTION: (Young – Hawkins) The motion was made to approve the Consent Agenda, as recommended.

Chair Bowling asked if there were any questions or comments by the Board, and there were none.

Motion carried unanimously.

President Hyde presented the administration's recommendation on Action Item 2, Administration: Annual Salary Index, on agenda pages 441 – 442.

MOTION: (Bell – Holloway) The motion was made to approve the Annual Salary Index, as recommended.

Chair Bowling asked if there were any questions or comments by the Board, and there were none.

Motion carried unanimously.

President Hyde presented the administration's recommendation on Action Item 3, Human Resources: Collective Bargaining Agreement (Full-Time Faculty), on agenda pages 443 – 470.

MOTION: (Holloway – Clarkson) The motion was made to approve the Collective Bargaining Agreement (Full-Time Faculty), as recommended.

Chair Bowling asked if there were any questions or comments by the Board, and there were none.

Motion carried unanimously.

President Hyde presented the administration's recommendation on Action Item 3.A., Human Resources: Salary Increase for Full-Time Non-Faculty Employees, on agenda page 470-A.

MOTION: (Hawkins – Bell) The motion was made to approve the Salary Increase for Full-Time Non-Faculty Employees, as recommended. (Appendix A)

Chair Bowling asked if there were any questions or comments by the Board, and there were none.

Motion carried unanimously.

President Hyde noted that on behalf of the Board, he would send an email to the entire employee base notifying them of today's actions by the Board.

President Hyde presented the administration's recommendation on Action Item 4, Human Resources: Florida College System Annual Equity Update Report, on agenda page 471.

MOTION: (Holloway – Hawkins) The motion was made to approve the Florida College System Annual Equity Update Report, as recommended.

Chair Bowling asked if there were any questions or comments by the Board, and there were none.

Motion carried unanimously.

President Hyde presented the administration's recommendation on Action Item 5, Finance: Direct Support Organization Checklist and Annual Audit for Fiscal Year Ended September 20, 2018, on agenda pages 472 – 474.

MOTION: (Holloway – McGehee) The motion was made to approve the Direct Support Organization Checklist and Annual Audit for Fiscal Year Ended September 20, 2018, as recommended.

Chair Bowling asked if there were any questions or comments by the Board. There was discussion by the Board regarding the acceptance of the audit by the Board's Liaison to the FSCJ Foundation Liaison, and Trustee Holloway accepted the audit.

Chair Bowling asked if there were any additional questions or comments by the Board, and there were none.

Motion carried unanimously.

President Hyde presented the administration's recommendation on Action Item 6, Finance: Fees and Charges, on agenda pages 475 – 478.

MOTION: (Holloway – Young) The motion was made to approve the Fees and Charges, as recommended.

Chair Bowling asked if there were any questions or comments by the Board, and there were none.

Motion carried unanimously.

President Hyde presented the administration's recommendation on Action Item 7, Finance: Fiscal Year 2018-19 Operating Budget Amendment No. 3, on agenda pages 479 – 480.

MOTION: (Clarkson – Bell) The motion was made to approve the Fiscal Year 2018-19 Operating Budget Amendment No. 3, as recommended.

Chair Bowling asked if there were any questions or comments by the Board, and there were none.

Motion carried unanimously.

President Hyde presented the administration's recommendation on Action Item 8, Finance: Fiscal Year 2019-20 College Budget, on agenda page, 481.

MOTION: (Hawkins – Clarkson) The motion was made to approve the Fiscal Year 2019-20 College Budget, as recommended.

Chair Bowling asked if there were any questions or comments by the Board, and there were none.

Motion carried unanimously.

President Hyde presented the administration's recommendation on Action Item 9, Finance: Fiscal Year 2018-19 Capital Outlay Budget Amendment No. 2, on agenda pages 482 – 484.

MOTION: (Clarkson – Bell) The motion was made to approve the Fiscal Year 2018-19 Capital Outlay Budget Amendment No. 2, as recommended.

Chair Bowling asked if there were any questions or comments by the Board, and there were none.

