



FLORIDA STATE UNIVERSITY

**PRESIDENT'S TASK FORCE ON ANTI-RACISM, EQUITY & INCLUSION
SUBCOMMITTEE ON RECRUITMENT, RETENTION, AND DIVERSITY TRAINING**

MINUTES

Monday, April 5, 2021 | 2:00 p.m.

Zoom Webinar

Members Participating: Billy Close, Michelle Douglas, Robinson Herrera, April Jackson, Hannah Kelsey, Samantha Kunin, Stefany Moncada, Jarrett Terry, Allisson Yu

I. Call to Order and Welcome **Michelle Douglas, Chair**

Chair Michelle Douglas called the meeting to order at 2:02 p.m. Jimmy Cole conducted the roll call and confirmed quorum.

II. Approval of Minutes
March 31, 2021

Subcommittee Member Billy Close moved to approve the March 31, 2020 Subcommittee Meeting minutes. Subcommittee Member Jay Terry seconded the motion and the minutes were approved unanimously.

III. Public Comment

No public comment was requested.

IV. Subcommittee Chair Report **Michelle Douglas, Chair**

Subcommittee Chair Michelle Douglas stated the goal to work through the recommendations of the subcommittee to forward to the full task force.

V. New Business
Recruitment, Retention, and Diversity Training Recommendations

A full recording of the Recruitment, Retention, and Diversity Training Recommendations discussion is available at president.fsu.edu/taskforce. The below recommendations were discussed and forwarded to the full task force. *These recommendations were approved during the March 31 meeting.

Review and adopt an online EDI education tool that will be required of all faculty, staff and students and BOT members. Require Online EDI training as part of New Employee onboarding and New Student Orientation; Suggested Responsible Department: Human Resources & Student Affairs/Funding: \$10,000 (recurring)

Subcommittee Member Billy Close moved to approve the above recommendation. Subcommittee Member Stefany Moncada seconded the motion and the recommendation was approved unanimously.

Require adoption and maintenance of Diversity & Inclusion Strategic Plans at the college and/or department level; Suggested Responsible Department: Governing Administrative Unit.

Subcommittee Member Billy Close moved to approve the above recommendation.

Subcommittee Member Stefany Moncada seconded the motion and the recommendation was approved unanimously.

*Implement the following recruitment initiatives: Require annual Hiring/Search Training for all involved in hiring (Deans, Directors, Chairs, Hiring Managers, Search committee members) who will be engaged in hiring; Require all searches for faculty in teaching and research positions, and staff(A&P) positions, to include the submission of a Diversity, Equity, and Inclusion Statement as part of the application materials; Augment the current search committee training with a section on EO subject matter to include Implicit Bias in Hiring and Diverse Pool Development; Augment the current search committee training to include a section on STEM Focused search procedures; Require a minimum requirement of 1-2 underrepresented faculty to sit on faculty search committees.(AJ); Suggested Responsible Department: Human Resources/Funding: N/A

Subcommittee Member Billy Close moved to approve the above recommendation.

Subcommittee Member Katrinell Davis seconded the motion and the recommendation was approved unanimously.

*Establish a Professional Development program for staff (A&P and USPS) from underrepresented groups with a focus on leadership development and professional advancement; Suggested Responsible Department: Human Resources//Funding: TBD

Subcommittee Member Billy Close moved to approve the above recommendation.

Subcommittee Member Katrinell Davis seconded the motion and the recommendation was approved unanimously.

*Explore the development and implementation of an HBCU Faculty Exchange Program; Suggested Responsible Department: Academic Affairs; Funding: Each institution involved in the exchange shall continue to pay the salary and fringe benefits of its own faculty member, who will simply be considered on assignment elsewhere.

Subcommittee Member Jay Terry moved to approve the above recommendation. Subcommittee Member Katrinell Davis seconded the motion and the recommendation was approved unanimously.

Develop an institutional mentoring program to provide support to URM junior and mid-career faculty in their tenure and promotion efforts; Suggested Responsible Department: Academic Affairs/Human Resources/Funding: \$25,000 annually & release time for coordinators.

Subcommittee Member Billy Close moved to approve the above recommendation.

Subcommittee Member Samantha Kunin seconded the motion and the recommendation was approved unanimously.

Expand and provide funding support for faculty/staff Affinity groups; Suggested Responsible Department: Human Resources/ Funding: \$50,000 annually.

Subcommittee Member Billy Close moved to approve the above recommendation.
Subcommittee Member Stefany Moncada seconded the motion and the recommendation was approved unanimously.

Implement the following: Expansion of the Bridge-to-Graduate school programs that target URM undergraduates (eg/FAMU Feeder); Re-establishment of the McNair Program; Suggested Responsible Department: Academic Affairs/Graduate College/ Funding: TBD

Subcommittee Member Jay Terry moved to approve the above recommendation.
Subcommittee Member Billy Close seconded the motion and the recommendation was approved unanimously.

