



Board of Trustees
Academics and Campus Environment Committee

Tuesday, May 21, 2024
Microsoft Teams

Trustees: Chair Oscar Horton; Suryakanth Prasad Gottipati,
Jenifer Jasinski Schneider, Lauran Monbarren, Rick Piccolo, Melissa Seixas
USF Foundation Board Liaison: Debbie Sembler
Provost and Executive Vice President: Prasant Mohapatra

AGENDA

- | | |
|--|---|
| I. Call to Order and Comments | Chair Oscar Horton |
| II. Public Comments Subject to USF Procedure | Chair Horton |
| III. New Business – Action Items | |
| a. Approval of Minutes | Chair Horton |
| i. February 27, 2024, Meeting | |
| ii. April 18, 2024, Meeting | |
| b. Faculty Nominations for Tenure | Provost Prasant Mohapatra |
| c. Tenure as a Condition of Employment | Provost Prasant Mohapatra
Sr. Assoc Vice President Haywood Brown |
| IV. New Business – Information Items | Chair Horton |
| a. Academic Degree Programs Anticipated for AY2024-2025
(BOG Reg 8.011) | Vice Provost Terry Chisolm |
| V. Adjournment | Chair Horton |



**Board of Trustees Academics and Campus Environment Committee
Meeting**

Tuesday, February 27, 2024

Minutes

Call to Order and Opening Remarks

Chair Oscar Horton welcomed everyone to the ACE Committee meeting and asked Kiara Gayle to call the roll.

Trustee Cesar Esmeraldi
Trustee Oscar Horton
Trustee Jenifer Jasinski Schneider
Trustee Luran Monbarren
Trustee Fredrick Piccolo
Trustee Melissa Seixas – Did not participate.

Public Comments Subject to USF Procedure

There were no public comments.

Chair Horton proceeded with the meeting.

New Business – Action Items

Approval of the November 20, 2023, meeting minutes.

Chair Horton requested a motion to approve the November 20, 2023, meeting minutes. The motion was given by Trustee Piccolo, seconded by Trustee Monbarren, and approved.

New Degree Proposal

Dean Anthony Rolle provided a summary of the new degree proposal.

This new degree will create an Ed.S. in the School of Psychology. The proposed new degree will allow our graduates to be credentialed at the School of Psychology, by both Florida Department of Education and the Nationally Certified School of Psychologists as required by the National Association of School of Psychologists. The program is also approved by the BOG as a Program of Strategic Emphasis.

A power point was provided which highlighted the following:

- USF College of Education - Tampa, Sarasota-Manatee and St. Pete. – One College
- Request To Offer a New Degree Program
- Request To Offer a New Degree Program Ed.S. in School Psychology

Chair Horton's questions were concerning the ratio of School Psychologists to students, the need for this degree and the pay.

Dean Rolle commented on the economic challenges and other social issues since 2017 which has increased the demand for these services. The current average salary for this type of position is between \$75,000 - \$90,000 averaging approximately \$86,000 a year per individual.

Having no further questions, Chair Horton requested a motion to approve. Trustee Esmeraldi moved for approval. The motion was seconded by Trustee Piccolo and approved.

Florida Statewide Mutual Aid Agreement

Assistant Vice President for Campus Planning, Construction and Development Jennifer Fleischman presented the item. They are seeking to approve the renewal of the Florida Statewide Mutual Aid Agreement (SMAA).

The State of Florida Division of Emergency Management (FDEM) has an established Mutual Aid Agreement to coordinate the sharing of resources among Florida government entities for emergency aid and assistance before, during, or after a major or catastrophic disaster. The SMAA is pursuant to the Emergency Management Act, located in Florida Statue Chapter 252 governing emergency management for the State of Florida. Participating parties to the SMAA may request resource support from one another or through the Florida Division of Emergency Management. The SMAA outlines important details and procedures on the use, cost, reimbursement, and insurance requirements by which signing parties must abide.

Trustee Piccolo commented on his company having mutual aid agreements as a government agency in the airport. This is highly recommended.

Chair Horton questioned if the mutual aid agreements only apply for the state of Florida. Would we participate if mutual aid was needed elsewhere?

Assistant Vice President Fleischman's comments were that an agreement with the EMAC process is an option. She has been deployed to North Carolina as member of a statewide team through the statewide mutual aid agreement.

Chair Horton requested a motion to approve. Trustee Piccolo moved for approval, it was seconded by Trustee Jasinski Schneider and approved.

Regulation 6.0021 – Student Code of Conduct

USF Dean of Students Danielle McDonald provided an update on the substantive amendments for Regulation 6.0021 Student Code of Conduct.

Amendments to align with §553.865, Florida Statutes requirements and other changes made for clarification.

Student Conduct and Ethical Development (further referred to as “SCED”) supports the goals, mission, values, and visions of the University of South Florida by promoting responsibility and adherence to the standards of behavior outlined in this Regulation (“Student Code of Conduct” or “Code”).

A power point was provided which highlighted the following:

- Student Code of Conduct Revisions – Summary of Changes
- Section VI: Conduct Violations
- VII Process
- Formal Hearing Procedures
- Appeals & Sanctions
- Record Retention & Expungement

Dean McDonald reported that all three USF campuses were involved in the substantial changes that were made to the Student Code of Conduct Regulations. They worked closely and received feedback from our Student Conduct and Ethical Development office.

Chair Horton had a question concerning the changes that were made to the Student Code of Conduct regulations. Could these amendments to the regulations be characterized as just cleaning up or maintenance work? He also commented that some areas of the regulation appear to be controversial.

Dean McDonald replied yes some of the changes can be considered as clean-up work except for the new sections of the agreement. We must comply with the BOG directives and add to our student code of conduct.

Trustee Jasinski Schneider commented on the Bathroom Bill. This has had an impact on both faculty and students and is a significant issue.

Dean McDonald commented that the Bathroom Bill is a new addition to the Student Code of Conduct in the unauthorized access and or use section of the regulation, under #5.

The USF General Counsel Gerard Solis comments were on the process of BOG directives. They are statutory requirements that we must add into the Student Code of Conduct. Dean McDonald and her team will establish how they will process these matters moving forward. There's also a disciplinary possibility for employees required in the statute.

