



**Board of Trustees
Committee Meeting
Rudolph Jones Student Center
Room 242**

**Committee on Governance and Personnel
Wednesday, September 21, 2022
1:00 p.m.**

AGENDA

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| Call to Order | Kimberly Jeffries, Committee Chair |
| Welcome and Opening Remarks | Kimberly Jeffries |
| Roll Call | |
| Approval of Minutes: | June 8, 2022 |
| Action Item: | |
| A. Board of Trustees Bylaws | Wanda L. Jenkins
General Counsel and VC for LARC |
| B. Annual Diversity and Inclusion Report | Carl Dean
AVC for Human Resources |
| C. Personnel - Closed Session | Monica T. Leach
Provost & Senior Vice Chancellor for Academic Affairs

Darrell T. Allison
Chancellor |

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

For further information, please contact:
Wanda Jenkins
General Counsel
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Agenda Item GP-2-A

EXECUTIVE SUMMARY

MEETING DATE: September 21, 2022

COMMITTEE: Governance and Personnel

SUBJECT: Amendment to Article III and V of the Fayetteville State University Board of Trustees Bylaw

BACKGROUND: The Chair of the UNC Board of Governors is requesting that each UNC institution change its bylaws to reflect the “BoG Rule.” The “BoG Rule” requires members of the UNC Board of Governors and institutional Boards of Trustees to be physically present at Board meetings in order to be counted as present and to vote, but it allows virtual attendance at committee, special or emergency meetings. Article III, Sections 4 and 5 have been amended to reflect the “BoG Rule.”
Article V. Section 2B has been amended to reflect the responsibilities of the Executive Committee.

MOTION: Move to amend Articles III and V of the Fayetteville State University Board of Trustees Bylaws as stated.

Supporting Document(s) Included: FSU Board of Trustees Bylaws (Redlined)

Prepared by: Wanda L. Jenkins
General Counsel and VC for Legal, Audit, Risk and Compliance
Date: 9/13/2022

**FAYETTEVILLE STATE UNIVERSITY
BOARD OF TRUSTEES BYLAWS**

**ARTICLE I
MEMBERSHIP, APPOINTMENT, TERM AND REMOVAL**

Section 1. Effective July 1, 1973, the Fayetteville State University (FSU) Board of Trustees shall be composed of thirteen (13) persons chosen as follows: (a) eight (8) elected by the UNC Board of Governors, (b) four (4) appointed by the Governor, and (c) the President of the FSU Student Government Association, ex officio. (See G.S. 116-32(d)).

Section 2. Effective July 1, 1973, the terms of trustees elected by the UNC Board of Governors shall be designated as follows: (a) four (4) for four-year terms and (b) four (4) for two-year terms; the terms of trustees appointed by the Governor shall be designated as follows: (a) two (2) for four-year terms, and (b) two (2) for two-year terms.

Section 3. In every odd-numbered year, the Board of Governors shall elect four (4) persons to the Board of Trustees and the Governor shall appoint two (2) persons to the Board of Trustees; the term of office of all such elected or appointed trustees (excluding ex officio trustees) shall be four years, commencing on July 1 of such odd-numbered year [See G.S. 116-31(e) and (f)].

Section 4. Effective July 1, 1973, any person who has served two (2) full four-year terms in succession as a member of the Board of Trustees shall, for a period of one year, be ineligible for election or appointment to the FSU Board of Trustees but may be elected or appointed to the Board of another institution.

Section 5. Effective July 1, 1973, whenever any vacancy shall occur in the membership of the Board of Trustees among those appointed by the Governor, it shall be the duty of the Secretary of the Board of Trustees to inform the Governor of the existence of such vacancy, and the Governor shall appoint a person to fill the unexpired term; and whenever any vacancy shall occur among those elected by the Board of Governors, it shall be the duty of the Secretary of the Board of Trustees to inform the Board of Governors of the existence of the vacancy, and the Board of Governors shall elect a person to fill the unexpired term.

Section 6. Trustees are expected to attend all regular meetings of the Board. Whenever a trustee shall fail, for any reason other than ill health or service in the interest of the State or nation to be present for three (3) successive regular meetings of the Board, his/her place as a member shall be deemed vacant [(See G.S. 116-31(j))].

Section 7. Effective July 1, 1973, no member of the General Assembly or officer or employee of the State or of any constituent institution or spouse of any such member, officer or employee shall be eligible for election or appointment as a trustee. Any trustee officer or employee shall be eligible for election or appointment as a trustee. Any trustee who is elected or appointed to the General Assembly or who becomes an officer or employee of the State or of any constituent institution of the University of North Carolina, or whose spouse is elected or appointed to the General Assembly or becomes such an officer or employee, shall be deemed thereupon to resign from his membership on the FSU Board of Trustees [(See G.S. 116-31(h))].

