



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

**Tuesday, February 22, 2022  
Microsoft Teams**

*Trustees:* Chair Oscar Horton; Tim Boaz, Julia Cunningham,  
Lauran Monbarren, Rick Piccolo, Melissa Seixas  
*USF Foundation Board Liaison:* Debbie Sembler  
*Provost and Executive Vice President:* Ralph Wilcox

**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 November 22, 2021 Meeting Minutes         | Chair Horton  |
| IV.  | New Business – Information Items                         |   |
|      | a. Strategies for Enhancing Research Expenditures at USF | Dr. Sylvia Thomas<br>Gerard Solis                         |
|      | b. Advancing the Student Journey at USF                  | Dr. Paul Dosal<br>Billie Jo Hamilton<br>Dean Moez Limayem |
| V.   | Adjournment  | Chair Horton  |



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

Monday, November 22, 2021  
Time: 9:00am  
Microsoft Teams Virtual Meeting

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

**Kiara Guzzo called the Roll**

Trustee Tim Boaz  
Trustee Julia Cunningham – Did not participate  
Trustee Oscar Horton  
Trustee Lauran Monbarren  
Trustee Rick Piccolo  
Trustee Melissa Seixas

**Public Comment**

Chair Oscar Horton announced that there were no public comments.

**New Business – Action Items**

**Approval of Previous Minutes**

August 10, 2021

Having no changes to the minutes Chair Oscar Horton requested a motion to approve, which was given by Trustee Melissa Seixas and seconded by Trustee Tim Boaz. The August 10<sup>th</sup> minutes were approved.

**Tenure as a Condition of Employment**

Senior Associate Vice President for USF Health Haywood Brown presented.

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. 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.

**Tenure candidates:**

Dr. Yao Yao from the Department of Molecular Pharmacology and Physiology; joined USF August 2021.  
Dr. Robert Bossarte from the Department of Psychiatry and Behavioral Neuroscience at West Virginia University; joined USF November 2021.

Dr. Cheedy Jaja from the College Nursing at the University of South Carolina joined USF Fall 2021.

Chair Horton had questions concerning Dr. Cheedy Jaja's previous Tenure.

Chair Oscar Horton requested a motion for approval. The motion was given by Trustee Tim Boaz and seconded by Trustee Rick piccolo. Item b. Tenure as a Condition of Employment was approved.

### **Degree Program Productivity Report and Proposed Terminations**

Vice Provost Theresa Chisolm presented.

The degree programs proposed for termination are those that have shown productivity levels below the Board of Governor's thresholds. Current students and those students enrolled in Spring 2022 will be provided an opportunity to complete the program. No faculty or staff will be impacted by the recommendation for termination. As per BOG Regulation 8.012 and USF Regulation 3.038, the University's Board of Trustees (BOT) has the responsibility and authority to approve termination of degree programs at the bachelors, masters, advanced masters, and specialist levels.

It is requested that the USF BOT approve the termination of the Master's degree program in CIP 13.1004 Education/Teaching of the Gifted and Talented.

A power point presentation was provided which highlighted the following:

- Degree Productivity Annual Review
- Principles of Degree Program Review
- Terminated Degree Programs
- New Degree Programs
- Two Reports
- Summary of Results
- Recommended Actions

Chair Oscar Horton had a question in relation to the Teach Out Program at USF.

Once USF accepts a student into a program, the University is committed to letting them finish, and individual studies may also be available.

Trustee Melissa Seixas had a question concerning the Termination of Programs in Education. Does USF notify the surrounding areas of the terminated programs at USF?

Dr. Chisolm confirmed that we're in constant communication concerning our programs.

Trustee Tim Boaz questioned related to where USF decides to cut the line as it relates to program terminations? Vice Provost Chisolm confirmed that it's a decision made by the faculty and deans, not the Provost's office. A reason to terminate a program can be because of enrollment dropping due to a lack of faculty, or a program may need to be revamped.

Chair Oscar Horton requested a motion to approve Item c. Termination of two low productivity Master's Program. The Special Education, Gifted Program and the Autism Spectrum Disorder and Severe Intellectual Disabilities.

