

**Minutes
Board of Trustees Meeting
University of Central Florida
February 18, 2021**

Chair Beverly Seay called the Board of Trustees Meeting to order at 8:30 a.m.

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

Karen Monteleone, Assistant Vice President for Board Relations, called the roll and determined a quorum was present.

The following board members attended the meeting in person: Chair Beverly Seay, Trustees Harold Mills, Tiffany Altizer, Kenneth Bradley, Bill Christy, Joseph Harrington, and Sabrina La Rosa.

The following board members attended the meeting virtually: Trustees Jeff Condello, Danny Gaekwad, Michael Okaty and John Sprouls.

Trustees Joseph Conte and Caryl McAlpin were not in attendance.

PUBLIC COMMENT

There were two requests for public comment.

John Paul commented on the termination of department administrative staff within the College of Business.

John Martinous commented on opposition to an opt-out policy for students as it relates to an automatic textbook billing program.

Trustee Harold Mills requested that the Board be updated on any decisions regarding these comments.

MINUTES

Seay called for approval of the meeting minutes of the December 3, 2020; December 17, 2020; and January 26, 2021 meetings. Bradley moved to approve the minutes with Christy providing the second. The motion passed.

REMARKS

Seay welcomed new Trustees Altizer, Christy and Condello to the Board. She recognized former Trustees Self, Walsh, and Yeargin for their outstanding contributions to the Board and said that former Vice Chair Alex Martins would be recognized at a later date.

Seay highlighted a UCF nanotechnology team's selection in the Breakthrough, Innovative and Game-changing Idea Challenge, in which undergraduate and graduate students have the opportunity to design, build and test new technologies that mitigate dust or are dust-tolerant, based on proposals they submitted to NASA.

REPORTS

President's Action Report

President Alexander Cartwright congratulated Seay on being named to *Orlando Business Journal's* Women Who Mean Business. He provided several leadership updates:

- Introduced Terry Mohajir, Vice President and Director of Athletics, and Gus Malzahn, Head Football Coach.
- Welcomed Matthew Hall, Vice President for Information Technology and CIO.
- Congratulated Maribeth Ehasz, Vice President for Student Development and Enrollment Services, on her upcoming retirement.
- Advised that a search for a Senior Vice President for Student Success would soon be underway.
- Stated that the search for the university's first Vice President for Equity, Inclusion and Diversity was underway.

Cartwright provided an update on the contract discussion from the February Executive Committee meeting.

Cartwright highlighted:

- The induction of Pegasus Professor Peter Delfyett from the College of Optics and Photonics into the National Academy of Engineering, noting that this was the first university faculty member to earn this honor while at UCF.
- *Marching Forward*, a documentary produced by UCF students and faculty.
- New university records for Fulbright Awards, National Science Foundation Graduate Research Fellows and Goldwater Scholars.
- A U.S. National Science Foundation grant of nearly \$2.9 million to provide cybersecurity scholarships to students.

COMMITTEE REPORTS

Seay called on Youndy Cook, Interim Vice President and General Counsel, to read any disclosures of conflict of interest from the trustees. There were no disclosures.

ADVANCEMENT COMMITTEE REPORT

Gaekwad, Chair of the Advancement Committee, reported highlights from the committee meeting held on February 10, 2021.

AUDIT AND COMPLIANCE COMMITTEE REPORT

Altizer, Vice Chair of the Audit and Compliance Committee, reported highlights from the committee meeting held on February 10, 2021.

Altizer reported that AUD-1 and AUD-2 were unanimously approved by the committee and placed on the Board's consent agenda.

COMPENSATION AND LABOR COMMITTEE REPORT

Sprouls, Chair of the Compensation and Compliance Committee, reported highlights from the committee meeting held on February 10, 2021.

CL-1 Presidential Incentive Plan Model

Sprouls moved to approve CL-1 with Trustee Bradley providing the second. The motion passed.

Sprouls reported that CL-2 and CL-3 were unanimously approved by the committee and placed on the Board's consent agenda.

EDUCATIONAL PROGRAMS COMMITTEE REPORT

Bradley, Chair of the Educational Programs Committee, reported highlights from the committee meeting held on February 9, 2021.

EXECUTIVE COMMITTEE REPORT

Seay, Chair of the Executive Committee, reported highlights from the committee meeting held on February 4, 2021.

FINANCE AND FACILITIES COMMITTEE REPORT

Mills, Chair of the Finance and Facilities Committee, reported on highlights from the meeting held on February 10, 2021.

FF-1 Amendment to Aramark Contract

Mills moved to approve FF-1 with Trustee Altizer providing the second. The motion passed.

FF-2 Rent Concessions for Independent Retail Vendors

Mills moved to approve FF-2 with Trustee Harrington providing the second. The motion passed.

FF-3 Performing Arts Complex Phase II

Mills moved to approve FF-3 with Trustee Bradley providing the second. The motion passed.

Mills reported that FF-4 through FF-6 were unanimously approved by the committee and placed on

the Board's consent agenda.

GOVERNANCE COMMITTEE REPORT

Okaty, Chair of the Governance Committee, reported highlights from the committee meeting held on February 10, 2021.

GOV-1 Vice Chair Vacancy

Okaty moved to approve GOV-1 appointing Trustee Harold Mills to fill the vice chair vacancy for a term ending June 30, 2021, with Trustee La Rosa providing the second.

Okaty reported that GOV-2 through GOV-4 were unanimously approved by the committee and placed on the Board's consent agenda.

