

Board of Trustees Committee Meeting Rudolph Jones Student Center Room 242

Committee on Governance and Personnel Wednesday, June 7, 2023 2:00 p.m.

AGENDA

Call to Order	Kimberly Jeffries, Committee Chair			
Welcome and Opening Remarks	Kimberly Jeffries			
Roll Call	Karen Bussey			
Approval of Minutes:	March 22, 2023 – Closed Session			
Information Items:				
A. Diversity and Inclusion Report	Carl Dean Associate Vice Chancellor for Human Resources			
 B. UNC Board of Governors Policy Revisions to the code 	Wanda L. Jenkins General Counsel & VC for Legal, Audit, Risk, and Compliance			
Action Item:				

C.	. Personnel - Closed Session		Monica T. Leach	
	0	Action Item GP C-1	Provost & Sr. VC for Academic Affairs	

Committee members: Kimberly Jeffries, William Warner, Stuart Augustine, R. Jonathan Charleston, Glenn Adams

For further information, please contact: Wanda Jenkins General Counsel 910.672.1145



DIVERSITY AND INCLUSION ANNUAL REPORT 2021-2022

Carl Dean

Associate Vice Chancellor for Human Resources June 7, 2023

DIVERSITY AND INCLUSION— Embedded in FSU's Core Values

OUR CORE VALUES

- >> Integrity: Commitment to transparency
- Flexible and Adaptable: Producing career and life-ready global citizens
- Shared Governance: Engaging all members of the university community in decisionmaking
- Diversity, Equity, and Inclusion: Working collaboratively and effectively in a global society

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- Collaboration and Partnerships: Strengthening relationships among alumni, community, and other stakeholders
- Innovative: Creatively pursuing excellence in organizational endeavors
- >> Culturally Connected: Preserving the University's HBCU legacy and pride

OUR MOTTO

Res Non Verba

(Deeds Not Words)

The university motto affirms FSU's commitment to:

- Offering programs and services that produce tangible results and measurable outcomes
- Developing graduates who have a positive impact on their professions and communities
- Defining excellence in terms of outcomes and results rather than words or reputation alone



2021-22 PROGRAMS

• FACULTY AND STAFF PROGRAMMING:

- "How Was Your Day?" Bias, Inclusion, Harassment and Bullying training
- "Respectful Supervisor", Implicit Bias and Microagressions training

• STUDENT PROGRAMMING:

- Specialized diversity programs (Military, LGBTQ+, Hispanic Heritage)
- Developmental disabilities awareness
- Student-athlete sponsored forums (including Title IX)
- Collaboration with MedPro's Risk Management and Insurance Immersion Program

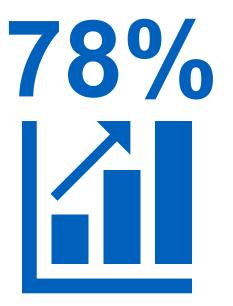
CAMPUS-WIDE PROGRAMMING:

- Black History and Women's History library exhibitions
- Juneteenth Celebration art presentation



EMPLOYEE ENGAGEMENT

2022 UNC Employee Engagement Survey results indicated an overall positive response rate 63%, compared to 60% in 2018 and 56% in 2020.



of respondents believed that their department welcomes diversity in all forms.



2022–2023 Progress



		STAT
D&I Senior Level Sponsor	Carl Dean, AVC for Human Resources is designate lead staffer.	d
FSU D&I Council	D&I Council formed to implement and define institutional campus-wide goals.	
Campus Learning Series Launch June 2022	 LGBTQ+ Pride Month History Lunch & Learn Americans with Disabilities Act (ADA) Lunch & Learn Women in Leadership Symposium Native American History Lunch & Learn 	



QUESTIONS



UNC BOARD OF GOVERNORS POLICY REVISIONS TO THE CODE

Atty. Wanda L. Jenkins General Counsel & VC for Legal, Audit, Risk and Compliance

June 7, 2023

UNC BOARD OF GOVERNORS

Policy Revisions to The Code



- Section 602 Academic Tenure; Non-Disciplinary Separation
 - Section added that allows for a <u>non-disciplinary separation</u> of a faculty member based upon the following:
 - a faculty member is unable to perform the essential functions of the job due to a <u>medical</u> <u>condition</u> or the vagueness of a medical prognosis and the university and the faculty member are unable to reach agreement on a return-to-work arrangement that meets both the needs of the university and the faculty member's condition, and the university has demonstrated a business or operational need to fill the faculty member's position; or
 - a faculty member is unable to perform all of the position's essential duties due to a <u>court order</u>, or due to the loss of credentials or certification required for the position and that would render the faculty member unable to perform all of the essential functions of the job.
 - Such a separation is not considered to be disciplinary; however, a faculty member may file a grievance pursuant to Section 607 of the Code.
 - If such a grievance is filed, the burden shall be on the university (rather than the grievant) to demonstrate that the faculty member was unavailable based on one of the grounds listed in and that the university took reasonable steps to avoid separation.

UNC BOARD OF GOVERNORS

Policy Revisions to The Code

Section 603 – Disciplinary Discharge, Suspension or Demotion

- Defined in more detail how a faculty member with tenure can be discharged, suspended without pay or demoted.
 - <u>Neglect of duty</u>, including but not limited to, the sustained failure to: meet assigned classes, respond to communications from individuals within the faculty member's supervisory chain, report to their employment assignment and by continuing to be absent for fourteen (14) consecutive calendar days without being excused by their supervisor, or to perform other significant faculty professional obligations essential duties of their position; or
 - Misconduct of such a nature as to indicate that the individual is unfit to continue as a member of the faculty, including violations of professional ethics or engaging in other unethical conduct;, violation of university policy or law; mistreatment of students or other employees;, research misconduct;, financial or other fraud;, or criminal, or other illegal, or inappropriate or unethical conduct. To justify serious formal disciplinary action discharge, suspension, or demotion, such misconduct should be either (i) sufficiently related to a faculty member's academic responsibilities as to disqualify the individual from effective performance of university job duties, or (ii) sufficiently serious as to adversely reflect on the individual's honesty, trustworthiness or fitness to be a faculty member





UNC BOARD OF GOVERNORS

Policy Revisions to The Code

Section 604 – Non-Reappointment, Denial of Tenure and Denial of Promotion

- Notice to a faculty member pertaining to a non-reappointment or denial of tenure remains unchanged. Notice is now required for decisions <u>not to promote a tenure track or tenured faculty member</u>.
- Deleted personal malice as an impermissible basis for nonreappointment or denial of tenure or promotion and added the following:
 - $\,\circ\,$ other violations of state or federal law; or
 - material violation of applicable university policies for reappointment, promotion, and tenure that materially affected the decision.



QUESTIONS