Section 8. No person may serve simultaneously as a member of the FSU Board of Trustees and as a member of the UNC Board of Governors. Any trustee elected or appointed to the Board of Governors shall be deemed to have resigned as a trustee effective as of the date that his/her term begins as a member

of the Board of Governors [(See G.S. 116-32(I)].

Section 9. Effective June 1979, by authority of the Board of Governors of the University of North Carolina, the Board of Trustees of Fayetteville State University may elect, appoint or designate Trustees Emeriti. In order to be considered for designation as Trustee Emeritus, a person must be a former member of the FSU Board of Trustees who has reached age 65 and who has rendered exceptional service to the University. Any current member of the Board of Trustees may recommend at any regular Board meeting that the Board of Trustees honor any former Board member who meets the above criteria by election to the position of Trustee Emeritus. The recommended candidate(s) must submit a biographical sketch to include: his/her name, date of birth, number of years served as a member of the FSU Board of Trustees, any outstanding contributions to Fayetteville State University and its community family as a member of the FSU Board of Trustees, and any outstanding contributions in his/her own field. A Trustee Emeritus, when elected by vote of the Board of Trustees, shall be entitled to attend the regular meetings of the Board but shall not have the right to vote.

ARTICLE II OFFICERS OF THE BOARD AND DUTIES

Section 1. The officers of the Board of Trustees shall be Chair, Vice Chair and Secretary, all of whom must be members of the Board.

Section 2. At each Annual Meeting, the Board shall elect from its membership a Chair, a Vice Chair and a Secretary (See G.S. 116-32) for one-year terms or until their respective successors have been elected and qualified. No person may serve in these capacities for more than two (2) years in succession. If a vacancy occurs in any of these officers, the Board of Trustees shall elect a person to serve for the remainder of the unexpired term. These officers shall perform the duties prescribed by these Bylaws and by the parliamentary authority adopted by the Board of Trustees.

Section 3. The Board of Trustees may also elect an Assistant Secretary from among members of the Chancellor's staff. Copies of all minutes, papers and documents of the Board of Trustees may be certified by its Assistant Secretary with the same force and effect as though such certification was made by the Secretary of the Board.

Section 4. The Chair of the Board of Trustees shall preside at all meetings of the Board and of the Executive Committee at which he may be present. The Chair shall also appoint committees.

Section 5. The Vice Chair of the Board of Trustees shall preside at all meetings of the Board and of the Executive Committee in the absence of the Chair.

Section 6. The Secretary of the Board of Trustees, assisted by the Assistant Secretary, shall perform duties as follows:

- A. Keep minutes of all meetings of the Board of Trustees and of the Executive Committee.
- B. Transcribe the minutes of each meeting of the Board and/or the Executive Committee. Upon approval by the Chancellor and the Chair of the Board, mail a copy to each member of the Board.
- C. Keep the Board of Governors, through the Secretary of the University, fully and promptly informed concerning activities of the Board of Trustees, including notice of any changes in the Board's membership or in its committee structure or Bylaws, as well as notice of meetings

- and a copy of the minutes of all meetings.
- D. Receive from the Chancellor the agenda items covering matters relating to the administration of FSU for all meetings of the Board and of the Executive Committee.
 - E. Prepare the agenda for the Board meeting in consultation with the Board Chair. Mail the agenda for regular meetings of the Board to each member of the Board at least seven (7) days before such meetings. (Any member of the Board may enter items on the agenda by notifying the Chair at least ten (10) days in advance of the regular meeting).
 - F. Preserve all minutes and documents that pertain to the business and proceedings of the Board of Trustees and of the Executive Committee.
 - G. Be the custodian of the university seal; and attest the Chairman's execution of all university legal documents and instruments.

ARTICLE III MEETINGS AND ORDER OF BUSINESS OF THE BOARD

Section 1. There shall be four (4) regular meetings of the Board of Trustees each calendar year as follows: the fourth Thursday in September; the second Thursday in December; the Fourth Thursday in March; and the second Thursday in June. (*G.S. 116-32 requires the Board of Trustees to hold not fewer than three regular meetings a year and may hold such additional meetings as may be deemed desirable*).

Section 2. The Annual Meeting of the Board shall be the fourth Thursday in September unless changed by the Board itself.

Section 3. The Board of Trustees may hold special meetings from time to time upon the call of the Board Chair or at the request of three (3) members of the Board.

Section 4. A quorum for transaction of business shall consist of a majority of the voting members of the Board ~~(a minimum of seven)~~ then in office. A Board member may be counted as present for purposes of determining a quorum if the Board member is physically present at a Board, committee, special or emergency meeting. A Board member may also be counted as present if the Board member attends a committee, special, or emergency meeting by telephone or an electronic means that allows for two-way voice interaction.