The motion was given by Trustee Rick Piccolo and seconded by Trustee Tim Boaz. Item c. The termination of two low productivity Masters Programs was approved.

Chair Horton requested a motion to approve part 2 of Item c. Recommend to BOG the Termination of One Ph.D. Program – Rehabilitation Sciences. The motion was given by Trustee Rick Piccolo with a second from Trustee Luran Monbarren. Part 2 Item c. degree program termination recommendation was approved.

### **Career Readiness: Career Hub Update**

Vice Provost and Regional Vice Chancellor Brett Kemker and Interim Executive Director Cynthia Gravino presented.

The purpose of this agenda item was to present and implement proposed actions to meet the requirements of HB 1261, Section 2. Section 1006.75, Florida Statutes State University Career Planning and Information Requirement for student registration holds, career readiness training module, and dashboard. Action Item – seeking BOT approval of proposed plan.

There was a power point presentation that highlighted the following:

- Career Readiness ( Florida Statute 1006.75) formally House Bill 1261)
- CS/HB 1261 (2021) Section 2. Section 1006.75, Florida Statutes 1006.75 –State University Career Planning and Information
- Section 1 – What this means for us- It is now a state requirement to collect career information for an online career dashboard. The Dashboard must present data by academic discipline of graduates of state universities.
- Section 2 - The Online Dashboard must be available by January 1, 2022
- Section 3 - Each state university board of trustees shall adopt procedures to connect undergraduate students to career planning, coaching and related programs during the first academic year of the student's enrollment. This should be published by January 1<sup>st</sup> and reviewed by the BOG by March 1, 2022.
- Career readiness - Proposed Actions
- CS/HB 1261 (2021) – 1006.75 state university career planning and information section (3a) requirements.
- Requirement 1 – Register with the Universities Career Center – Proposed Action and Summary
- Requirement 2 – Complete a Career Readiness Training Module – Proposed Action and Summary
- Requirement 3 – Be directed to the dashboard established in subsection (1) – Proposed action and Summary
- Requirement 4 – Affirmatively indicate students have been provided information required under this paragraph and is aware of employment and wage prospects for declared major – Proposed action and Summary
- Implementation of Fla Statute 1006.75 – significant benefit to students

Trustee Rick Piccolo questioned if the University will need additional assets to manage this program and how it will affect the budget.

Regional Vice Chancellor Kemker acknowledged that there will be a cost however, there are advantages to having this service.

Trustee Tim Boaz questioned the number of students who actively engage with Career Services prior to the changes.

Executive Director Cynthia Gravino confirmed that students are tracked through career fairs and other employee engagement events. Approximately eight thousand students are seen per year.

Chair Oscar Horton questioned if this service could also be used as a warning to students. He also questioned if this service is mandatory for students.

Regional Vice Chancellor Kemker acknowledged that this service will facilitate the tools for students to use in order to select a career path of their choice. It is a mandatory requirement for students to touch base with the Career Center otherwise, a CS (Career Services) hold will be put in place. This is a requirement throughout the SUS of Florida.

Trustee Luran Monbarren had a question related to students who have trouble choosing a career path.

Executive Director Cynthia Gravino commented that the Career Literacy Workshop along with the associated educational components is very helpful. Students are also referred to the Dash Boards created by the Board of Governors in order to get a realistic view of selected career paths.

Provost Ralph Wilcox commented that this is one part of the statutory requirements that we have to meet. The other parts will be made public in January. It's called My Florida Future Dash Board. The dash board will include information on salary earnings, student loans by institutions, levels and majors.

Trustee Les Muma had concerns on the number of students who will be engaging in the Career Hub. There's also a concern of a short fall in next year's budget.

Provost Ralph Wilcox commented that this is an unfunded mandate and will be part of our budget planning process next year. With regard to the Career Hub and Career Services; we'll need to give consideration to growing resource needs. This is going to be a partnership between each of the colleges and the students who will enroll in them.

President Rhea Law commented that this will be a message to the legislature. For us to promote our needs so that we can meet the statutory requirements and promote programs that will allow our students to be successful.