Trustee Esmeraldi commended Dean McDonald, her team and everyone who worked on the revisions to the Student Code of Conduct, making it more structural. He asked if students had input on the revisions.

Dean McDonald stated that some of the changes were requirements from the BOG therefore no focus groups were involved, however, they have worked closely and received feedback from students.

Trustee Jasinski Schneider comments were on faculty and students not being able to provide feedback. This is a missed opportunity for a wider and clear understanding of the Bill and the changes to the Code of Conduct. It's important to call it what it is which is the Bathroom Bill.

Dean McDonald stated that they are always educating students about the student code of conduct, what it means, and helping them understand the process, their options, rights, and responsibilities. The Dean also commented on the check list and strict timeline to comply with the BOG.

Chair Horton asked if we've ever had a complaint in the past? The Dean replied that this has never been an issue, it's all about complying with the Florida law.

Chair Horton thanked Dean McDonald for her presentation and explanation on the process as it relates to the BOG directives and Student Code of Conduct regulations.

Chair Horton requested a motion to approve the Student Code of Conduct regulation amendments. The motion was given by Trustee Piccolo, seconded by Trustee Esmeraldi, and approved.

Round Table discussion

Chair Horton opened the floor for questions, concerns, and discussion.

Trustee Jasinski Schneider discussed two regulations and the impact that they have had on faculty recruitment, retention, and graduate student recruitment. These are called DEI Prohibited Expenses and the Foreign Influence regulations. Trustee Jasinski Schneider thanked the USF General Counsel Gerard Solis and his team for their guidance as well as the Research Council and HR.

General Counsel Solis's comments surrounded the fact that these regulations are new territory. The Foreign Influence regulation guidance that they will give does align with what the other preeminent universities are doing. Trustee Jasinski Schneider and the Faculty Senate will be the first to hear of the regulation guidance.

Chair Horton asked when will the Board have a full explanation of the regulation guidance. General Counsel Solis explained that these topics can be presented, as they do have an impact on how we operate.

President Law provided an update. Per conversations last night, the BOG is looking for an expedited process on how to deal with students from countries of concern. There were no discussions concerning faculty, however the BOG is fully aware of the hardships and impact and will continue to seek solutions.

Trustee Esmeraldi thanked President Law, General Counsel Solis, and Trustee Jasinski Schneider for their communication with the Board of Governors. This is very important to the students, our research and for the development of all schools in Florida.

Having no other business to discuss Chair Horton adjourned the ACE Committee meeting.



**Board of Trustees
Academics and Campus Environment Committee
Thursday, April 18, 2024**

Minutes

Trustees ACE: Chair Oscar Horton; Cesar Esmeraldi, Jennifer Jasinski Schneider, Lauran Monbarren, Fredrick Piccolo, Melissa Seixas

The ACE Chair Oscar Horton thanked everyone for taking time out in the middle of the day to join us in today's meeting.

Chair Horton commented on the important task of putting together both USF 2024 Accountability and Strategic Plans. Once they're reviewed by our committees they're forwarded to the Board of Governors for review.

Chair Horton asked Kiara Gayle to call the Roll

Kiara Gayle Called the Roll

Trustee Cesar Esmeraldi
Trustee Oscar Horton
Trustee Jasinski Schneider
Trustee Lauran Monbarren
Trustee Fredrick Piccolo
Trustee Melissa Seixas – Did not participate.

New Business – Information Item

USF 2024 Accountability Plan & Strategic Plan Update

Provost Prasant Mohapatra provided an update on the 2024 Accountability Plan. The Board of Trustees must approve the Accountability Plan before it's submitted to the Board of Governors on or before May 1st.

As a part of the Board of Governors planning and accountability framework for the State University System (SUS), institutions are required to complete an Annual Accountability Plan

that provides an institutional overview as measured by specific performance metrics within the context of BOG System Strategic Plan, and regional and statewide needs.

President Rhea Law commented that this is a yearly process. Once this is completed, we will start all over again. The kinds of results that we see today are totally focused on our faculty, staff, students, and administrators all working together on goals that are most important to us. The whole focus has been on the direction of this Board of Trustees to identify those metrics.

We're very proud of the work that everyone has done, and you will see the improvements. This was a team effort.

A power point was presented: ***University of South Florida BOT Accountability Plan Workshop and Strategic Plan Update - April 18, 2024.*** The Power point highlighted the following:

- Planning & Evaluation Alignment
- 2024 Accountability Plan – Timeline
- History of PBF
- History of Preeminence
- Intentional Focus & Monitoring Metrics Crosswalk
- USF Accountability Plan Contents
- Review of Metric Presentation Format
- USF Strategic Plan 2022-2027 – “In Pursuit of Excellence”
- PBF Performance Summary – 2024 Accountability Plan
- High Level Take-Aways: PBF & PE
- High Level Take-Aways: Key Performance Indicators
- KPI 14. Professional Licensure & Certification Exam First -Time Pass Rates
- High Level Take-Aways: Enrollment Planning
- Building Sustainable Institutional Strategies

Trustee Carrere had a question concerning the goals and achievements for PBF and Preeminence universities. What would USF achieve as it relates to funding from the State?

Provost Mohapatra replied that there is a significant amount of funds distributed to the Preeminent universities of the state. There are four Preeminent universities in the State of Florida.

President Law commented that we will not know what the funding will be until the Governor signs the budget.

Mark Walsh commented that approximately \$90 million comes from the Performance Based funding system. Half of that is our institutional stake in the game and half of it is the state investment. We are competing for \$50 million this year. There are no increases in Performance Base Funding. If the Governor signs the budget, we're anticipating a \$25 million increase because we qualify for Preeminence by meeting 12 out of 13 metrics.

USF has succeeded in meeting all 13 of the metrics this year. We're dealing with approximately \$100 million based on these metrics.

Chair Horton had a question concerning the distribution of funds if all Preeminent universities in the state meet all of the metrics.

Vice President Walsh's comments concerned Performance Base Funding. The main dictator of your award is whether the university meets the minimum score. If so, it's mostly awarded out on your proportional size to the state's overall funding budget for state universities. It's approximately 15%. Preeminence funding is awarded on an equal share to all institutions that qualify. The new pot of money is the Faculty Recruitment and Retention, which is based on your excellence as it relates to the metrics.

President Law reported that the patents have been a point of pride for USF for many years. The BOG Benchmark for this is 100 patents, and USF is at 271.