Section 5. ~~All actions of the Board of Trustees~~ shall be taken by a majority vote, a quorum being present. A Board member may participate and vote when present at a Board or committee meeting or when participating in a special, emergency or committee meeting by telephone, video conference, or other electronic means that allows for two-way voice interaction. Under appropriate circumstances, the Chair, in his or her sole discretion, may authorize one or more members of the Board to attend a regular meeting by telephone, video conference or other electronic means so long as (i) all members of the Board attending the meeting can communicate simultaneously with one another, including the member or members not physically present, and (ii) the arrangements for such a meeting comply with the applicable State laws concerning the conduct of electronic meetings of public bodies.

Section 56. Except as modified by specific rules and regulations enacted by the Board of Trustees, Robert's Rules of Order (latest edition) shall constitute the rules of parliamentary procedure applicable to all meetings of the Board of Trustees and its several committees.

Section 67. Order of Business of the Board of Trustees

- A. At least seven (7) days prior to each regular meeting of the Board of Trustees, a copy of the agenda, including (insofar as is practicable) copies of all reports and other written materials to be presented to the meeting, shall be mailed to each member of the Board by the Assistant Secretary. Insofar as practicable, a copy of the agenda of each special meeting of the Board shall be mailed to each member of the Board at least seven (7) days in advance of the special meeting; however, if such advance mailing is not practicable, the agenda for a special meeting may be presented to the members of the Board as the first order of business at the meeting. No items may be considered at a special meeting except by common consent.
- B. The agenda for every meeting of the Board shall be prepared by the Chancellor with the approval of the Chair. Every request for inclusion of an item on the agenda of a meeting shall be put in writing and filed, together with any supporting documents, with the Chair far enough in advance of the meeting to permit a determination to be made by the Chair in consultation with the Chancellor with respect to the propriety and practicability of including that item on the agenda for the meeting.
- C. Any member of the Board of Trustees or the Chancellor may present to any regular meeting of the Board any item whether or not the same is on the agenda of the meeting, but no final action shall be taken on an item not on the agenda except by unanimous consent by the Board.

ARTICLE IV JURISDICTION, POWERS AND DUTIES OF THE BOARD OF TRUSTEES

Section 1. The Board of Trustees shall promote the sound development of Fayetteville State University within the functions prescribed for and powers delegated to it, helping it to serve the people of the State in a way that will complement the activities of the other institutions and aiding it to perform at a high level of excellence in every area of endeavor.

Section 2. The Board of Trustees shall serve as advisor to the UNC Board of Governors on matters pertaining to Fayetteville State University.

Section 3. The Board of Trustees shall serve as advisor to the Chancellor concerning the management and development of Fayetteville State University.

Section 4. The Board of Trustees shall have the power to authorize the Chancellor to confer degrees at Fayetteville State University as are usually conferred by similar institutions.

Section 5. The Board of Trustees shall have the power to approve the awarding of honorary degrees by Fayetteville State University.

Section 6. The Board of Trustees shall have the power to recommend to the President of The University of North Carolina candidates for the position of Chancellor, whenever a vacancy shall occur.

Section 7. The Board of Trustees shall have such other powers and duties, not inconsistent with provisions of the *Code* of The University of North Carolina or with applicable provisions of State Law, as shall be defined and delegated by the Board of Governors. [(See G.S. 116-33 and G.S. 116-11(13) and (14)].

**ARTICLE V
STANDING COMMITTEES OF THE BOARD OF TRUSTEES**

Section 1. The Board of Trustees shall have the power to establish standing and special committees for the conduct of its business.

Section 2. Standing Committees of the Board of Trustees

- A. The Board of Trustees shall have an Executive Committee and create such other standing committees as it deems appropriate.
- B. The Executive Committee shall be composed of the officers, the immediate past chair of the Board of Trustees (if s/he is a current member of the Board) and a committee chairperson selected by the Chair of the Board. The Executive Committee shall be empowered to act for the Board between Trustee meetings with the responsibility to report on its actions at the next Board meeting.
- C. Following the Annual Meeting and prior to the next regularly scheduled meeting, the newly elected Chair shall appoint the members of the standing committees and designate a chair for each committee. The Chair of the Board shall be an ex officio voting member of all standing committees, except the Nominating Committee. In any meeting of a standing committee, the Chair of the Board shall be counted in determining if a quorum is present.
- D. The Board of Trustees may delegate to its committees such powers, as it deems appropriate. The chair of the Board, upon consultation with the Chancellor, shall present to the Board, for its approval, a description of committee responsibilities. The chair, in consultation with the Chancellor, shall review such descriptions annually. The Board must approve any changes to the descriptions.
- E. A Nominating Committee shall be appointed each year by the Chair and shall consist of not less than three nor more than five members of the Board. The Chair shall not serve as a member of the Nominating Committee. The Nominating committee shall be responsible for presenting a recommended slate of nominees to the Board at its Annual Meeting. The slate of nominees shall contain at least one nominee for each of the offices of Chair, Vice Chair, and Secretary.