Trustee Monbarren questioned if all of the universities in our system will request additional funds for the career readiness program. Legislation will be in January and February of 2022.

Chair Horton had questions concerning the cost. President Law made an official request to Regional Vice Chancellor Kemker to enquire the cost of the career readiness program.

Chair Oscar Horton requested a motion to approve which was given by Trustee Tim Boaz and seconded by Trustee Luran Monbarren. The Career Readiness proposed plan was approved.

### **New Business – Information Items**

#### **Faculty Tenure: An Overview**

Provost Ralph Wilcox and Senior Vice Provost Dwayne Smith discussed the concept of tenure in higher education. Topics to be briefly presented will include what tenure is and is not, why it is important at present,

who is eligible for tenure and how it is obtained, how many faculty achieve tenure, what proportion of the faculty are tenured/tenure-track, and how high levels of performance by tenured faculty is maintained.

A power point was presented which highlighted the following:

- Faculty Tenure: An Overview
- What is Tenure & What Is It Not?
- Why is Tenure Important?
- Who is Eligible & How Does a Faculty Member Earn Tenure?
- How Many USF Faculty Earn Tenure? An Analysis of Assistant Professor COHORTS 2011-2015 (N=202)
- What Proportion of USF Faculty Have Earned Tenure?
- How Does USF Ensure High & Sustained Levels of Performance Following The Award of Tenure

Trustee Rick Piccolo had questions on the process of when a professor loses Tenure. Senior Vice Provost Dwayne Smith commented that there are many opportunities for a professor to improve. There is a Performance Improvement Plan available.

Trustee Tim Boaz thanked the Provost and his team on the great Tenure presentation. Trustee Boaz briefly explained what happens when Tenure faculty becomes unproductive and fall below acceptable levels on evaluations. He also commented on the following:

- Extensive periodic program reviews
- Tenure has great value. It doesn't cost anything to offer
- Salary Increases
- Effective and productive Tenure faculty operating at a high level
- Economic and financial implications

Chair Oscar Horton questioned the length of time that it takes to relieve a tenured professor of his or her duties should they become unproductive and receive unacceptable evaluations.

Vice Senior Vice Provost answered that it will take approximately 2 to 3 years with due process. Provost Ralph Wilcox commented that professional misconduct can result in an accelerated dismissal of a tenured professor.

Trustee Rick Piccolo complemented and thanked Trustee Tim Boaz and staff for briefing and bringing him up to date on current items.

This was an informational item therefore, no vote was needed from the Trustee members.

Having no further business Chair Oscar Horton adjourned the ACE committee meeting.

**Agenda Item: IV.a**

**USF Board of Trustees  
Acce Committee  
February 22, 2022**

**Issue:** Impact of Methodology Change for Research Expenditures at USF

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**Information Item:** No action required

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**Executive Summary:**

The *One USF* Research Enterprise spans several fields of global impact and encompassed \$568M in research efforts in FY21. The interdisciplinary research cuts across healthcare, engineering, Cyber, arts, education, sciences, and much more, captured in several of our research surveys, ranking USF departments and faculty among the top in the nation. USF continues to strengthen its initiatives and methodologies for enhancing research productivity and accurately reporting research expenditures.

In 2019, USF self-initiated a review of its process for reporting the university's research spending, resulting in new reporting methodology. Under this new methodology, USF excluded certain organizational units, funds, and projects that were included in prior years, impacting the reporting of research expenditures and thus the NSF HERD survey. This report is a continuation of this multi-year improvement of our methodology framework and structure, guided by accountability best practices, to further enhance reporting of research expenditures at USF. The report identifies three initial strategies to ensure that the university is fully reporting faculty research productivity and corresponding research expenditures.

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**Strategic Goal(s) Item Supports: Research and Innovation Excellence**

**BOT Committee Review Date: February 22, 2022**

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

- Strategies for Enhancing Research Expenditures

**Prepared by:** Sylvia W. Thomas, Gerard D. Solis



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

## **Tuesday, February 22, 2022**

### **Strategies for Enhancing Research Expenditures at USF**

**Sylvia Thomas**

**Interim Vice President for Research & Innovation  
President/CEO, USF Research Foundation**

**Gerard Solis**

**General Counsel, Office of the General Counsel**





The Research Enterprise of *One USF* spans local, state, national, and international arenas.

