

Minutes
Board of Trustees Meeting
University of Central Florida
June 18, 2020

Chair Beverly Seay called the meeting of the Board of Trustees to order at 8:30 a.m. in the *FAIRWINDS* Alumni Center.

Seay reminded the board that the meeting was covered by the Florida Sunshine Law and that the public and press were invited to attend.

WELCOME

Seay welcomed the board members and called on Karen Monteleone, Assistant Vice President, Board Relations, to call the roll. Monteleone determined that a quorum was present.

The following board members attended the meeting: Chair Beverly Seay, Trustees Kenneth Bradley, Joseph Conte, Danny Gaekwad, Joseph Harrington, Caryl McAlpin, and David Walsh.

The following board members attended the meeting virtually: Vice Chair Alex Martins, Trustees Sabrina La Rosa, Michael Okaty, John Sprouls and William Yeargin.

Trustee Harold Mills was not present.

PUBLIC COMMENT

There was no request for public comment.

MINUTES

Seay called for approval of the meeting minutes of the April 23 meeting and May 21 retreat, which were approved as presented.

REMARKS

Seay thanked the Board for a productive retreat last month and their commitment over the past year to have candid conversations about UCF's infrastructure challenges.

Seay noted to date, the Board has been focused on looking at the financial management system, enrollment strategy, student housing, academic health sciences center, direct support organizations, and general university infrastructure areas. She said the board is simultaneously working on a culture shift where the board will seek accountability and transparency in transactions, discussions and decisions in order to exercise governance duties with thoughtful and robust engagement.

Seay directed the focus to another critical part of UCF's infrastructure; UCF's goal of supporting excellence in diversity, equity and inclusion throughout every unit, college, program and initiative.

Seay indicated that President Cartwright is actively listening to all voices - seeking input and wanting to hold accountable every unit that makes up this university - to ensure the culture is changing. Seay stated actions taken as a Board and as an institution will bring about change, and there must be a renewed effort to build trust and create an environment where people feel safe.

Seay emphasized the role of trustees is to ensure that UCF is delivering on its mission as efficiently and effectively as possible to the benefit of the Central Florida region, the state and the nation.

Seay called on Cartwright to provide the President's Action Report

DISCUSSION

President's Action Report

Cartwright thanked the board for their leadership and commitment and provided the president's action report.

Cartwright said diversity makes us smarter, stronger, and more creative and that embracing and celebrating differences will drive UCF towards being exceptional. He said achieving inclusive excellence means UCF must infuse equity, diversity, and inclusion in the institutional mission of excellence. He said Dr. Negy's tweets are offensive and wrong, and UCF has condemned his views in the strongest terms, as they do not reflect UCF's values. Cartwright stated he personally finds these tweets disturbing and abhorrent, however UCF is a state institution and the Constitution restricts UCF's ability to fire him, or any other university employee, for expressing personal opinions about matters of public concern. UCF has received reports from students of possible discriminatory and other inappropriate behavior in Dr. Negy's classroom. This type of conduct is not protected and that is why an inquiry has been launched.

Cartwright emphasized that anyone who feels they have faced discrimination or bias by any faculty member should contact UCF's Office of Institutional Equity.

Cartwright provided an overview of his action plan for equity, inclusion, and diversity as follows:

- Making the position of Chief Equity, Inclusion, and Diversity Officer a Vice President and, as such, a member of the President's cabinet.
- Creating a President's Executive Committee on equity, inclusion, and diversity.
- A requirement that all units and colleges demonstrate their own commitment to inclusive excellence, through dedicated resources and training.
- A need to increase institutional resources and full-time staff who are dedicated to helping deliver on these promises.

Cartwright said that UCF is launching a comprehensive review of the reporting processes at UCF and will improve search committee trainings and education. This also involves strong recruitment efforts to encourage qualified applicants from underrepresented backgrounds and

providing the resources to be competitive in attracting and retaining top talent. Cartwright said they will require equity, inclusion, and diversity training for senior administrators in the President's cabinet and senior leadership positions across campus. He also noted that UCF will seek out partners who share these same values as part of a broader philanthropic strategy.