**ARTICLE VI
COMMUNICATIONS TO THE BOARD OF TRUSTEES
OR THE EXECUTIVE COMMITTEE**

Section 1. All communications to the Board of Trustees or to the Executive Committee from students, faculty, staff members, alumni or others, must be in writing and must be filed with the Chancellor in sufficient time to be included, if necessary and/or appropriate, as an agenda item or in the Chancellor's Report before any meeting of the Board or the Executive Committee.

Section 2. Communications not received in time to meet the requirements specified in Article VI, Section 1, will be carried over to the next meeting of the Board or the Executive Committee

**ARTICLE VII
AMENDMENTS, SUSPENSIONS**

Section 1. These Bylaws may be amended at any regular or special meeting of the Board of Trustees, at which a quorum is present, by a majority vote, but no proposal to amend may be considered by the Board unless it has been filed with the Secretary and a copy has been mailed to each member of the Board at least *seven (7)* days before the meeting in which the amendment is to be offered.

Section 2. At any regular or special meeting of the Board of Trustees, a quorum being present, any Bylaw may be suspended for that meeting ONLY by consent of two-thirds of the members present.

**ARTICLE VIII
SUBORDINATION TO UNIVERSITY CODE**

To the extent that any of these Bylaws may be inconsistent with the *Code* of The University of North Carolina, as the same may be amended from time to time, said *Code* shall control.

Amended

Amended – 09/23/2021

Amended – 06/09/2005

Amended – 06/10/2004



**THE UNIVERSITY OF
NORTH CAROLINA SYSTEM**

Diversity and Inclusion Annual Report to Board of Trustees

Institution: Fayetteville State University
Report Cycle: Fiscal Year 2020-2021
Submission Date: June 25, 2022

In accordance with the UNC Policy Manual Sections 300.8.5 and 300.8.5[R], "Regulation on Diversity and Inclusion," the constituent institutions of the UNC System are required to present to their Board of Trustees (BOT) an annual report on the institution's diversity and inclusion (D&I) operations and activities.

PART 1: The impact of the institution's diversity and inclusion (D&I) programs and activities with respect to System-wide D&I metrics and institutional D&I goals

Describe institutional D&I goals and provide relevant available data on outcomes. If institutional D&I goals have not yet been developed or implemented, then describe the institution's plan to collect this data and expected date of implementation. The System-wide D&I metrics are in development and not required to be reported for FY 2020-21.

One of the university's Core Values as outlined in the new 2020-2025 Strategic Plan includes "Diversity, Equity, and Inclusion": Working collaboratively and effectively in a global society.

Strategic Priority 3: Employee Vitality: Drawing upon the HBCU culture of giving back, the university will further develop a vibrant work environment that promotes, supports, and rewards excellence among faculty and staff. Strategic Goals include:

- Recruit and retain a talented workforce.
- Strengthen FSU's workforce through a broad range of innovative leadership and professional development initiatives.
- Foster a vibrant campus culture among the faculty and staff.

A senior level sponsor to lead the Diversity and Inclusion effort at FSU has been identified. Implementation of a campus Diversity and Inclusion Committee consisting of key stakeholders will allow the university to better define key Institutional D&I Goals. The committee will be formed in 2022.

Institutional D&I Goals: Goals at this time are division driven.

PART 2: The number of positions and FTEs with D&I responsibilities, indicating the percentage of each associated with D&I responsibilities

Indicate the staffing provided to support the institution's D&I program. This includes positions that have designated D&I-related work duties, whether centrally administered or located in various schools, colleges, or divisions. This report is not intended to capture portions of positions less than half-time (0.50 FTE) unless the part-time position is fully dedicated to D&I functions. It is recognized that many faculty and staff throughout the institution may spend some degree of effort on or contribute to institutional D&I activities, even though these activities do not represent the primary focus of their position; however, these should not be included in this report.

Position Title	School/Division	Percent of Work Time Assigned to D&I Activities	Brief Description of D&I Related Activities
Director	Division of Student Affairs Counseling and Personal Development Center	75%	-Reviews and approves reasonable accommodations for students who are registering with the Student Disability Services. -Counseling sessions can be utilized to address self-awareness and issues with inclusion when applicable. Provides workshops and/or presentations to address cultural relevant topics to include social justice, self-awareness activities and practicing inclusion.

PART 3: An accounting of institutional budget expended on D&I operations and activities, broken out by personnel and non-personnel costs and by funding source

This section must include all staff included in Part 2 above. Personnel costs should reflect only the portion of the position's time associated with D&I activities over the fiscal year. Distinguish expenses by funding source.