Motion carried unanimously.

President Hyde presented the administration's recommendation on Action Item 10, Finance: Fiscal Year 2019-20 Capital Outlay, on agenda pages 485 – 487.

MOTION: (Hawkins – Young) The motion was made to approve the Fiscal Year 2019-20 Capital Outlay, as recommended.

Chair Bowling asked if there were any questions or comments by the Board, and there were none.

Motion carried unanimously.

INFORMATION ITEMS:
(Ref. Board Agenda for
June 11, 2019; Items
A – C, Pages 201900488
– 532)

Chair Bowling asked the Board if there were any questions or comments related to Information Items A – C, on agenda pages 488 – 532, and there were none.

INTRODUCTION OF NEW
EMPLOYEE(S):

Chair Bowling invited any new employee(s) and/or appointee(s) to stand and be recognized. There were no new employees nor appointees in attendance at the meeting.

REPORT OF THE BOARD
CHAIR:

Chair Bowling recognize and acknowledge Trustee McGehee for his 20 years of outstanding service as a member of the FSCJ DBOT, noting he is the longest serving Board member in the history of the institution. She mentioned the names of the next longest serving Trustees, which all served 14 years on the Board: Mr. Bruce Barcelo, Ms. Betty Cook, Mr. Donald Martin and Ms. Suanne Thamm.

Trustee McGehee (Mac) was originally appointed by Governor Jeb Bush on June 1, 1999, reappointed by Governor Crist in July 2007 and by Governor Scott in August 2011 and again in May 2017.

Trustee McGehee was elected vice chair of the DBOT for Duval County in August 2016, and previously served as a committee member for the Board's Finance & Audit Committee from August 2015 to July 2017. Additionally, he served as the Board's liaison to the Foundation Board from August 2014 to July 2015. In 2008 to 2010, he served as chair of the Board and as vice chair of the Board for Duval County from 2007 to 2008.

Again, she thanked Trustee McGehee for all his years of service with FSCJ.

REPORT OF THE BOARD
LIAISON, FSCJ
FOUNDATION BOARD OF
DIRECTORS:

FSCJ Foundation Board Liaison Holloway provided the Board with an overview of the written report relating to the FSCJ Foundation Board of Directors. (Appendix B)

REPORT OF TRUSTEES:

There were no reports provided by Trustees.

REPORT OF THE
ADMINISTRATIVE AND
PROFESSIONAL
COLLABORATIVE (APC):

Administrative and Professional Collaborative Chair Ms. Lori Cimino provided the Board with a written report relating to current APC initiatives and activities. (Appendix C)

REPORT OF THE CAREER
EMPLOYEES COUNCIL
(CEC):

Career Employees Council Chair Mr. Robbie Peeples addressed the Board and presented an overview of the written report relating to current CEC initiatives and activities.

In addition to his own appreciation and stellar comments regarding Interim President Kevin Hyde, he stated that APC Chair Lori Cimino asked that he share her appreciation as well. (Appendix D)

REPORT OF THE FACULTY
SENATE (Senate):

Faculty Senate President Dr. John Woodward provided the Board with a written report relating to current Senate initiatives and activities. (Appendix E)

REPORT OF THE STUDENT
GOVERNMENT
ASSOCIATION (SGA):

Student Government Association Collegewide President Ms. SeQoya Williams provided the Board with a written report relating to current SGA initiatives and activities. (Appendix F)

NEXT REGULAR BOARD MEETING:

Chair Bowling announced the next regular meeting of the Board is scheduled for Tuesday, August 13, 2019, at the College's Administrative Offices.

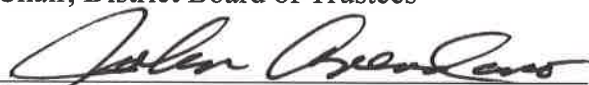
ADJOURNMENT:

There being no further business, Chair Bowling declared the meeting adjourned at 1:26 p.m.