The trustees had the following comments:

- Harrington noted the Faculty Senate met on June 11th and put forth a statement strongly condemning racism in all its forms, which was overwhelmingly approved.
- La Rosa said Student Government is working on specific university-wide diversity training as well as a pledge that each person in the UCF community would sign.
- Gaekwad asked the President to review discrimination complaints filed in the past ten years by students.
- Conte requested that the Board Office keep the board informed on training and plans as they are being developed.

Cartwright stated UCF will proceed with a national search for a Senior Vice President for Finance and Administration. He noted the checks and balances between finance and facilities would continue via the recruitment of a Vice President that focuses on operations and facilities and would report to the Senior Vice President for Finance and Administration.

- This decision will require the Board to act at their next meeting to revise the Presidential Delegation of Authority to in support the structural change.

Cartwright provided updates on the following project milestones:

- UCF has engaged search firms for several of the executive searches and will be naming search committees soon, with the goal of hiring leaders by October 2020.
- UCF Housing has contracted with Brailsford & Dunlavey, a national leader in providing advisory services for the development and management of higher education auxiliaries, to complete a review of the housing enterprise's operations and management strategy. This review and the comprehensive review of student affairs units will be complete, and recommendations presented to the board, by December 2020.
- A target of having a strategic plan with recommendations by March 2021 for UCF's Academic Health Sciences Center.

REPORTS

INFO-1 **Legislative Update**

Janet Owen, Vice President for Government Relations, provided a legislative update.

BOT-1 **UCF's Reopening Plan**

Seay noted UCF's draft reopening plan was updated and submitted to the Board of Governors on June 12. She recognized Cartwright to discuss the reopening plan.

Cartwright, Rhonda Bishop, Vice President for Compliance and Risk, Michael Deichen, Associate Vice President, Student Health Services, and Jana Jasinski, Vice Provost for Faculty Excellence, presented on UCF's reopening plan.

Bradley made a motion to approve BOT-1, with Okaty providing the second.

The trustees had the following comments:

- Bradley asked about temperature checks. Deichen confirmed symptom screenings have proved more effective than temperature checks.
- Conte asked if there was a plan to revert back to more face-to-face instruction if a vaccine or other therapeutic options became available.
- Gaekwad asked how much these measures will cost the university and inquired about negligence lawsuits.
- Walsh asked what options students would have after the Thanksgiving break in regard to housing and received confirmation that the other SUS universities had similar reopening plans.

The motion passed unanimously.

INFO-2 Direct Support Organizations (DSO) Emerging Issue Update

Seay recognized Bradley to moderate the discussion on Direct Support Organizations.

Margaret Cole, Associate Vice President for Direct Support Organizations, presented on Direct Support and Affiliated Organizations.

Bradley made a motion that the Board of Trustees support the management recommendations described in the DSO project report dated June 18 be directed for implementation by President Cartwright and team; that the governance recommendations be directed to the Governance Committee to bring back recommendations to the Board of Trustees for adoption; and that Cartwright brings back quarterly updates. Gaekwad provided a second.

The trustees had the following comments:

- Martins recommended that each DSO give a short report/presentation of their operations to the full board in a future meeting.
- Yeargin requested information on examples of a DSO committee at other universities.
- Seay asked Bradley to continue his work with DSOs.
- Harrington asked if stakeholders and employees had been surveyed.

The motion passed unanimously.

INFO-3 Emerging Issues Update

Okaty provided an update on Contracts.

Walsh, David Hansen, Chief Operation Officer, and Bill Martin, Director of Facilities Planning and Construction, provided an update on Stadium Infrastructure.

ADVANCEMENT COMMITTEE REPORT

Gaekwad, Chair of the Advancement Committee, reported highlights from the committee meeting held on June 17, 2020. He reported ADV-1 was unanimously approved by the committee and placed on the consent agenda.

AUDIT AND COMPLIANCE COMMITTEE REPORT

Conte, Chair of the Audit and Compliance Committee, reported the committee had not met since the last Board of Trustees meeting.