Chair Horton had comments concerning a show that he previously watched about a drop in kids wanting to attend college. How will this ultimately impact our metrics if it becomes a trend?

Provost Mohapatra commented on adult education. USF is not meeting the KPI that we had aspired to earlier in adult education. We will have to sell the fact there will always be a value in having a college degree.

Trustee Griffin complimented Provost Mohapatra on his great presentation. He reflected on the historic run that USF has had with funding from Tallahassee and the exceptional work that has been done over the years. He also commented on the impressive number of patents that we have. We will continue to focus on the areas of investment that we need to improve and it's also important that we continue to focus on research that can be commercialized. Trustee Griffin commented that he has complete confidence in the Provost, President and the entire team's leadership. He acknowledged his full support of the adjustments that have been made.

Trustee Esmeraldi thanked the Provost for his presentation and everyone who worked for months on this plan. The impressive research that's done at USF played a big part in his decision to attend this institution. It's been an honor to witness firsthand the exceptional work that's done to improve our metrics and he's confident that the future will be even better. He thanked everyone for their leadership.

Chair Horton asked if there were ways to market the exceptional work, progress, and success at USF.

Vice President and Chief Marketing Officer Daniel Caterinicchia reported that there is a soft launch of a brand reputation and profile and a profile elevation campaign here in the Tampa Bay area. Go to behold.usf.edu to find a video that's been running on television, traditional cable, and other streaming services. We have billboards and we're on NPR stations throughout the state of Florida. The advertisement talks about USF's AAU membership, the on-campus stadium, and other incredible points of pride. Vice President Caterinicchia said that we're trying

to grow our advocates and our brand champions while we educate and entertain. Everyone knows that if you see something or consume something and enjoy it, you're more likely to retain it and tell someone about it. The Vice President's comments confirmed that they're hard at work and welcome all partnerships, thoughts and ideas pertaining to advertisement.

Trustee Carrere commended everyone for their excellent work on the Accountability and Strategic Plan updates. Our metrics reflect our success and USF is moving in the right direction.

Trustee Horton commented on having a better understanding of the work and progress at USF and is proud to serve in this organization as a Trustee member.

The Chair requested a motion to accept and recommend to the full board the USF 2024 Accountability Plan & Strategic Plan Updates. The motion was given by Trustee Piccolo, seconded by Trustee Jasinski-Schneider, and approved.

Kiara Gayle confirmed that the full Board will meet on April 30th to approve the Accountability Plan. A calendar invitation was sent out.

Chair Horton thanked everyone for their participation and adjourned the meeting.

Agenda Item III.b:

USF Board of Trustees
June 4, 2024

Issue: Faculty Nominations for Tenure

Proposed action: Approval of Nominees for Tenure

Executive Summary:

Attached is USF's list of faculty nominees for tenure for review and approval by the USF Board of Trustees. President Rhea Law has certified that the nominations for tenure have met the requirements and conditions contained in USF Regulations, Policies, and Procedures. She is satisfied that the nominees will make a significant professional contribution to USF and the academic community in general. If approved, tenure will be awarded effective August 7, 2024.

Financial Impact:

USF faculty granted tenure and promotion will receive a 9% salary increase, and \$5000 to Associate Professor and \$7000 to Professor in special achievement. Faculty granted tenure only will not receive a monetary award.

Strategic Goal(s) Item Supports: USF Strategic Plan 2022-2027, Goal II
BOT Committee Review Date: Academic and Campus Environment Work Group – **May 21, 2024**
Supporting Documentation Online (please circle): **Yes** **No**

- Memorandum to William Weatherford, Chair, USF Board of Trustees
- Faculty Nominations for Tenure
- Academic Affairs Sex, Race/Ethnicity Report
- Academic Affairs + Health Sex, Race/Ethnicity Report

USF or Campus specific: USF

Prepared by: Prasant Mohapatra, Provost and Executive Vice President



MEMORANDUM

DATE: June 4, 2024
TO: William Weatherford, Chair
FROM: Rhea Law, President
SUBJECT: Faculty Nominations for Tenure

I am requesting approval by the USF Board of Trustees of the enclosed Faculty Nominations for Tenure at USF. In nominating these faculty members for tenure, I certify that the requirements and conditions contained in USF Regulations, Policies, and Procedures for the granting of tenure have been met. I am satisfied that the nominees will make a significant professional contribution to USF and the academic community.

Enclosures

Academics & Campus Environment Committee - New Business - Action Items

Academic Campus Environment Committee - New Business - Action Item
 Faculty Nominations for Tenure - 2023-2024 Effective 2024-2025
 USF Board of Trustees Meeting - June 4, 2024

Alphabetized by College then, last name

College	First Name	Last Name	CURRENT RANK	NEW RANK	Department/School	Degree of Effort*
Arts & Sciences	Kristin	Allukian	Assistant Professor	Associate Professor	English / School of Humanities	1.0
Arts & Sciences	Ryan	Carney	Assistant Professor	Associate Professor	Integrative Biology / School of Natural Sciences & Mathematics	1.0
Arts & Sciences	Jeremiah	Doody	Assistant Professor	Associate Professor	Integrative Biology / School of Natural Sciences & Mathematics	1.0
Arts & Sciences	Adib	Farhadi	Assistant Professor	Associate Professor	Religious Studies / School of Humanities	1.0
Arts & Sciences	Kiran	Jayaram	Assistant Professor	Associate Professor	Anthropology / School of Social Sciences	1.0
Arts & Sciences	Dillon	Mahoney	Assistant Professor	Associate Professor	Anthropology / School of Social Sciences	1.0
Arts & Sciences	George	Philippidis	Associate Professor	<i>Associate Professor (no change)</i>	Integrative Biology / School of Natural Sciences & Mathematics	1.0
Arts & Sciences	David	Ponton	Assistant Professor	Associate Professor	School of Interdisciplinary Global Studies / School of Humanities	1.0
Arts & Sciences	Joel	Rosenfeld	Assistant Professor	Associate Professor	Mathematics & Statistics / School of Natural Sciences & Mathematics	1.0
Arts & Sciences	William	Schanbacher	Assistant Professor	Associate Professor	Religious Studies / School of Humanities	1.0
Arts & Sciences	Jamie	Sommer	Assistant Professor	Associate Professor	Sociology / School of Social Sciences	1.0
Arts & Sciences	Ran	Tao	Assistant Professor	Associate Professor	School of Geosciences / School of Social Sciences	1.0
Arts & Sciences	Jessica	Williams	Assistant Professor	Associate Professor	Philosophy / School of Humanities	1.0
Arts & Sciences	Cassandra	Yacovazzi	Assistant Professor	Associate Professor	History / School of Humanities	1.0
Arts & Sciences	Libin	Ye	Assistant Professor	Associate Professor	Cell Biology, Microbiology & Molecular Biology / School of Natural Sciences & Mathematics	1.0
Behavioral & Community Sciences	Matthew	Foster	Assistant Professor	Associate Professor	Child & Family Studies	1.0
Behavioral & Community Sciences	Micah	Johnson	Assistant Professor	Associate Professor	Mental Health & Law Policy	1.0
Behavioral & Community Sciences	Kristin	Kosyluk	Assistant Professor	Associate Professor	Mental Health & Law Policy	1.0
Behavioral & Community Sciences	Mateus	Renno Santos	Assistant Professor	Associate Professor	Criminology	1.0