Type of Expense	State Funds	Non-State Funds	Total Expenditures
Personnel Expenditures	\$61,500		\$61,500
Non-Personnel Expenditures	\$62,000	\$31,475	\$93,475
Total Expenditures	\$123,500	\$31,475	\$154,975

PART 4: A list of signature D&I programs that serve a critical role in helping the constituent institution accomplish its learning and D&I objectives, along with their purpose and any data on outcomes, including relevant participant feedback

This list is not intended to be exhaustive but should reflect the most significant D&I programming. If feedback or related data on outcomes is not available, indicate how this data may be captured in the future.

HUMAN RESOURCES:

Program: Team Optimization (EQ and Extended DISC): Team developmental program customized for FSU. The program allows leaders and employees the opportunity to create more effective communication in a safe and confidential environment. The program focuses on developing leaders and employees by identifying barriers to effectiveness (communication styles, interpersonal challenges, relationships, etc.) and the most productive ways to overcome those barriers. Feedback has been favorable and included such statements, such as “this is life changing”.

- **Notable Data/Outcomes/Feedback:**

Enrollment Services Call Center Team: 2-Supervisors and 4-Employees

Program: Media Partners: “How Was Your Day?” Getting Real about Bias, Inclusion, Harassment and Bullying training on creating a respectful workplace and “Respectful Supervisor” training to equip supervisors and managers with needed knowledge and skills on coaching employees for success and creating a safe, inclusive, and diverse environment for all employees.

- The training modules are used for campus-wide, individualized training, as well as implementation as part of the new supervisor training program.

Program: e-Cornell Diversity and Inclusion Certification: This course provided an overview of the evolution of the management of diversity and inclusion and presented targeted and high-involvement diversity practices. It examines diversity in the contexts of teams and leaders, and it frames diversity in terms of current business and cultural challenges.

During this course, participants completed a project to identify sources of inclusion, align inclusion to improve employee engagement and business results, and determined methods to assess the effectiveness of inclusion initiatives. One senior level administrator completed the course through HR Title III program for Training & Professional Development.

Program: Employee Engagement Survey:

- **2020 Employee Engagement Survey:** The second phase of the Employee Engagement Survey took place in February 2020 and gave employees an opportunity to share insight in various areas that impact employee engagement and satisfaction. At the conclusion of the survey, 50% of campus employees completed the survey. Survey results were shared with University leadership in November 2020.

STUDENT AFFAIRS:

Student Disability Services

Provides accommodations to students who qualify to receive these services. Sends out confidential accommodation notification emails to instructors on behalf of students. Provides guidance to Faculty/Staff regarding implementing accommodations. Facilitates campus collaboration amongst the various departments (i.e., Academic Affairs, Residence Life, ITTS, Auxiliary Services) to remove barriers and increase accessibility. Reviews university practices and procedures. Targeted population: All currently enrolled students. Undergraduate, Graduate, Residential, Commuters, Distance/ On-line, Adult Learners, Military Affiliated. 143 Registered with Student Disability Services.

Leadership Podcast

During the Fall 2020 semester, the Office of Student Engagement launched a Leadership Podcast in collaborations with Bronco I-Radio. The iLead1867 podcast was designed to provide a space for students, faculty, and staff to dialogue about relatable topics of the world, social justice issues and leadership. There were four episodes launched during the Fall 2020 semester. They included:

- ILEAD1867 Episode 2: September 3, 2020, **Students & Campus Activism**
This podcast featured Dr. Noran L. Moffett and Jarmel Baxter. Students had the opportunity to learn more about how they can leverage their voices on their respective college campus.
- October 28, 2020, ILEAD1867 Episode 3: **Voter Empowerment**
NBA legends, Chris Paul, and Dennis Smith, spoke about the importance of voting and how they are using their platform to help individuals develop a plan to vote in the National Voter election and how elections impact the climate of the nation.
- November 7, 2020, ILEAD1867 Episode 4: **Women's Empowerment**
Women in student leadership roles were able to discuss how they have cultivated positive relationships with their peers. Special guest were Angel Richardson, Miss Freshman, Aniya Smith, WAC Marketing Coordinator, and Jada Romulas, a member of the Women's Basketball Team.

Bronco's Mute Monday:

The Division of Student Affairs sponsored Bronco's Mute Monday during the 2020-2021 academic year. Bronco's Mute Monday is a film series that offers perspectives of historical circumstances, protesting decorum, and the voices of our multigenerational and multicultural student body; where young people make their voices heard! The series explored Historical perspectives to identify circumstances that have impacted the journey towards justice for all; protest decorum that recognizes effects of marching, legal ramifications to freedom of speech, combating consequences, and etiquette while participating in demonstrations; and self-expression that acknowledges the voices of our multigenerational and multicultural student body with support from the Division of Student Affairs staff and guest panelist.

This campus-wide event is open to students, faculty, and staff as our community engages in a live chat that focuses on social and racial injustices. The series included the following:

Monday, September 14, 2020, **Da’Vinchi**, actor from All American Netflix Series, hosted the event. He discussed his personal views about specific historical incidents that have impacted our journey towards justice. The conversation included dialogue that evokes one’s true feelings about issues such as freedom of speech, combating racial injustices, the etiquette of participating in demonstrations and ensuring our voice is heard will be discussed.

