



**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 <i>Associate Vice Chancellor for Human Resources</i>
B. UNC Board of Governors <ul style="list-style-type: none"><li>○ Policy Revisions to the code</li></ul>	Wanda L. Jenkins <i>General Counsel &amp; VC for Legal, Audit, Risk, and Compliance</i>

**Action Item:**

C. Personnel - <b>Closed Session</b> <ul style="list-style-type: none"><li>○ Action Item GP C-1</li></ul>	Monica T. Leach <i>Provost &amp; Sr. VC for Academic Affairs</i>
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**Committee members:** Kimberly Jeffries, William Warner, Stuart Augustine, R. Jonathan Charleston, Glenn Adams

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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 decision-making
- » **Diversity, Equity, and Inclusion:** Working collaboratively and effectively in a global society
- » **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 Microaggressions 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.**

**78%**



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

# 2022–2023 Progress

## D&I Senior Level Sponsor

Carl Dean, AVC for Human Resources is designated lead staffer.

## 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

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### ❖ Section 602 – Academic Tenure; Non-Disciplinary Separation

- Section added that allows for a non-disciplinary separation of a faculty member based upon the following:
  - a faculty member is unable to perform the essential functions of the job due to a medical condition 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 court order, 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

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- ❖ **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.
    - **Neglect of duty**, 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

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### ❖ **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 not to promote a tenure track or tenured faculty member.
- Deleted personal malice as an impermissible basis for non-reappointment or denial of tenure or promotion and added the following:
  - 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