Academics & Campus Environment Committee - New Business - Action Items

Education	Samuel	Buckner	Assistant Professor	Associate Professor	Education & Psychological Studies (EPS)	1.0
Engineering	Shaun	Canavan	Assistant Professor	Associate Professor	Computer Science & Engineering	1.0
Engineering	Robert	Karam	Assistant Professor	Associate Professor	Computer Science & Engineering	1.0
Engineering	Albert	Kim	Assistant Professor	Associate Professor	Medical Engineering	1.0
Engineering	John	Licato	Assistant Professor	Associate Professor	Computer Science & Engineering	1.0
Engineering	Mia	Naeini	Assistant Professor	Associate Professor	Electrical Engineering	1.0
Engineering	Tempesst	Neal	Assistant Professor	Associate Professor	Computer Science & Engineering	1.0
Morsani College of Medicine	Edgar	Espana	Associate Professor	Professor	Ophthalmology	1.0
Morsani College of Medicine	Victoria	Sanchez	Assistant Professor	Associate Professor	Otolaryngology	1.0
Morsani College of Medicine	Yang	Ying	Assistant Professor	Associate Professor	Molecular Pharmacology & Physiology	1.0
Muma College of Business	Nathaniel	Hartmann	Assistant Professor	Associate Professor	Marketing	1.0
Muma College of Business	Lin	Jiang	Assistant Professor	Associate Professor	Marketing	1.0
Muma College of Business	Jong Chool	Park	Assistant Professor	Associate Professor	Accountancy	1.0
Nursing	Victoria	Marshall	Assistant Professor	Associate Professor		1.0
Nursing	Uma	Nair	Associate Professor	<i>Associate Professor (no change)</i>		1.0
Nursing	Kaitlyn	Rechenberg	Assistant Professor	Associate Professor		1.0
Public Health	Jennifer	Marshall	Associate Professor	<i>Associate Professor (no change)</i>		1.0
Public Health	Gillian	Stresman	Assistant Professor	Associate Professor		1.0
Public Health	Roneé	Wilson	Assistant Professor	Associate Professor		1.0
Taneja College of Pharmacy	Manas	Biswal	Assistant Professor	Associate Professor	Pharmaceutical Sciences	1.0

University of South Florida
FACULTY NOMINATIONS FOR TENURE
2023-24 effective 2024-25

Prepared by:	Brooke Deen
Title:	Faculty Success Administrator
Phone Number:	(813) 974-5649
Date:	5-07-2024

Academic Affairs

Sex, Race/Ethnicity	Applied	Deferred	Withdrawn	Denied	Nominated
MALES					
American Indian or Alaskan Native	0	0	0	0	0
Asian or Pacific Islander	7	0	0	0	7
Black, Not Hispanic	2	0	0	0	2
Hispanic	2	0	0	1	1
White, not Hispanic	10	0	1	0	9
Other	1	0	0	0	1
Total Male	22	0	1	1	20
FEMALES					
American Indian or Alaskan Native	0	0	0	0	0
Asian or Pacific Islander	2	0	0	1	1
Black, not Hispanic	1	0	0	0	1
Hispanic	0	0	0	0	0
White, not Hispanic	7	0	0	0	7
Other	0	0	0	0	0
Total Female	10	0	0	1	9
GRAND TOTAL	32	0	1	2	29

**Eligible: Data is only from departments that have applicants applying during the current process.*
 APPLIED= Faculty whose names have been submitted for tenure review.
 DEFERRED= Faculty for whom tenure was deferred during the review process.
 WITHDRAWN= Faculty who withdrew from tenure consideration after applying for review.
 DENIED= Faculty for whom tenure was denied during the review process.
 NOMINATED= Faculty for whom tenure is being recommended by the University.

University of South Florida
FACULTY NOMINATIONS FOR TENURE
2023-24 effective 2024-25

Prepared by:	Brooke Deen
Title:	Faculty Success Administrator
Phone Number:	(813) 974-5649
Date:	5-07-2024

Academic Affairs + USF Health

Sex, Race/Ethnicity	Applied	Deferred	Withdrawn	Denied	Nominated
MALES					
American Indian or Alaskan Native	0	0	0	0	0
Asian or Pacific Islander	8	0	0	0	8
Black, Not Hispanic	2	0	0	0	2
Hispanic	3	0	0	1	2
White, not Hispanic	10	0	1	0	9
Other	1	0	0	0	1
Total Male	24	0	1	1	22
FEMALES					
American Indian or Alaskan Native	0	0	0	0	0
Asian or Pacific Islander	5	0	0	1	4
Black, not Hispanic	2	0	0	0	2
Hispanic	0	0	0	0	0
White, not Hispanic	10	0	0	0	10
Other	1	0	0	0	1
Total Female	18	0	0	1	17
GRAND TOTAL	42	0	1	2	39

**Eligible: Data is only from departments that have applicants applying during the current process.*

APPLIED= Faculty whose names have been submitted for tenure review.
 DEFERRED= Faculty for whom tenure was deferred during the review process.
 WITHDRAWN= Faculty who withdrew from tenure consideration after applying for review.
 DENIED= Faculty for whom tenure was denied during the review process.
 NOMINATED= Faculty for whom tenure is being recommended by the University.