APPROVAL OF MINUTES:



Chair, District Board of Trustees



Executive Secretary, District Board of Trustees

Submitted by: Ms. Kimberli Sodek, Secretary to the Board

**Florida State College at Jacksonville
District Board of Trustees**

AGENDA ITEM A – 3.A.

Subject:	Human Resources: Salary Increase for Full-Time Non-Faculty Employees
Meeting Date:	June 11, 2019

RECOMENDATION: It is recommended that the District Board of Trustees approve a three percent (3%) salary increase calculated on base salary as of July 1, 2019 for all eligible full-time non-faculty employees. Employees serving in a full-time position as of April 30, 2019 and continuing in a full-time position are eligible for the increase to be effective July 1, 2019.

It is also recommended that the District Board of Trustees approve a three percent (3%) salary increase calculated on the hourly rate as of July 1, 2019 for all eligible regular part-time non-faculty employees. Employees serving in a regular part-time position as of April 30, 2019 and continuing in a regular part-time position are eligible for the increase to be effective July 1, 2019.

No salary increase shall be granted beyond the maximum annual salary or hourly rate indicated on the Board-approved salary classification index, except for the educational promotion one-step increase.

BACKGROUND: The proposed salary increase will provide our non-faculty employees with funds to offset increases in the cost of living and recognize continued contributions to the College and its students.

RATIONALE: Funds were set aside during budget development to provide for a 3% base increase for full-time and regular part-time non-faculty employees.

FISCAL NOTES: The 3% increase for full-time and regular part-time non-faculty employees will total \$1,555,748 including benefits, impacting 821 full-time non-faculty employees.

FLORIDA STATE COLLEGE AT JACKSONVILLE FOUNDATION TRUSTEE CANDACE HOLLOWAY

REPORT TO THE DISTRICT BOARD OF TRUSTEES ON JUNE 11, 2019

Since my last report to you concerning the Foundation there has been only one activity of the Foundation Board of Directors. That was to review and approve the Annual Audit of our Direct Support Organization and that was included as Acton Item 5 on today's Agenda.

The next regular meeting of the Foundation's Board is tomorrow, June 12, beginning at 11:30 a.m. at the Downtown Campus.

I would also like to share with you a couple of points of activity by the Foundation's committees and staff.

1. There has been a great deal of energy and effort dedicated to connecting and engaging with the nearly 130 thousand FSCJ graduates. The Foundation's contacts of 12,000 alum in 2016, has increased to more than 74,000 year-to-date. Development of this donor population is certain to have a significant impact on future fundraising.
2. You may or may not be aware that the owner of The Loop Pizza Grill, Mike Schneider, is also an FSCJ grad. As a gift to the graduating class of 2019, Mike made available a special alumni discount at any Loop restaurant. Our thanks to Mike for such a wonderful gesture.
3. And finally, an update from the Artist Series -The Broadway hit "Hamilton" will dawn the Times Union Center stage for two weeks in March of next year. "The Hamilton Effect" on Broadway season ticket sales has been phenomenal. The Artist Series reports subscription sales to be approaching 9,000, as compared to a normal year of less than 4,000. Subscription sales to new subscribers are unavailable until the subscription renewal period is complete. Currently, there is a waiting list of over 3,500 households. The producers of Hamilton have mandated a cap of 12,500 on subscription sales to endure availability of single tickets for the public once they go on sale.



Date: June 11, 2019

To: Florida State College at Jacksonville District Board of Trustees

From: Lori Cimino
Chair, Administrative and Professional Collaborative 2018-19

Re: June 2019 Administrative and Professional Collaborative Report

Chair Bowling and Trustees:

It is with gratitude, pride, and a sense of accomplishment I write my final letter as the Chair of the APC. Serving as the voice for the Administrators and Professionals of the College over the last several months has been filled with opportunities for learning, relationship building, and the ability to gain a stronger sense of what is important to A&Ps at FSCJ. In an effort to round up this year and provide our incoming chair with a solid board from which to dive into this work; this report will provide you with a look back at our goals from this year and an emphasis on pertinent items which are important to A&Ps Collegewide currently.