The Reunited States of America: How Can We Bridge the Partisan

Divide documentary was shown on February 22 followed by a discussion on February 25, 2021. With a nation divided, this documentary followed four everyday heroes on the difficult journey of bridging our political divides. Susan Bro is the mother of Heather Heyer who was killed at the 2017 Unite the Right rally in Charlottesville. Independent politician Greg Orman believes the way to break polarization is to create a third force in our politics. Steven Olikara founded the Millennial Action Project to build a coalition of bipartisan lawmakers to transform government. Republicans David and Erin Leaverton pack up their family in an RV and travel around the country to increase their understanding of the difficulties all Americans face. Viewers were invited to take part in a virtual question and answer session with the filmmakers on Thursday, Feb. 25.

Black Lives Matter: Poetry Writing Series & Presentation

The Rudolph Jones Student Center sponsored a four-week Black Lives Matter: Poetry Writing & Presentation Series hosted by the Poetry Café’ of Greensboro, NC. during the Fall 2020 semester. Students were given the opportunity to learn more about racial injustice and the Black experience in America, capture their idea and express their voices through poetry.

Black Voters Matter Bus Tour

On October 2, 2020, OSE collaborated with Common Cause NC, a nonpartisan grassroots organization, to host the Black Voters Matters Bus Tour. Students were able to register to vote, collect literature on the candidates running for office, and get free giveaways.

Project 68 Voter Engagement Tour with Chris Paul & Dennis Smith

On October 28, 2020, OSE collaborated the Project 68 & the Chris Paul Foundation to launch a full afternoon of activities related to Voter Engagement. Chris Paul & Dennis Smith had the opportunity to meet with staff, participate in the iLead1867 Podcast, discuss the power of the students’ voice with student-athletes and coaches, and lead a march to the early voting site at Smith Recreation Center.

November 1, 2020: Dr. Lamont Hill, Journalist, Political Contributor & Activist

Dr. Marc Lamont Hill is one of the leading intellectual voices in the country. He is currently the host of BET News and VH1 Live, as well as a political contributor for CNN. Dr. Hill is Distinguished Professor of African American Studies at Morehouse College. Prior to that, he held positions at Columbia University and Temple University. Dr. Hill is the author or co-author of four books.

November 2, 2020: Black & Corporate America

Jermaine Pittman serves a Senior Technology Specialist for Microsoft and has held numerous positions in various fortune 500 companies. A graduate of Fayetteville State University, Mr. Pittman, an experienced Senior Technology Specialist with a demonstrated history of working in the computer software industry shared his experiences in corporate America as an African American.

November 3, 2020: Unity, Networking, Inclusion, Transparency, and Encouragement

Sydney Harris, Student Body President, lead a discussion about her platform for the 2020-2021 academic year **U.N.I.T.E.** which stands for Unity, Networking, Inclusion, Transparency, and Encouragement.

November 4, 2020: Black & Entertainment: Affion Crockett, '95

Affion Crockett, an American actor, writer, dancer, rapper, comedian, music producer and FSU graduate, has appeared in many films and television shows. Mr. Crockett led a discussion about the challenges he has faced as an African American in the entertainment field.

November 6, 2020: Melissa Butler, American entrepreneur

Melissa Butler, a HBCU grad of Florida A & M State University and an American entrepreneur who founded the cosmetic brand The Lip Bar, a non-toxic, vegan, and cruelty-free line of colorful matte lipsticks shared her journey as an African American woman who skillfully and strategically turned the Lip Bar into a nationwide phenomenon.

February 28, 2021: Driving While Black

Fayetteville Police Chief Gina Hawkins and FSU Police Chief Renard Earl lead an open discussion about the documentary, "Driving While Black," and the several topics depicted, including slavery, policing and how it came about, Jim Crow law, The Great Migration, the Green Book and the similarities in the treatment and quality of life of Black people from the past to present day.

Marc 30, 2021: Kemba Smith

Kemba Smith, known as the social justice warrior and a nationally and internationally speaker who speaks about the devastating social, economic and political consequences of current drug policies, lead a campus discussion about social justice. She addressed a variety of criminal justice issues including drug sentencing, women, and incarceration, voting rights and re-entry.

April 7, 2021: Eric Thomas

Drawing from his personal experiences as they relate to homelessness, the absence of his biological father, scholastic struggles, and various other obstacles, Eric Thomas shared information about his life and commitment to community activism.

April 21, 2021: Tamika Mallory

Tamika D. Mallory, an esteemed social justice leader, advocate, activist and mother, enlightened students about her experiences. A New York City native, Ms. Mallory has remained a consistent fixture in the civil rights movement for over 20 years. Tamika focused on civil and human rights issues including her extensive work around equity for women, economic empowerment, gun violence prevention, criminal justice reform and police accountability.