Agenda Item: III.c

USF Board of Trustees
June 4, 2024

Issue: Tenure Nomination as a Condition of Employment

Proposed action: Approve Tenure as a Condition of Employment

Executive Summary:

Administrators such as the President, Provost, Deans, Chairs, and senior faculty who are recruited to USF are normally awarded tenure as a condition of employment. These highly qualified individuals usually have earned tenure at their previous institutions, which makes them attractive candidates to USF. In order to attract them, USF must provide a package that is competitive with other nationally and internationally ranked institutions. Tenure upon appointment for qualified candidates, among other things, is a term and condition of the employment package that makes USF an institution of choice.

Financial Impact:

Strategic Goal(s) Item Supports:

USF Strategic Plan 2022-2027, Goal II

Workgroup Review Date:

Academic and Campus Environment Work Group – **May 21, 2024**

Supporting Documentation Online (please circle): **Yes** **No**

- Memorandum to William Weatherford, Chair, USF Board of Trustees
- Tenure Nominations as a Condition of Employment
- Faculty Profiles

USF System or Institution specific: USF

Prepared by: Prasant Mohapatra, Provost and Executive Vice President



MEMORANDUM

DATE: June 4, 2024
TO: William Weatherford, Chair
FROM: Rhea Law, President
SUBJECT: Tenure as a Condition of Employment Nominations

I am requesting approval by the USF Board of Trustees of the enclosed Tenure as a Condition of Employment Nominations at USF. In nominating these faculty members for tenure, I certify that the requirements and conditions contained in USF Regulations, Policies, and Procedures for the granting of tenure have been met. I am satisfied that the nominee will make a significant professional contribution to USF and the academic community.

Enclosures

Faculty Nominations for Tenure as a Condition of Employment
USF Board of Trustees Meeting – June 4, 2024

<u>College</u>	<u>Name</u>	<u>Rank</u>	<u>Department/School</u>	<u>Degree of Effort</u>	<u>Previous Institution</u>	<u>Tenure at Previous Institution</u>
College of Engineering	Marimuthu Andiappan	Associate Professor	Chemical, Biological and Materials Engineering	1.0	Oklahoma State University	Oklahoma State University
College of Engineering	Juan Borrero	Associate Professor	Industrial and Management Systems Engineering	1.0	Oklahoma State University	Oklahoma State University
College of Behavioral & Community Sciences	Aimee Dietz	Associate Professor	Communication Sciences & Disorders	1.0	Georgia State University	University of Cincinnati
College of Arts & Sciences	Chang-Dae Ham	Professor	Zimmerman School of Advertising & Mass Communications	1.0	University of Illinois	University of Illinois
Muma College of Business	Edward Tomlinson	Professor	School of Information Systems & Management	1.0	West Virginia University	West Virginia University
Morsani College of Medicine	Dawn Neumann	Associate Professor	Neurosurgery & Brain Repair	1.0	Indiana University	Indiana University

University of South Florida
Tenure Nomination as a Condition of Employment

College of Engineering

Marimuthu Andiappan, Ph.D.

Dr. Marimuthu Andiappan is an Associate Professor in the School of Chemical Engineering at Oklahoma State University (OSU). His research group at OSU focuses on plasmonic metal nanomaterials and high-dielectric metal oxide nanomaterials-based photocatalytic processes. Applications of his research include solar energy conversion and storage, sustainable production of fuels, chemicals, and pharmaceuticals, and carbon dioxide (CO₂) conversion and valorization.

Dr. Andiappan received his B.S. in Chemical Engineering from Anna University, Chennai, India, and his Master's degree at the Indian Institute of Science, Bangalore. He obtained his Ph.D. degree, specializing in plasmonic metal nanostructures for photocatalytic applications, at the University of Michigan, Ann Arbor in 2013 under the supervision of Prof. Suljo Linic. His doctoral research work at Michigan resulted in publications in top-tier journals, including Science, and Nature Materials. Before joining OSU in the Fall of 2016, he worked at Lilly Research Laboratories in Eli Lilly & Company, Indianapolis for three years (2013-2016). Professor Andiappan has graduated three Ph.D. students and one M.S. student from his current research group at OSU and has taught a total of 22 courses and seven different subjects at the graduate and undergraduate level. He has served as faculty adviser for the OSU AIChE Student Chapter from Aug. 2020 to Dec. 2022, and the Student Chapter was selected for Outstanding Student Chapter Awards from the national AIChE in three consecutive years (2021, 2022, and 2023) during this period.

Dr. Andiappan's research program leverages a combination of theoretical tools, novel synthetic techniques, operando and ex-situ characterization tools, and reactor studies to develop energy-efficient and environmentally friendly catalytic and photocatalytic processes. His exciting and novel research program has been awarded with over \$1.5 million in research funding from both State and Federal government (NSF, DOE) agencies. More recently, Dr. Andiappan has also received the National Science Foundation (NSF) CAREER award in 2023.

The Department of Chemical, Biological and Materials Engineering tenured faculty; Dr. Vinay Gupta, Department Chair; Dr. Sanjukta Bhanja, Engineering Interim Dean; Dr. Prasant Mohapatra, Provost and Executive Vice President; and President Rhea Law all concur to recommend Dr. Andiappan for tenure at the rank of Associate Professor.

University of South Florida
Tenure Nomination as a Condition of Employment

College of Engineering

Juan Borrero, Ph.D.

Dr. Juan Borrero will join the College of Engineering as an Associate Professor in the Department of Industrial and Management Systems Engineering. Dr. Juan Borrero graduated from the highest-ranking institution at Colombia (Universidad de los Andes, Bogota) and received his PhD degree from Univ. of Pittsburgh (an AAU institution) in 2017. Since then, he has been serving as faculty at the School of Industrial Engineering and Management at Oklahoma State University, Stillwater, where he now holds the rank of tenured Associate Professor. His research expertise focuses on operations research and its applications; particularly in decision-making problems under uncertainty.

Dr. Borrero's performance as a young member of the academia has so far been outstanding. He has received three major external research fundings as Principal Investigator: NSF CAREER award for \$500,000 (2022-26), Air Force Office of Scientific Research (AFOSR) grant for \$418,973 (2022-25), and Office of Naval Research (ONR) grant for \$300,000 (2019-2022). This is a nicely diversified research funding portfolio, which shows that Dr. Borrero's research has a broad appeal to both the academic community as well as the high-level users of technology. This clearly indicates that Dr. Borrero has a demonstrated path forward in further expanding his research portfolio and establishing himself as a leader for developing new knowledge in robust stochastic optimization.