At the forefront of importance this month, the APC would like to express our support of the recommendations of the Employee Benefits Advisory Council (EBAC) as it relates to the potential changes in health insurance coverage for all employees. We appreciate the opportunity to represent A&Ps and serve as a liaison between stakeholders and decision makers. In the coming months, we will work to encourage education of the potential changes and communicate this information back through EBAC as appropriate.

Additionally, of significance, as of July 1, 2019, Ms. Youlanda Henry will step in to serve as the APC Chair for the 2019-20 academic year. Ms. Henry plays an integral role in the FSCJ 'forest' and in student success as the Director of Tutoring Services on our North Campus. We are excited about this transition and for the APC to maintain the momentum gained this year. We also look forward to another great year of serving our A&Ps while simultaneously working to enhance the APC's role in the participatory governance model under the leadership of our new College President, Dr. Avendano.

For a quick look at our year in review, I have included the four goals established by the APC in September and a brief summary of some of the 2018-19 events and activities that helped us to work toward reaching these goals. During the month of June, we will survey our A&Ps to inquire about their perception of our work toward these goals as well.

APC Goals for 2018-19

- Support the efforts of 'rebuilding campus community' as a collaborative.
 - APC Chair communication with Faculty Senate President and Career Employee Council Chair
 - APC participation in events that supported campus community
 - Brown Bag Series – Topics: Enrollment Management, Student Services, Information Technology
 - Service on a variety of Search Committees
 - Service on non-hiring College Committees
 - Service to the Jacksonville Community

- Participate in intentional outreach to fellow A&P colleagues for increased engagement and understanding of how the APC can support A&Ps Collegewide.
 - APC Campus Representatives introductory emails to respective campuses in fall & spring terms
 - APC Chair meetings with each Vice President
 - APC Chair communications to A&Ps Collegewide for increased engagement and information sharing
 - Networking opportunities on and off campus
 - Welcome letters to all new A&P Employees
- Maintain consistency in events, communication approaches, and professional development to increase awareness and participation by A&Ps in APC activities.
 - Brown Bag Series - Topics: Enrollment Management, Student Services, Information Technology
 - Guest Speakers – Topics: Curriculum, Health Insurance
 - Networking Opportunities on and off campus
- Address any concerns of A&Ps Collegewide as they arise in a comprehensive, timely, and professional manner.
 - APC Chair and committee members participation in Collegewide committees and councils
 - Guest Speakers – Topic: Health Insurance
 - Members of the collaborative seek information and communicate this information back to the collaborative for dissemination.

Additionally, the APC is working collaboratively with the CEC to plan and execute a discussion session during the summer that will allow us to gain some insight behind the numbers of the NILIE survey. Our goal is to compile this information in a way that can be used to better understand our employee voices and brainstorm actionable items for the board and executive cabinet to consider in their decision making.

Moving forward, the APC seeks to increase our voice in bi-directional communication, increase our ability to provide input in policy development, and increase the role we play in broad collaboration as it relates to the rapid resolution of issues and the continuous improvement of programs and services. Overall, the collaborative seeks to strengthen the support for the value of the APC's voice to represent our A&Ps.

As a reminder, for more information about the APC or to 'see' the faces of some of our A&P professionals at the College, check out our [APC blog](#). Here you will also find our monthly spotlights, bylaws, meeting schedule, and a listing our events and membership.

Respectfully,

Lori Cimino, M.Ed., NIC-Advanced

Instructional Program Manager, ASL/English Interpreting and Digital Media
Administrative and Professional Collaborative Chair 2018-19



Date: June 11, 2019
To: Florida State College at Jacksonville District Board of Trustees
From: Robbie Peoples, Career Employees' Council Chair
Re: June 2019 CEC Report

Chair Bowling and Trustees:

First, I would like to recognize Mr. Hyde for his service as interim college president. This will be the last time I will have the opportunity to recognize and thank him through the DBOT for his willingness to take on this role while we were facing some difficult challenges at our College. I am grateful for his strides in turning us toward an open and transparent institution. He recently hosted a breakfast for all employee group's leadership to recognize their efforts in their respective groups. This is one recent example of his support for open collaboration. We are grateful for that and the time he has given for this vital role.