The research impact cuts across healthcare, engineering, Cyber, arts, education, sciences, and much more, captured in several of our research surveys, ranking USF departments and faculty among the top in the nation.

Fueled by an ecosystem of \$568M in research efforts in FY21, supported by

**803**

**Active Principal Investigators**

(as of January 31, 2022)

**829**

**Proposals Submitted**

(as of January 31, 2022)

**1883**

**Awards Accepted**

(as of January 31, 2022)

**3586**

**Active Research Projects**

(as of January 31, 2022)

## The path forward will focus on

- \* operational efficiency and effectiveness, commercialization, service leadership and integrity, and creative innovation
- \* excellence in research and innovation to further USF's mission as a public research university, addressing significant world challenges to position USF as one of the world's top research universities

## Strategic Areas of Focus



Analytics and Data  
Science: Integrating  
USF Digitally



Biology  
by Design



Design, Arts, and  
Performance



Global and  
National Security



Health, Society  
and Biomedical Science



Social Justice and  
Human Rights



Sustainability,  
Environmental, and  
Oceanographic Sciences

# Initial Strategies for Enhancing Reporting of Research Expenditures at USF

1. review USF's FY2020 Higher Education Research and Development (HERD) survey response and the internal methodology for calculating research expenditures
2. catalogue USF's affiliations with the H. Lee Moffitt Cancer Center and Research Institute (MCC) to identify unreported research expenditures that can be properly attributed to USF
3. articulate USF's total research impact apart from the HERD survey, including the activity of researchers with USF faculty appointments at affiliated institutions

**Agenda Item:** IV. B.

**USF Board of Trustees**  
February 22, 2022

**Issue:** Advancing the Student Journey at USF

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**Proposed action:** N/A

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**Executive Summary:** A review of the student success journey at USF, from recruitment to enrollment, graduation and job placement. Included will be an overview of student debt and default with strategies we have implemented to enhance the journey toward degree completion and career success.

**Financial Impact:** N/A

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**Strategic Goal(s) Item Supports:** Goal 1 and Goal 4

**BOT Committee Review Date:** February 22, 2022

**Supporting Documentation Online (*please circle*):**

Yes

No

- Advancing the Student Journey at USF

**Prepared by:** Paul Dosal



# Advancing the Student Journey at USF

Academics & Campus Environment Committee - USF Board of Trustees  
February 22, 2022



## **Dr. Paul Dosal**

Vice President for Student Success

## **Billie Jo Hamilton**

Associate Vice President for  
Enrollment Planning & Management

## **Dr. Moez Limayem**

Lynn Pippenger Dean  
Muma College of Business



# In Pursuit of Excellence

- ▶ GOAL 1: Student Success at USF and beyond
  - ▶ To promote the success of well-educated, highly skilled, and adaptable alums who, as lifelong learners, lead enriched lives, contribute to the democratic process, function as engaged community citizens, and thus thrive in a dynamic global market.
- ▶ GOAL 4: A diverse and inclusive community for learning and discovery
  - ▶ To provide a safe, inclusive, and vibrant community for learning, discovery, creative activities, and transformative experiences enabled through adaptive design of physical, social, and digital environments.