ATHLETICS

The Department of Athletics continues to work collectively and individually to advocate for a culture of equity and inclusion in all aspects of sports that lead to racial, economic, and social justice. The following lists a number of videoconference and virtual forums attended that involved the review of issues related to the interests and advocacy of student-athletes, coaches and administrators who are ethnic minorities, LGBTQ or who have disabilities.

June 2-4, 2021: NCAA Inclusion Forum: A Vision for Change: Empowering Voices and Rising to Action

DAY 1

- Concurrent session topics included gender equity, foundational concepts related to diversity, equity, and inclusion and exploring diverse recruiting, hiring, and retention practices

DAY 2

- Concurrent session topics included Title IX and gender equity, supporting international student-athletes, and exploring partnerships between campus disability offices and athletics. Concurrent session topics included supporting mental health through an inclusive lens, transgender, and nonbinary student-athlete participation, and exploring the multiplicity of racial/ethnic identity.

DAY 3

- The Evolution of the Diversity Conversation
- Brave Conversations: Racial Justice Lens
- Championing Change: Using Your Platform for Social Justice
- The Next Play: Elevating Activism for Sustainable Social Change

May 27, 2021: NCAA Videoconference for Division II Implementation Teams for the Inclusion Forum

- Advancing Diversity and Inclusion on Your Campus Playbook

May 24, 2021: Minority Opportunities Athletic Association Subcommittee

- Development of MOAA Toolkit for HBCUs and Minority-Serving Institutions
 - The purpose of the MOAA Toolkit is to provide an online resource that will benefit the HBCU & Minority-Serving Institutions in the support of education, promotion, and empowerment. Toolkit provided information in the following areas:
 - Professional Development
 - Hot Topics
 - Grants & Funding
 - Organizations

January 19-20, 2021: One Love Educator Certification Program

- Two-day professional development and certification program designed for educators who are interested in learning how to bring relationship health education to the next generation. This program provided training on the following:
 - How to hold One Love workshops
 - Inclusive facilitation
 - 10 Signs of Healthy and Unhealthy Relationships
 - Strategy mapping techniques

September 16, 2020: CIAA-SIAC Senior Woman Administrators Connect

- **Find Your Color**—Deep dive into four types of personality identified by color
- **#HerVoice Social Media Campaign**—A campaign in honor of International Women’s Day and National Women’s History Month called Raise Her Voice: Untold Stories of Women in the Workplace, a special initiative focusing on the personal stories of women about grit, innovation, failure, success, inequalities, and allies

July 21-22, 2020: CIAA Student-Athlete Advisory Committee Summer Virtual Meeting

- Diversity & Inclusion Goal Planning and Strategy Discussion
- The Leaders Circle – Leadership Development Session

July 28, 2020: One Love and the NCAA Student-Athlete Engagement Committee

- 2020 DII Award of Excellence Entry Recognition of FSU Student-Athlete Advisory Committee Participation in Healthy Relationship Programs
 - SAAC leaders and Title IX Office linked together for One Love designated games for the 2020 basketball season
 - 2020 College Athletics Challenge One Love Challenge
 - Spearheaded the idea to add One Love as a conference-wide initiative for next year

December 14, 2020: CIAA Diversity and Inclusion and Student-Athlete Advisory Committee

- Survey Current Climate/Challenges
- Invisible Women in Sports Discussion

ACADEMIC AFFAIRS

Office of International Education Programs

The Office of International Education Programs will develop opportunities that promote global learning and intercultural understanding for faculty, staff, and students. This will be done by focusing on the inclusion of general education core-learning outcomes and upper division experiences, expansion of study abroad and other high impact practices, growing international presence on campus, intercultural programming, virtual engagement, and strategic partnership development. Opportunities provided will be inclusive in design to help accommodate a diverse audience and provide transformative experiences to shape change agents and global citizens that can expand outreach into their communities and beyond.

August 2020 – May 2021: Fulbright Foreign Language Teaching Assistants (FLTA) Program

- Fayetteville State University hosted two FLTAs to assist in teaching foreign language courses (Mandarin and Yoruba) to promote cultural exchange. The program is sponsored by the U.S. Department of State Bureau of Educational and Cultural Affairs (ECA).

August 2020 – May 2021: Study Away Activities

- Dr. Sharmila Udyavar provided travel opportunities for up to 10 students at a time for trips to Atlanta, New York City, and Washington, D.C. The trips offered enriching experiences with diverse others involving cultural centers, museums, and the arts.

August 2020 – December 2020: Global UGRAD Program

- Fayetteville State University hosted several non-degree-seeking international students to facilitate cultural exchange. The students participated in classes, presentations on campus, and community service. The Global UGRAD program is sponsored by the U.S. Department of State Bureau of Educational and Cultural Affairs (ECA).