I want to recognize that you have accomplished much in the past couple of years in obvious areas like the selection of an interim college president and permanent college president. Those are very important tasks but what makes the most impact is how you have carried out those tasks. You have reached out not only to the person in the role of president but to employee group leadership, various employees and community leaders to execute those tasks in the most collaborative way. I can tell you that brings hope and encouragement to those who come to work every day who want to do more and see more success beyond just collecting a paycheck. For that, I want to thank you.

As we enter the summer and have an opportunity to breathe a little and reflect, we are encouraged by what has been done. We are looking forward to your next board meeting where you will have our new college president in place and you present your leadership objectives for your next term and what great things that holds for FSCJ moving forward.

Sincerely,

A handwritten signature in blue ink that reads "Robbie Peoples".

Robbie Peoples
Career Employees' Council Chair
Florida State College at Jacksonville
904-381-3702 / robbie.peoples@fscj.edu

June, 2019

To: Florida State College at Jacksonville District Board of Trustees.
From: John A. Woodward, PhD
Re: June Report

Chair Bowling and Trustees:

I would like to begin this letter with a sincere expression of gratitude to President Hyde. While faculty voices can sometimes be loud, very insistent, and often critical, we do sincerely appreciate President Hyde's desire to step into the interim role and manage the College through some difficult times. We have deeply appreciated his love for the institution and its traditions, and his recognition of the importance of our College to the community of Jacksonville. I would also like to applaud him for his Commencement Address, which I found to be quite compelling. We are now and will always be the community's college, even as we graduate more and more Bachelor's degree students with the skills to enter into a complex working environment and to thrive.

As we prepare for the Fall semester, faculty are busy working through the transition to Canvas. That transition has been excellently managed with faculty inclusion through each step, a perfect paradigm for any future systemic changes that occur at the College. It has not been perfect, and there will be some serious disruption when we get started I've no doubt, but the summer semester has already revealed some bugs in the system that our team led by Brandi Bleak has been able to manage and ameliorate.

Senate is looking forward to assisting in developing organizational solutions with the administration. We have suffered far too many self-inflicted wounds from having a far too complicated organizational structure, a competitive as opposed to a cooperative approach to academics and management, a lack of respectful communication throughout the organization, and a single-point decision-making approach as opposed to a method of distributive decision-making. This last year has seen a number of improvements, especially to the latter issue. However, we continue to have far too much interference, competition, and pettiness. We cannot fix everything in one fell swoop, obviously. But I hope as we move into 2020 that we will see some greater stability and an approach that makes distributive decision-making the norm rather than the exception. We must spend time and effort redoubling our efforts to make faculty and their service to students the center of the institution, the core of the mission.

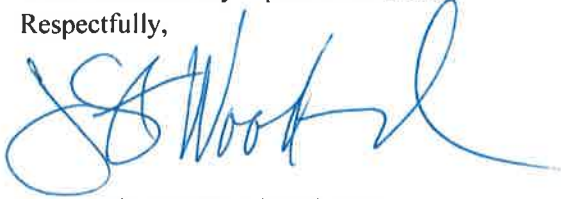
When we return, faculty will have a statement on rigor, and recommendations for the overhaul of our academic honesty policy that focuses on remediation and support for students with the iron law of honesty and integrity as the final arbiter. The committee on rigor has focused in on a number of components to what rigor is. It has begun the process of crafting a statement of rigor that will be inclusive and focus on the importance of a rigorous environment for the sake of our students' futures in the workforce and as a central component of equity. The recommendation for the overhaul of our academic honesty policy is so far suggesting a tiered approach with support for students who are unaware of what constitutes cheating and incremental punishment, as well as tracking, for those who do cheat.

I hope to match these efforts with faculty visits to our state universities to talk with programs about their expectations for our students. We must refocus on cooperation with our community partners. We must advertise and promote our own Bachelor's programs. We must distribute more scholarships. And we must reconnect with our university colleagues, building bridges our students can traverse.