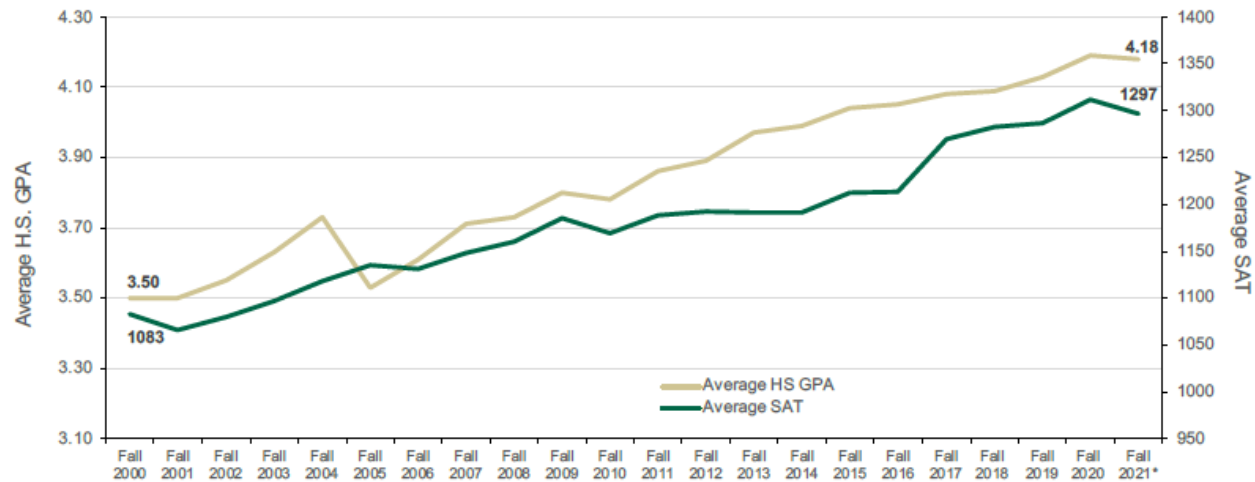
# Summer/Fall FTIC Applicants, Admits & Enrolled

Summer/Fall	Applicants	Admits	Conversion %	Enrolled	Yield %
2021	50,368	24,881	49.4%	6,336	25.5%
2020	38,701	19,059	49.2%	5,823	30.6%
2019	41,089	18,724	45.6%	5,577	29.8%
2018	40,085	16,856	42.1%	5,145	30.5%
2017	38,743	17,484	45.1%	5,001	28.6%
2016	34,967	16,040	45.9%	4,861	30.3%
2015	36,067	16,137	44.7%	4,880	30.2%
2014	32,512	15,192	46.7%	4,775	31.4%
2013	32,118	14,454	45.0%	4,614	31.9%
2012	31,387	13,791	43.9%	4,618	33.5%