November 2020: International Education Week

- Virtual events were held during International Education Week to promote intercultural understanding and share global perspectives. International students on campus, including FLTAs and Global UGRADs, participated in events.

April 2021: IIE American Passport Project

- The International Education Program, under the leadership of Dr. Sharmila Udyavar, obtained a grant from the Institute of International Education, Inc. (IIE) in the amount of \$3,625.00 to participate in the IIE American Passport Project. The grant assists students, who are in their first year and eligible for Pell grants, in obtaining a U.S. passport, and to facilitate international experiences as part of their post-secondary education.

Office of Civic Engagement & Service Learning

The Office of Civic Engagement & Service Learning (CESL) supports student engagement in civic life and academically based service learning and provides opportunities to all student demographics. Research suggest service learning is a high impact practice impacting student success, (i.e. GPA, retention and graduation). The office connects faculty and students with community organizations through service-learning courses and volunteer opportunities and

provides resources, assistance, and training to faculty who teach service-learning courses and/or Ethics and Civic Engagement courses. Through such, the office works to develop and maintain mutually beneficial relationships with community partners, provide students with opportunities to make a positive difference in the local community by assisting with various identified needs, and increase applied learning experiences and cross-sector collaborations. During Spring 2021 a virtual event, “Resilience During A Time of Uncertainty” was held to recognize our community partners, faculty and other stakeholders for their unwavering dedication and support during the prior year during global pandemic and logistic challenges. Three community partners were recognized for their innovation in developing virtual and other opportunities for our students.

Despite being at the height of the pandemic, this office successfully implemented several impactful programs that reached our students, staff, and faculty. A few are noted below:

Voter Registration Initiative

The CESL office collaborated with the National Alumni Association HBCU Foundation on the HBCU Student Voter Registration, Education, Mobilization and Get Out The Vote initiative from 9/2020 thru 6/30/2021. Several voter awareness forums, town hall sessions and numerous activities were coordinated to address voter awareness as it relates to social justice and awareness. For example, FSU was a stop during Justice Beasley’s “Road to Justice” tour which provided all campus and local community members the opportunity to learn more about issues in our local and state communities and actions they may take to resolve them. Several faculty members participated in the tour and follow-on discussions through the FSU Bronco IRadio’s Bottom Line program. Of the students that might be eligible to vote 5,364 (based on public director information supplied by the Office of the Registrar), 83.5% of them were registered to vote. Also, of the students that might be eligible to vote 5,364, 70.1% voted in the 2020 Presidential election. As a result of the success of the project the collaboration was extended thru 2022 and measured success continues.

Social Justice Initiative

On March 30, 2021, the CESL office in collaboration with the Division of Student Affairs and the collegiate chapter of the National Association in Blacks in Criminal Justice hosted a social justice forum with guest speaker Kemba Smith Pradia: **Social Justice Warrior- From Federal Prisoner to Reform Advocate.**

Our data suggest that students who have participated in service-learning courses/activities generally average a cumulative GPA of 3.1 (3.091). In terms of outcomes such as graduation rates, retention and persistence, our data also suggest the following:

- students who participate in service learning have slightly higher graduation rates as compared to the general population.
- Students who participate in service learning have higher retention rates.
- Students who participate in service learning have higher overall persistence rates.

RECOMMENDED FUTURE PATH:

Establish a Fayetteville State University Diversity/Inclusion Committee of key stakeholders. The committee's charter should include:

- a. Assessment of climate on campus and community.
- b. Review 2022 Employee Engagement Survey data and identify areas for improvement.
- c. Review Affirmative Action Program.
- d. Review Strategic Plan.
- e. Review Performance Management Process.
- f. Develop a Diversity and Inclusion plan for the university.

Diversity and Inclusion Annual Report 2020-2021

OVERVIEW

- Divisional Goals
- COVID-19 Pandemic Limitations
- Key Accomplishments
 - New employee Bias, Inclusion, Harassment and Bullying trainings implemented
 - Office of Student Engagement's Leadership Podcast in collaboration with Bronco I-Radio
 - Continued D&I work across the Department of Athletics, including participation in virtual programs and conferences
 - Hosted two Fulbright Foreign Language Teaching Assistants to assist in teaching foreign language courses (Mandarin and Yoruba) in Academic Affairs
 - Collaboration with the Global UGRAD program, sponsored by the U.S. Department of State Bureau of Educational and Cultural Affairs (ECA)

2021 – 2022 Progress

D&I Senior Level Sponsor

Carl Dean, AVC for Human Resources identified as lead.

FSU D&I Committee

Committee implemented to define institutional D&I goals.

Campus Learning Series Launch
June 2022

- LGBTQ+ Pride Month History Lunch and Learn
- Americans with Disabilities Act (ADA) Lunch & Learn
- Women in Leadership Symposium

QUESTIONS