New theory and methods developed by Dr. Borrero has and will continue to address critical challenges arising from a variety of business and military applications. Dr. Borrero has so far published fifteen journal papers in top ranking journals including Operations Research, INFORMS Journal on Optimization, INFORMS journal on Computing, European Journal of Operations research, IEEE Transactions on Network Science and Engineering, Decision Analysis, among others. He currently has five (5) papers in review and six (6) working papers. He has graduated three PhD students and is currently advising two more. Dr. Borrero has taught a number of undergraduate and graduate courses at Oklahoma State University, most of which will be appropriate for USF students at undergraduate as well as graduate (particularly doctoral) levels.

Dr. Borrero has served in many university committees at Oklahoma State University including faculty search committee, undergraduate advisory committee, Latin American Student Association advisor, seminar series organizer, and INFORMS Student Chapter advisor. He has also served the profession as the Secretary of the INFORMS Computing Society, judging INFORMS Student Paper Competition, and serving as referee for many top research journals. Dr. Borrero is a member of IISE, INFORMS, MOS (Mathematical Optimization Society), and ASOCIO (Colombian association for operations research).

The Department of Industrial and Management Systems Engineering tenured faculty; Dr. Tapas Das, Department Chair; Dr. Sanjukta Bhanja, Engineering Interim Dean; Dr. Prasant Mohapatra, Provost and Executive Vice President; and President Rhea Law all concur to recommend Dr. Borrero for tenure at the rank of Associate Professor.

University of South Florida**Tenure Nomination as a Condition of Employment****College of Behavioral & Community Sciences****Aimee Dietz, Ph.D.**

Dr. Dietz received her PhD from the University of Nebraska in 2007. At the University of Cincinnati, where she was granted tenure and promotion to Full Professor, she served as Co-Director of the Neurorecovery Lab with Dr. Pierce Boyne (physical therapist) and Dr. Oluwole Awosika (neurologist). Together they worked with a large interdisciplinary group to develop a stroke patient registry that had 700+ patients. In addition, her work in alternative augmentative communication (AAC) has revealed that in addition to supporting communication, AAC can indeed play a role in facilitating language recovery. These findings challenge the longstanding notion that AAC impedes post-stroke language recovery, a long-held view in the field.

Dr. Dietz developed a line of research on resiliency in stroke patients where she uses yoga and meditation. She has worked collaboratively with stroke survivors, co-survivors, clinicians, students, and researchers from multiple universities to establish *Team Yoga*, for which she is the team lead. They are seeking funding for a clinical trial, while they continue to collect pilot data for two pilot studies. They do this work alongside the award-winning non-profit [Aphasia Recovery Connection](#) (ARC©) bringing this to an international audience. This line of work epitomizes implementation science, a new and important method to conduct research that has more immediate impacts in the community and in clinical practice. She has spent two years at Georgia State University as department chair where she was hired with tenure. In Atlanta, she became the Co-Director of the Georgia Aphasia Interdisciplinary Alliance (GAIA) (speech-language pathologists, neurologists, electrical and bioengineers, translational magnetic resonance (MR) physicists, neuroradiologists, and students—across disciplines) with Dr. Amy Rodriguez (speech-language pathologist) of Emory University. Her current research is highlighting the neurobiological basis for behavioral changes given the augmentative communication tools and with interventions such as yoga and meditation.

Dr. Dietz has about 50 publications, and 6 chapters. She has an H index of 25. She has a history of funding three previous R grants, a PCORI grant, and a K award. She recently completed an R15 grant from NIDCD and recently submitted an R01 application. She has an active research lab and extensive mentoring experience from undergraduates to PhD students. She also has participated as a mentor for early career investigators through programs offered through the American Speech-Language-Hearing Association. Her strong reputation in the areas of aphasia and AAC would be a welcome addition to the CSD department and would strengthen collaborations with the Neurology department in USF Health.

The Department of Communication Sciences and Disorders tenured faculty; Dr. M. Adelaida Restrepo, Department Chair; Dr. Julianne Serovich, Behavioral & Community Sciences Dean; Dr. Prasant Mohapatra, Provost and Executive Vice President; and President Rhea Law all concur to recommend Dr. Dietz for tenure at the rank of Associate Professor.

University of South Florida
Tenure Nominations as a Condition of Employment

The Zimmerman School of Advertising & Mass

Chang-Dae Ham, Ph.D.

Dr. Chang-Dae Ham (Ph.D., University of Missouri) is a specialist in technology-driven advertising and an influential scholar in his field. His work on the Persuasion Knowledge Model (PKM) has had a significant impact on its development and advancement toward a fully articulated theory.

Dr. Ham received his M.B.A. from the Yonsei University, Seoul, Korea, and his M.A. in Advertising at the University of Florida. He received his Ph.D. in Journalism – Advertising from the University of Missouri. Dr. Ham’s research has been published in 34 articles in the top journals in mass communication and advertising and he is the recipient of numerous awards for his research. These include, for example, Best Paper of the Year, *Journal of Current Issues & Research in Advertising*, Best Paper of the year, *Journal of Interactive Advertising*, Advertising Awards of Consumer's Choice, Gold Prize, Korea, Best Reviewer of 2022, *International Journal of Advertising*, and Account Executive of the Year, LG Ad, Korea. He is the associate editor of the *International Journal of Advertising* and the associate editor of the *Asian Journal of Communication*. He also serves on the editorial boards of other high-impact journals in advertising, including the *Journal of Advertising*, *Journal of Current Issues & Research in Advertising*, *Journal of Interactive Advertising*, *Korean Journal of Advertising* and *Journal of Advertising and Public Relations in Korea*.

Dr. Ham brings significant international industry experience in advertising to this position, as well as academic leadership experience as the director of graduate studies in the Charles H. Sandage Department of Advertising at the University of Illinois at Urbana-Champaign. His accomplishments also include extensive service to the academy through his work in the American Academy of Advertising (AAA), the largest academic organization in the field of advertising.