Source: USF Office of Admissions



# Academic Profile of Incoming FTIC Students

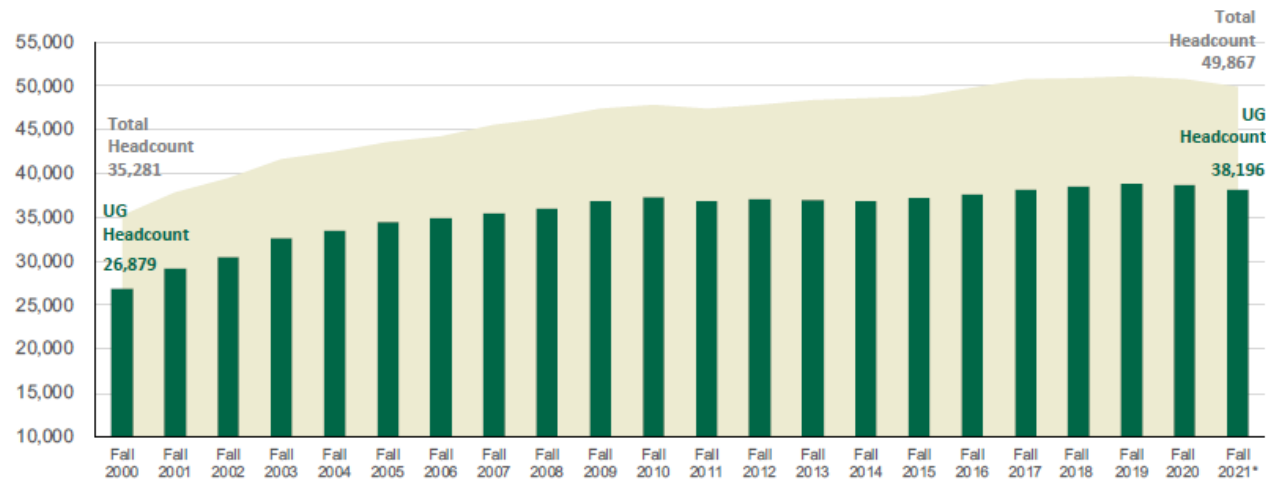


Metric	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
FTIC Academic Profile (HSGPA)	3.50	3.50	3.55	3.63	3.73	3.53	3.61	3.71	3.73	3.8	3.78	3.86	3.89	3.97	3.99	4.04	4.05	4.08	4.09	4.13	4.19	4.18
	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021*
FTIC Academic Profile (Average SAT-2 Part)	1083	1066	1080	1097	1118	1135	1131	1148	1160	1185	1169	1188	1192	1191	1191	1212	1213	1270	1283	1287	1312	1297
	NA	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021*

Source: USF Office of Decision Support. \*Drop/Add data.

# Undergraduate Student Enrollment

## Fall 2000-Fall 2021



Metric	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
TOTAL Student Headcount	35,281	37,798	39,499	41,612	42,556	43,591	44,251	45,524	46,334	47,341	47,800	47,362	47,854	48,330	48,543	48,784	49,810	50,783	50,853	51,082	50,803	49,867
	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021*
Undergraduate Student Headcount	26,879	29,203	30,445	32,625	33,458	34,474	34,937	35,451	36,031	36,863	37,347	36,840	37,100	36,999	36,894	37,143	37,601	38,123	38,470	38,803	38,738	38,196
	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021*

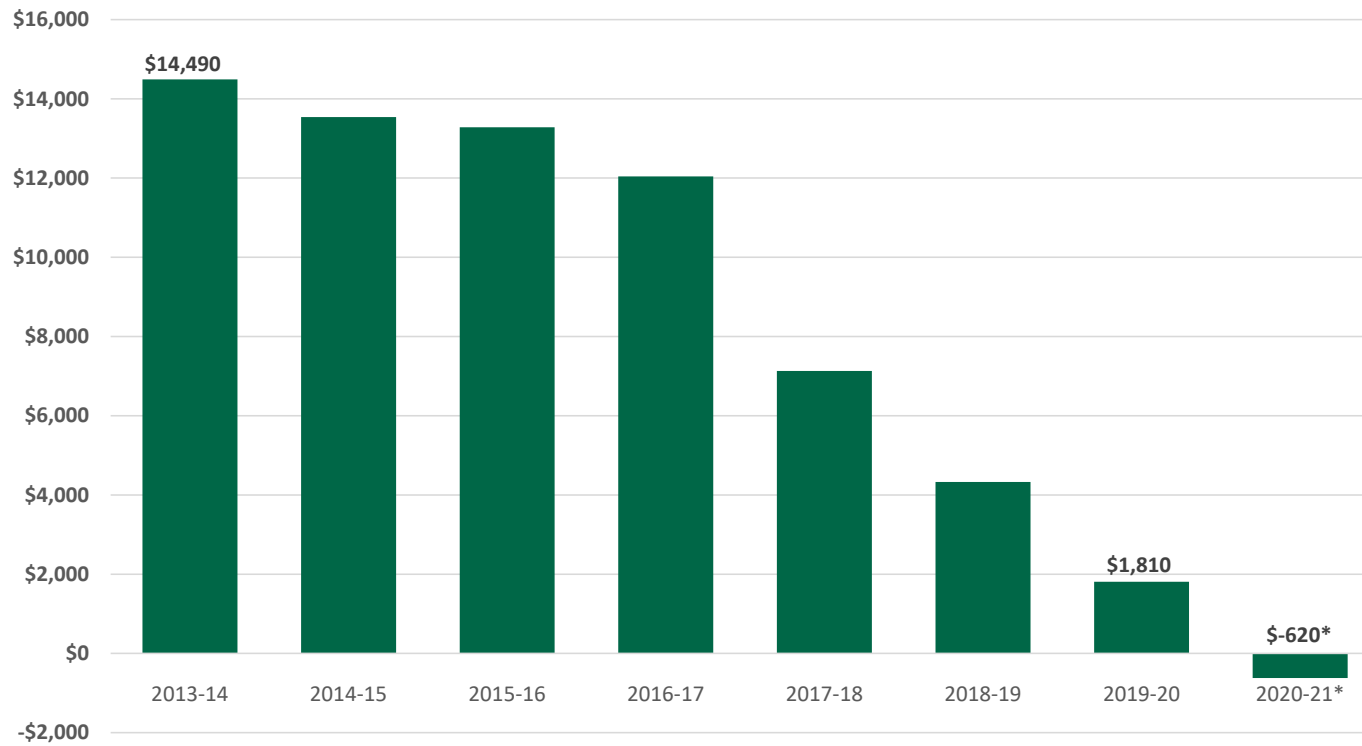
Source: USF Office of Decision Support. \*Drop/Add data. Note: Enrollment reflects degree- and non-degree students