COMPENSATION AND LABOR COMMITTEE REPORT

Sprouls, Chair of the Compensation and Compliance Committee, reported the committee had not met since the last Board of Trustee meeting.

EDUCATIONAL PROGRAMS COMMITTEE REPORT

Bradley, Chair of the Educational Programs Committee, reported highlights from the committee meeting held June 17, 2020. He stated the Committee considered seven items, including an action taken by acclamation. This action was a proclamation honoring UCF's faculty and staff for their valiant response to the extraordinary challenges from COVID-19.

EP-1 New Degree Program Proposal: Master of Science in Themed Experience

Bradley moved to approve EP-1 and McAlpin provided the second. The motion passed unanimously.

EP-2 Conferral of Degrees for Summer 2020 Commencement Ceremonies

Bradley moved to approve EP-2, with McAlpin providing the second. The motion passed unanimously.

Bradley reported EP-3 and EP-4 were unanimously approved by the committee and placed on the consent agenda today.

EXECUTIVE COMMITTEE REPORT

Seay, Chair of the Executive Committee, reported the committee did not meet since the last Board of Trustees meeting.

FINANCE AND FACILITIES COMMITTEE REPORT

Martins, Chair of the Finance and Facilities Committee, reported on highlights from the meeting held on June 17, 2020.

FF-1 Five-Year Capital Improvement Plan

Martins moved to approve FF-1, with a second from Gaekwad. The motion passed unanimously.

Martins reported that FF – 2 through FF – 9 were unanimously approved by the committee and placed on the board’s consent agenda.

GOVERNANCE COMMITTEE REPORT

Yeargin, Chair of the Governance Committee, reported highlights from the committee meeting held on June 17, 2020. He reported that GOV-1 through GOV-8 were unanimously approved by the committee and placed on the board’s consent agenda.

NEW BUSINESS

BOT-2 Enterprise ERP Upgrade

Due to time constraints, this item was moved to the working lunch.

CONSENT AGENDA

Walsh asked to remove EP-3 and GOV-1 from the consent agenda for further discussion.

Martins moved to approve the remainder of the consent agenda removing EP-3 and GOV-1 with Yeargin providing the second. The motion was unanimously approved.

For the purpose of discussion, Bradley moved to approve EP-3 with McAlpin providing the second.

Walsh noted these tenure hires are poorly timed in the current campus climate. He also indicated diversity and inclusion needs to be considered and noted the university’s student-faculty ratio is the highest in the state. He asked to delay the approval of the item.

Following comments from President Cartwright and Trustee Harrington, Trustee Bradley expressed that he felt the item itself was not the appropriate reason to discuss student-faculty ratio and that should be handled in a separate strategic discussion.

Gaekwad requested information on research including the budget and who can spend it. Cartwright noted UCF will hold a Research Workshop for the trustees.

The motion passed with an opposition from Walsh.

For the purpose of discussion, McAlpin moved to approved GOV-1 with La Rosa providing the second.

Walsh asked for clarification on language in the policy. The motion passed unanimously.

Trustee Working Lunch

INFO-5 UCF Global Emerging Issue Update

Due to time constraints, this agenda item was tabled until the August 20th meeting.

BOT-2 Enterprise ERP Upgrade

Seay recognized Martins to moderate the discussion on the Enterprise ERP Upgrade.

Michael Sink, Associate Vice President and IT Chief Operating Officer, and Joseph Trubacz, Interim Chief Financial Officer, presented on the Enterprise ERP Upgrade.

Martins made a motion to proceed with procuring an ERP system and implementation partner on the 24-month time frame and add the project at a projected cost of \$50 million dollars to the carryforward list for fiscal year 21. Conte providing the second. The motion passed with an opposition from Walsh.

Gaekwad was not present for the vote.

ANNOUNCEMENTS

Seay made several announcements regarding upcoming meetings, stating that whether these upcoming meetings are location-based or virtual will be determined in accordance with current COVID-19 guidelines.

INFO-4 Board of Trustees 2021 Meeting Dates

Board of Trustees 2021 meeting dates were included in the meeting materials under announcements.

ADJOURNMENT

Seay adjourned the board meeting at 1:45 p.m.