CONSENT AGENDA

Trustee Bradley moved to approve the consent agenda with Trustee Mills providing the second. The motion passed.

NEW BUSINESS

There was no new business to come before the Board.

CAMPUS CLIMATE AND CULTURE DISCUSSIONS

Seay said the President's goal of becoming a Top 50 Public Research Institution requires a foundation of a strong culture and an environment where everyone feels valued, can trust one another, and most importantly, feels safe. Seay said that today's speakers will engage in a dialogue that will help the university's capacity for addressing issues of Justice, Diversity, Equity and Inclusion (JDE&I) and will pave the way to build the capacity needed to achieve a culture of inclusive excellence.

Discussion Dr. Traki Taylor, Chief Diversity, Equity and Inclusion Office, State University System of Florida

Chair Seay introduced Dr. Taylor and welcomed her to address the Board.

Dr. Taylor shared the work of the Florida Board of Governors' (BOG) State University System Workgroup on JDE&I. She highlighted the critical components, strategic priorities and next steps identified by the Workgroup.

Discussion Dr. Sharon I. Fries-Britt, Professor of Higher Education, University of Maryland-College Park

President Cartwright welcomed Dr. Fries-Britt to address the Board.

Fries-Britt presented on her research in building capacity for JDE&I work. She identified the data informing capacity building; the multiple levels of learning and context in this work; trauma and recovery frameworks; and a resiliency framework with low, moderate or high categories that an institution can use to assess their capacity.

She highlighted the five key areas of capacity building:

- Strategic plan, mission, and guiding values
- Leadership expertise on campus
- Building trust and respect across stakeholder groups
- Investment in continual learning of D&I issues
- Building on evaluation and assessment practices

Fries-Britt concluded her remarks by reviewing the steps a university can use to start capacity-building and the challenges in leading JDE&I work.

Discussion Role of Human and Computing Systems in Justice, Diversity, Equity and Inclusion

Chair Seay welcomed UCF Faculty Panelists Dr. Juan C. Cendán, MD, Professor of Surgery and Chair, Department of Medical Education, and Dr. Pamela Wisniewski, Associate Professor, Department of Computer Science, and recognized them to address the Board.

Wisniewski presented on how to promote social justice through human-centered computing. She explained that technology and Artificial Intelligence (AI) can amplify opportunities and risks by automating human processes. Wisniewski concluded her remarks with an explanation of why human-centered computing is essential for the growth of an inclusive technological world.

Cendán presented on equity, access and AI systems in medicine and the ethical problems with algorithm-driven systems. He explained how these systems can leave the most vulnerable out of the algorithm. Cendán said that academia's role is necessary for these technological systems to be successful and that universities are uniquely positioned to address and learn from these issues in their entirety.

Q&A SESSION WITH GUEST SPEAKERS AND FACULTY PANELISTS

The trustees had the following comments:

- Mills asked who ultimately oversees diversity and equality benchmarks.
- Seay said the purpose of this discussion was a concern that we are leaving technology out of JDE&I discussions, noting that we are building systems for the future – and for use now – that are building inequity into our culture.
- Christy encouraged the board to accelerate the process of the university's role in medical technology.
- Harrington referenced a Diversity, Equity and Inclusion resolution developed and passed by the Advisory Council of Faculty Senates last year that emphasized the university's responsibility to educate students in how to be citizens active in moving society towards

greater equity and inclusion. He asked that UCF and the Board of Governors embrace the goal of training and empowering students as speaking and voting citizens, coworkers, corporate and community leaders both while enrolled and especially after graduation.

- Mills said the university is one of the leading thought leaders relative to blockchain technology and we should leverage that existing asset.

WORKING LUNCH

Cartwright introduced Mr. James D. White, Former Chair, CEO and President of Jamba Inc. and welcomed him to address the Board.

White commented on his key takeaways from the previous presentations noting the importance of inclusive leadership; the system-level work of the BOG; and the building capacity roadmap. He said that the areas of technology, STEM and human-centered computing are opportunities for the university to lead.

White shared his personal and professional story in relation to his JDE&I background. He noted several recommendations for CEOs and university presidents in regards to JDE&I work: the president is accountable and should lead the charge; an honest assessment of the current state of their institution; consider creating a working group to think about systems and levers where bias may be present and work on structurally removing points of bias or lack of inclusion; and focus on middle management so they have the tools to lead in an inclusive fashion.

He had the following recommendations for the Board to consider:

- Have a process in place to hold the president accountable to build a JDE&I plan for the university and measure it on an ongoing basis.
- JDE&I should be integrated into Board agendas and the university's strategic plan.
- Review management's supplier diversity plans in every dimension.

The trustees had the following comments:

- Mills asked for further comments about the middle management concept.
- Seay suggested that we need to ask what can be done at both the administration and academic layers to reach everyone to start this conversation.
- Condello said the university should be a leader for change and suggested a task force be considered.
- Bradley asked if there are external actions that the board should focus on to make students' experiences better.
- Harrington inquired as to training or certifications that would make students attractive to employers.

Seay thanked White for his presentation.

ANNOUNCEMENTS

Seay made several announcements regarding upcoming meetings and UCF's Student Research Week.

ADJOURNMENT

Seay adjourned the board meeting at 1:08 p.m.

Reviewed by:  Date: May 6, 2021
Beverly Seay, Chair UCF Board of Trustees

Respectfully submitted:  Date: May 6, 2021
Janet Owen, Associate Corporate Secretary