# Race/Ethnicity of Undergraduate Students 2000-2021

Metric	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
White Student Headcount	18,967	20,016	20,650	21,933	22,115	22,548	22,839	22,906	23,262	23,574	23,260	22,366	21,915	21,128	20,317	19,893	19,603	19,441	19,102	18,954	18,430	17,834
White Student Headcount (% Total)	71%	69%	68%	67%	66%	65%	65%	65%	65%	64%	62%	61%	59%	57%	55%	54%	52%	51%	50%	49%	48%	47%
Black Student Headcount	3,092	3,488	3,742	4,091	4,149	4,280	4,297	4,421	4,352	4,319	4,216	4,078	3,963	3,816	3,780	3,730	3,667	3,742	3,659	3,627	3,452	3,307
Black Student Headcount (% Total)	12%	12%	12%	13%	12%	12%	12%	12%	12%	12%	11%	11%	11%	10%	10%	10%	10%	10%	10%	9%	9%	9%
Hispanic Student Headcount	2,750	2,964	3,209	3,513	3,528	3,770	4,096	4,535	4,923	5,313	5,930	6,249	6,517	6,867	7,073	7,339	7,419	7,563	7,915	8,121	8,481	8,375
Hispanic Student Headcount (% Total)	10%	10%	11%	11%	11%	11%	12%	13%	14%	14%	16%	17%	18%	19%	19%	20%	20%	20%	21%	21%	22%	22%
Asian Student Headcount	1,533	1,635	1,734	1,894	1,847	1,918	2,014	2,118	2,166	2,279	2,211	2,064	2,103	2,078	2,121	2,185	2,359	2,387	2,458	2,613	2,762	2,936
Asian Student Headcount (% Total)	6%	6%	6%	6%	6%	6%	6%	6%	6%	6%	6%	6%	6%	6%	6%	6%	6%	6%	6%	7%	7%	8%
Native American Student Headcount	99	119	130	153	144	136	158	168	176	184	151	128	112	78	83	71	82	80	70	66	65	51
Native American Student Headcount (% Total)	0.4%	0.4%	0.4%	0.5%	0.4%	0.4%	0.5%	0.5%	0.5%	0.5%	0.4%	0.3%	0.3%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.1%
Native Hawaiian or Pacific Islander Student Headcount	Reporting for the 4-year cohort is not a standard IPEDS metric with the 6-year being the focal metric; data previous to the 2000 cohort is not included in this data set.										29	64	87	105	104	89	74	63	58	61	41	46
Native Hawaiian or Pacific Islander Student Headcount (% Total)											0.1%	0.2%	0.2%	0.3%	0.3%	0.2%	0.2%	0.2%	0.2%	0.2%	0.1%	0.1%
Two or More Race Student Headcount											337	630	937	1,140	1,295	1,344	1,410	1,484	1,498	1,561	1,595	1,584
Two or More Race Student Headcount (% Total)											1%	2%	3%	3%	4%	4%	4%	4%	4%	4%	4%	4%
Non Resident Alien Student Headcount	438	468	433	358	955	975	670	570	512	480	547	672	885	1,222	1,583	1,935	2,213	2,292	2,409	2,426	2,454	2,718
Non Resident Student Headcount (% Total)	2%	2%	1%	1%	3%	3%	2%	2%	1%	1%	1%	2%	2%	3%	4%	5%	6%	6%	6%	6%	6%	7%