While there are many places to begin work, I hope faculty and staff have some time to relax and decompress over the summer. I think we should take this time to remind ourselves of the importance of all members of the institution for the well-being of our students and faculty. I do personally deeply appreciate them. We will return reinvigorated and ready to make things happen in August.

That concludes my report to the board.

Respectfully,



John Arrington Woodward, PhD

Professor of Humanities and Film Studies

Faculty Senate President

C2326B, DWC

Florida State College at Jacksonville

997-2703

john.a.woodward@fscj.edu

Date: June 11, 2019

To: Florida State College at Jacksonville District Board of Trustees

From: Florida State College at Jacksonville Student Government Association Executive Board

Re: April 2019 to June 2019 Student Government Association Report

Chair Bowling and Trustees,

The Student Government Association (SGA) is the voice of the student body at Florida State College at Jacksonville (FSCJ). Please see the following updates and accomplishments for the period of April 2019 to June 2019.

Since the last report, the SGA has accomplished the following:

- On April 12, 2019 members of the SGA traveled to the Florida College System Student Government Association (FCSSGA) April Year-End Conference at Hillsborough Community College, Dale Mabry Campus. Ta’Nasha Parker was recognized as the 2018-19 FCSSGA President of the Year, Nadia Esha was recognized as the recipient of the 2018-19 FCSSGA Region 1 Leadership Award, and Karixza “CC” Luna-Soliveras was elected by her peers to serve as the 2019-20 FCSSGA Region 1 Assistant Coordinator. In addition, SeQoya Williams was nominated for the FCSSGA Region 1 Rookie of the Year Award and Stephanie Castro was nominated for the FCSSGA Region 1 Advisor of the Year Award.
- On April 19 and 26, 2019, the Activity & Service Fee Allocation Committee awarded thirteen student organizations funding for the 2019-20 academic year.
- On April 23 and 24, 2019, the students of FSCJ voted to determine the outcomes of the contested SGA positions and Karixza Luna-Soliveras shall serve as the South Campus SGA President, while Esther Michel will serve as the Downtown Campus President.
- During the elections, the students of FSCJ voted to ratify revisions to the SGA Constitution reflecting:
 - Title changes from SGA Campus Chair back to SGA Campus President.
 - Special elections being able to be held in the fall as needed.
 - Increasing the minimum number of credit hours needed to run for office – from six to nine.
 - The creation of standing committees including the Civic Committee, Campus Student Programming Board, Judicial Committee, Policy Committee, Finance Committee, Communication Committee, Student Feedback Committee and Elections Committee.
- SGA Officers attended a training on May 31, 2019 that covered Bruce Tuckman’s Stages of Group Development, Conflict Resolution, Time Management, How to Run a Meeting and an overview of Activity & Service Fees. Also, the officers of SGA voted to determine the Collegewide SGA President and Collegewide SGA Vice President. SeQoya Williams and Meagan Partello were respectively selected to serve in those roles for the 2019-20 academic year.
- SGA Officers are looking forward to joining Student Ambassadors, Student Volunteer Coordinators, and the student workers in Student Life & Leadership during our student leadership training on August 23, 2019. The training will cover Interactive Team Building Activities, Sunshine Law/Public Records Requests, A.L.I.C.E. Training, How to Mitigate Risk, Time Management, Bystander Intervention and Title IX, as well as Customer Service and Professionalism.
- The SGA is looking forward to the fall term and all of the amazing co-curricular programming that we have planned for our students.

On behalf of the student body, we extend our deepest gratitude to the District Board of Trustees and FSCJ Interim President Kevin Hyde for continuing to provide us the opportunity to foster such a thriving environment. We look forward to seeing FSCJ President Dr. John Avendano at the next meeting of the District Board of Trustees on August 13th. Thank you for your time and all that you do for the students of FSCJ.

Sincerely,

SeQoya Williams

FSCJ Collegewide Student Government Association President