Establish a university committee to review and revise graduate student recruitment procedures, with focus on ways of expanding the pool of underrepresented graduate student applicants. The group will be charged with specifically addressing the following issues: Evaluate and study whether standardized tests work against diversifying FSU's graduate school applicant and admission pool; Research the viability of eliminating and / or replacing standardized admissions tests, such as the GRE, in programs to keep pace with changing national trends, e.g. some law schools now offer alternatives to the LSAT when considering admissions.

Subcommittee Member Jay Terry moved to approve the above recommendation.
Subcommittee Member Robinson Herrera seconded the motion and the recommendation was approved unanimously.

Implement the following: Hire additional admissions officers/counselors charged with the recruitment of URM populations and require diversity recruitment training for all other admissions officers/counselors; Create opportunities and training resources for faculty, staff, students and alumni to engage with the recruitment efforts of URM populations (**internal note ARO, CARE Ambassadors); Expand recruitment from Title I schools (**high school partners program) and expand pre-collegiate, mentoring, and service learning.; Suggested Responsible Departments: Academic affairs/Admissions/Colleges & Departments/ Funding: TBD/Increased staffing

Subcommittee Member Stefany Moncada moved to approve the above recommendation.
Subcommittee Member Billy Close seconded the motion and the recommendation was approved unanimously.

Develop a plan to increase funding and admission of URM populations to FSU's scholarship programs (e.g. Honors Program, Service Scholars, Presidential Scholars); Recruit and provide additional resources for URM students to seek lateral admission to the Honors Program.; Suggested Responsible Party: Academic Affairs/Honors Program/Admissions/ Funding: TBD

Subcommittee Member Billy Close moved to approve the above recommendation.
Subcommittee Member Stefany Moncada seconded the motion and the recommendation was approved unanimously.

Establish a campus work group comprised of students, faculty and staff to develop an institutional plan for becoming a [Hispanic Serving Institution](#). As part of this effort do the following: Recognize the document "Preparing to Best Serve Hispanic/Latinx members of the FSU Community," (attached) submitted by LatinX faculty/staff/student Consortium as the planning tool for the work group; Establish an institutional membership in the [Hispanic Association of Colleges and Universities](#) (HACU)/Allocate \$9,000 for recurring for HIGSA

membership; Suggested Responsible Department: Human Resources, Students Affairs, Academic Affairs

Subcommittee Member Robinson Herrera moved to approve the above recommendation. Subcommittee Member Jay Terry seconded the motion and the recommendation was approved unanimously.

Additional recommendations from Subcommittee Member Jay Terry were submitted to the subcommittee. Subcommittee Chair Michelle Douglas asked the subcommittee if they were ready to move the recommendations forward to the full Task Force. Subcommittee Member Billy Close asked for clarification on the status of the recommendations. Subcommittee Chair Michelle Douglas explained that more information was required to consider the recommendations; therefore, the recommendations were still on the table in the subcommittee for consideration. Staff explained that the subcommittee has three options: 1) the subcommittee could vote to amend previously approved recommendations to forward to the full Task Force; 2) Dr. Terry can bring them up directly to the full Task Force; or 3) the recommendations will exist as part of the record of the Task Force to provide background on approved recommendations. Subcommittee Chair Michelle Douglas explained that the recommendation regarding the Opportunity Hiring Program was duplicative to a recommendation forward and accepted by President Thrasher in Fall 2020. She also shared that the recommendation regarding the URM faculty recruitment team was discussed in alternative form to provide additional funding to existing functions. Subcommittee Member Billy Close asked if the recommendations be forwarded for further consideration to the Task Force. Subcommittee Chair questioned the duplicative nature of Dr. Terry's mentoring program recommendation with a previously approved mentoring program recommendation. She suggested Dr. Terry discuss the differences during the full Task Force meeting. Subcommittee Chair Michelle Douglas questioned specifics of other recommendations and stated a concern of advancing the recommendations out of the subcommittee to the full Task Force without full discussion and voting. Dr. Close asked if the subcommittee had previously approved some of the recommendations. Subcommittee Chair Michelle Douglas explained that the subcommittee decided to table these recommendations for further discussion. Subcommittee Chair Michelle Douglas asked if there was a motion to table the three recommendations from Dr. Terry and allow him to bring them to the full Task Force. Subcommittee Member Billy Close motioned to approve this option on the three recommendations. Subcommittee Member Samantha Kunin seconded the motion and it was approved unanimously.

VI. Subcommittee Member Open Forum

The subcommittee did not engage in discussion during open forum.

VII. Next Steps

Subcommittee Chair Michelle Douglas confirmed that the approved recommendations will be forwarded to the full Task Force. She also reminded members of the upcoming Campus Climate subcommittee meeting. She thanked members for their service.

VIII. Adjournment of the Subcommittee on Recruitment, Retention, and Diversity Training

Michelle Douglas adjourned the subcommittee at 4:29 p.m.