The Zimmerman School of Advertising & Mass Communications tenured faculty; Kathy Fitzpatrick, School Director; Dr. Magali Michael, Arts & Sciences Interim Dean; Dr. Prasant Mohapatra, Provost and Executive Vice President; and President Rhea Law all concur to recommend Dr. Ham for tenure at the rank of Professor.

University of South Florida
Tenure Nomination as a Condition of Employment

Muma College of Business

Edward Tomlinson, Ph.D.

Dr. Edward Tomlinson will join the Muma College of Business as a Professor in the School of Information Systems and Management.

Dr. Tomlinson graduated in 2004 from Ohio State University. He is a professor at the John Chambers College of Business and Economics at West Virginia University. As a researcher, he has published numerous articles in prestigious management journals, including *Academy of Management Review*, *Journal of Applied Psychology*, *Journal of Management*, and *Journal of Organizational Behavior*. He has published 17 book chapters and 26 journal articles, 8 of which are in FT-50 journals. His prolific record of publishing in top tier journals earned him the distinctions of receiving a Grauel Faculty Fellowship and being named a Mulwick Scholar in the Boler School of Business while at John Carroll University (JCU). His research at West Virginia University (WVU) includes recently published cross-disciplinary articles co-authored with accounting faculty colleagues dealing with entitlement, as well as publications in the trust literature with management Ph.D. students.

At John Carroll University, he introduced a brand-new course on managing trust in professional relationships for the new integrated business decision track of the JCU MBA program. While at West Virginia University, he taught one of the first doctoral seminars in the inaugural years of their Management Ph.D. program and continues to teach negotiation. He has authored a number of well-received pedagogical resources over the span of his career, including his recent textbook entitled *Developing and Managing a Total Compensation System* (Cognella, 2003).

Dr. Tomlinson's service activities have included the Boler Undergraduate Core Curriculum Committee (JCU); the Institutional Review Board (JCU); the Faculty Council Rank, Tenure, and Salary Committee (JCU); and chairing the Department Curriculum Committee for the Management Department (WVU). He also served on both the Department and College Promotion & Tenure committees during this time frame, chairing the College committee in 2020. He sits on the editorial boards of *Group & Organization Management* and *Journal of Occupational and Organizational Psychology*. He won the Best Reviewer Award at *Journal of Trust Research* for two consecutive years (2011-2012), and after several years on this editorial board, serves as an Associate Editor.

The School of Information Systems and Management tenured faculty; Dr. Kaushik Dutta, School Interim Director; Dr. Gert-Jan de Vreede, Muma Interim Dean; Dr. Joni Jones, Muma Campus Dean, Sarasota-Manatee Campus; Dr. Prasant Mohapatra, Provost and Executive Vice President; and President Rhea Law all concur to recommend Dr. Tomlinson for tenure at the rank of Professor.

University of South Florida
Tenure Nomination as a Condition of Employment

MORSANI COLLEGE OF MEDICINE

Dawn Marie Neumann, PhD

Dr. Neumann will join the USF Health, Morsani College of Medicine (MCOM) on July 8, 2024 as Associate Professor with the Department of Molecular Medicine.

Dr. Neumann is a nationally and internationally recognized researcher with expertise in cognitive and behavioral neurorehabilitation with national and international collaborations. Dr. Neumann comes to USF from Indiana University (IU) School of Medicine, Department of Physical Medicine and Rehabilitation where she has served as a tenured associate professor since 2017. She began her academic career at IU as an assistant professor in 2015. She served as Research Director at the Rehabilitation Hospital of Indiana 2017 through 2023.

Dr. Neumann is currently PI, Co-PI or Co-Investigator on six funded grants from the National Institute on Disability, Independent Living, and Rehabilitation Research; the US Department of Defense; and US Department of Justice, with total funding at of about \$10M. Her work is recommended as a Practice Standard for treating traumatic brain injury by the American Congress of Rehabilitation Medicine (ACRM). Dr. Neumann has a consistent funding record from 2006 to the present. She has 52 peer-reviewed publications with six currently under review, numerous published abstracts, and two books and/or book chapters. Dr. Neumann has a strong track record for service to her field, including serving as chair on several ACRM committees, and multiple national special interest groups. She serves as an ad hoc grant and journal reviewer and sits on several editorial boards for prestigious journals. Dr. Neumann has an impressive teaching background including didactic lectures, invited Grand Rounds, and invited speaker at numerous national conferences, and has mentored students on all levels.

The department APT Committee; Dr. Harry van Loveren, Department Chair; the MCOM APT Committee; Dr. Haywood Brown, MCOM Vice-Dean; Dr. Charles Lockwood, Executive VP for USF Health; and President Rhea Law all concur to recommend Dr. Neumann for tenure at the rank of Associate Professor.

Agenda Item:

USF Board of Trustees
June 4, 2024

Issue: Review list of anticipated new academic program for AY 2024-25

Proposed action: Information Item

Executive Summary:

The SUS Board of Governors Regulation 8.011, Authorization of New Academic Degree Programs and Other Curricular Offerings requires universities to provide the Board office with a list of the new academic degree programs that will be considered by the university boards of trustees for the upcoming academic year. The university's board of trustees must review this list, as an information item, before submission. The list is provided as an information item as it does not require a vote. USF's BOT must review the list for AY 2024-25 prior to submission to the Board office by June 28, 2024. The combined list from all SUS institutions will be shared with the Council of Academic Vice Presidents (CAVP) and the CAVP Academic Coordinating Group to discuss program duplication and System coordination.

Financial Impact: None

Strategic Goal(s) Item Supports: Goal 1 Student Success at USF and beyond.

BOT Committee Review Date: May 21, 2024

Supporting Documentation Online (please circle): Yes No

Prepared by: Theresa Chisolm, Ph.D., Vice Provost, Strategic Planning, Performance & Accountability



Background:

At the March 2024 meeting, the Board of Governors amended 8.011, Authorization of New Academic Degree Programs and Other Curricular Offerings, changing reporting requirements for new degree programs. The amended regulation requires universities to provide the Board office with a list of the new academic degree programs that will be considered by the university boards of trustees for the upcoming academic year. The university’s board of trustees must review this list before submission. Please note this can be an information item and does not require a vote. The Board office will share the combined list for the System with CAVP and CAVP ACG to discuss program duplication and System coordination.

Instructions:

Please use the table below to report the new academic degree program proposals the university plans to submit to the Board office in the 2024-2025 Academic Year. Your institution’s board of trustees must have reviewed this list prior to submission to the Board office. Please submit the completed table via the Information Request System by **June 28, 2024**.

Anticipated New Academic Programs for the 2024-25 Academic Year

CIP Code	Name	Level	Other SUS Institutions that Offer the Program	Projected Student Enrollment for Year 1
04.0201	Architecture	B	UCF, UF	300
30.7104	Financial Analytics	B	None	50
31.0505	Exercise Science and Kinesiology	B	FAU, FGCU, FIU, UCF, UWF	70
50.0401	Design	B	None	20

Signature of Provost/ Vice President for Academic Affairs

Date

Date submitted to the University Board of Trustees

New Academic Degree Programs:

Anticipated for AY 2024-25

USF Board of Trustees

Academic Campus & Environment Committee

Theresa Chisolm, Ph.D., Vice Provost, Strategic Planning, Performance & Accountability
May 21, 2024



UNIVERSITY of
SOUTH FLORIDA

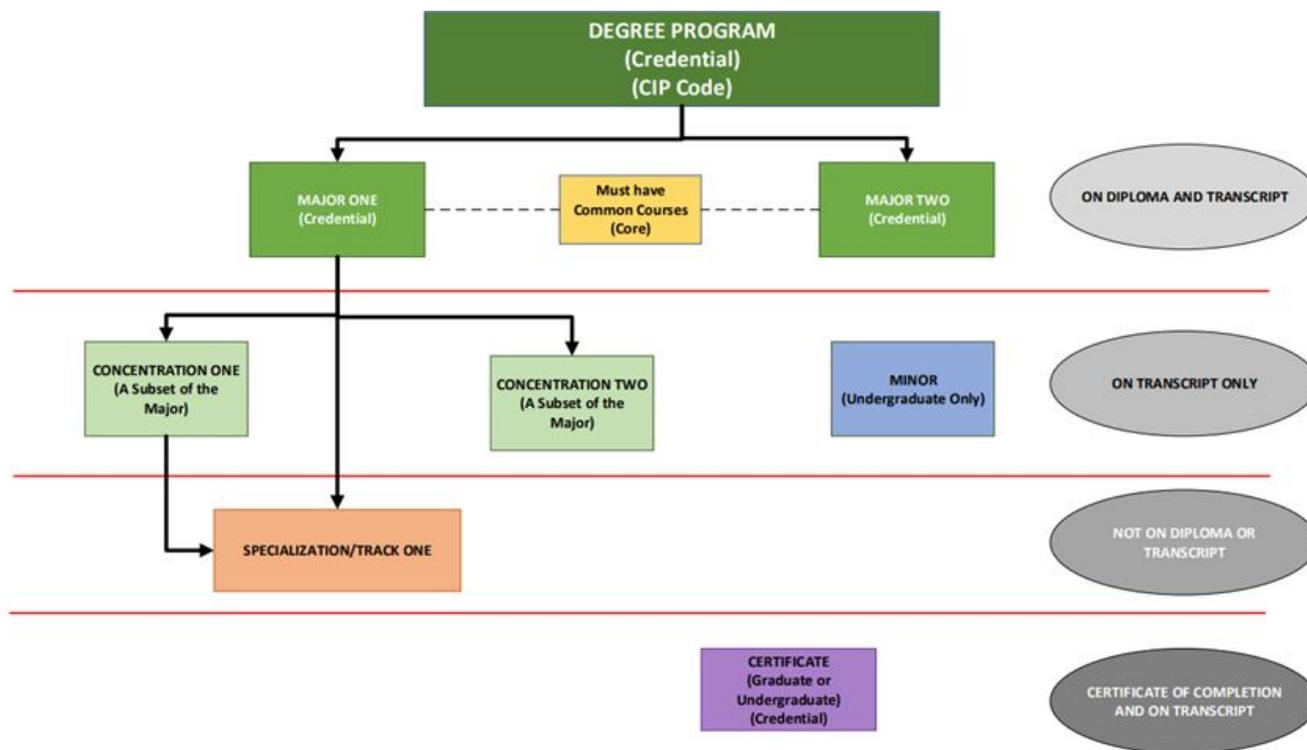
Authority to Approve New Degree Programs

The University of South Florida Board of Trustees (BOT) has the responsibility and authority to approve new bachelor's, master's, specialist and programs and approves recommendations for new professional and research doctoral degree programs for submission for approval to the SUS Board of Governors.

- Florida BOG Regulation 8.011 (https://www.flbog.edu/wp-content/uploads/2016/09/Regulation_8.011_FINAL.pdf)
- USF Regulation 3.038 (<https://usf.app.box.com/v/usfregulation3038>)



Degree Program Definition



Prepared by: ODS Academic Planning

Revised: 01/13/2023

Process Steps

- **Academic Master Plan** (<https://academicplanning.usf.edu/Internal/AcademicMasterPlan>)
 - Collaborative, comprehensive process for the development and implementation of new degree programs (and other new curricular offerings) and method of delivery expansion by academic colleges, campuses, and executive leadership.
- **New Degree Proposal Phase 1. Pre-Proposal** (<https://academicplanning.usf.edu/Internal/PlanningGuide/New/Degree>)
 - High level summary of the proposed degree program that includes workforce and student demand for the proposed program, resources needs and evidence of collaboration. Reviewed by the SUS BOG CAVP Academic Planning Workgroup.
 - Recommended at Department, College, Faculty Senate, and ACEAC for Provost approval
- **New Degree Proposal Phase II. New Degree Proposal**
 - Detailed proposal submitted for approval to the BOT
 - Recommended at Department, College, Faculty Senate, ACEAC, Provost, President for BOT approval

Anticipated New Degree Programs AY 2024-25

CIP Code	Name	Level	Academic Master Plan	CAVP Workgroup Pre-Proposal Review	BOT Proposal Anticipated
04.0201	Architecture	Bachelor	√	Fall 2024	Spring 2025
30.7104	Financial Analytics	Bachelor	√	Fall 2024	Spring 2025
31.0505	Exercise Science & Kinesiology	Bachelor	√	2/14/24	Fall 2024
50.0401	Design	Bachelor	√	2/15/23	Fall 2024





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