Source: USF Office of Decision Support. \*Drop/Add data

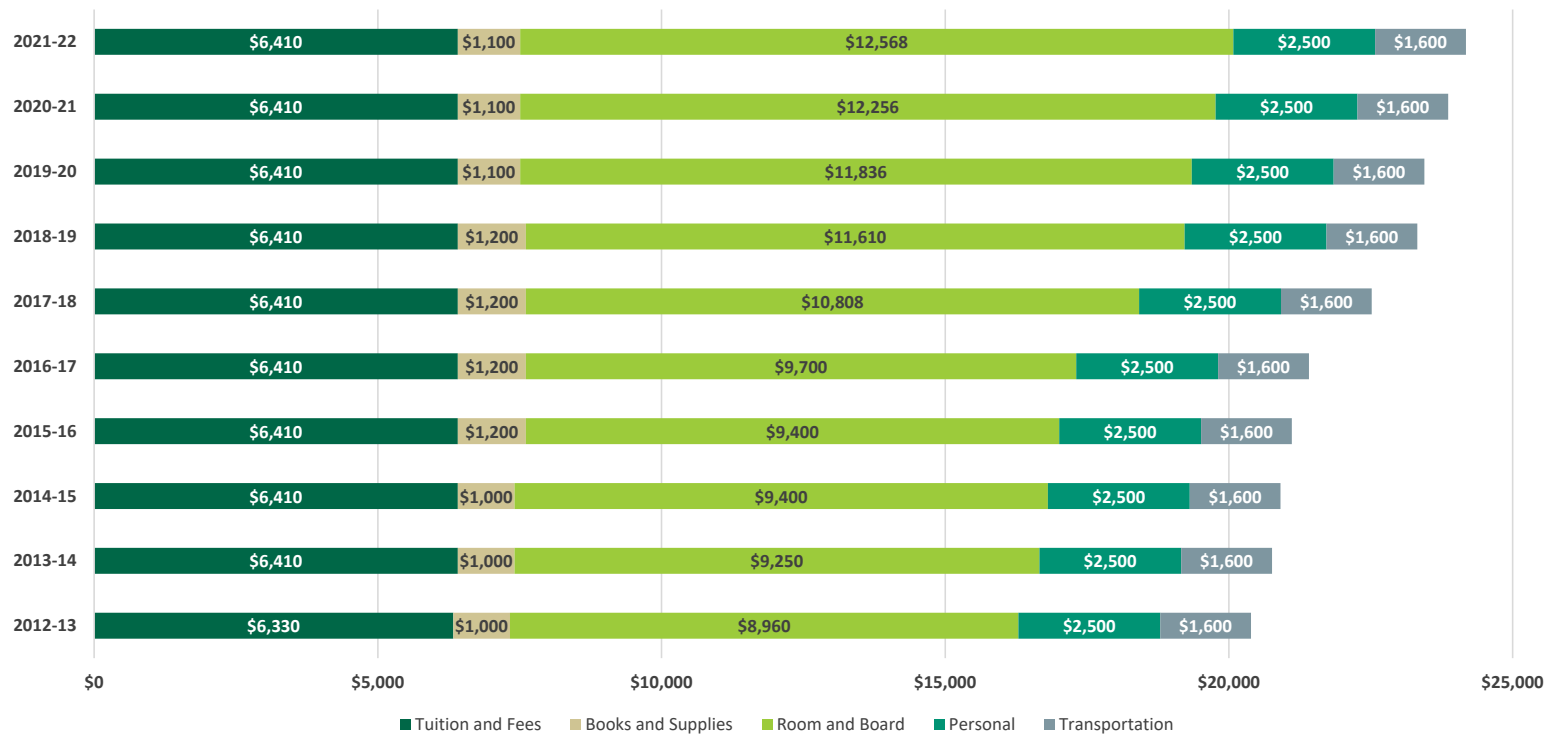
# Average Net Cost for a 4-Year USF Degree



\*Preliminary projection/forecast

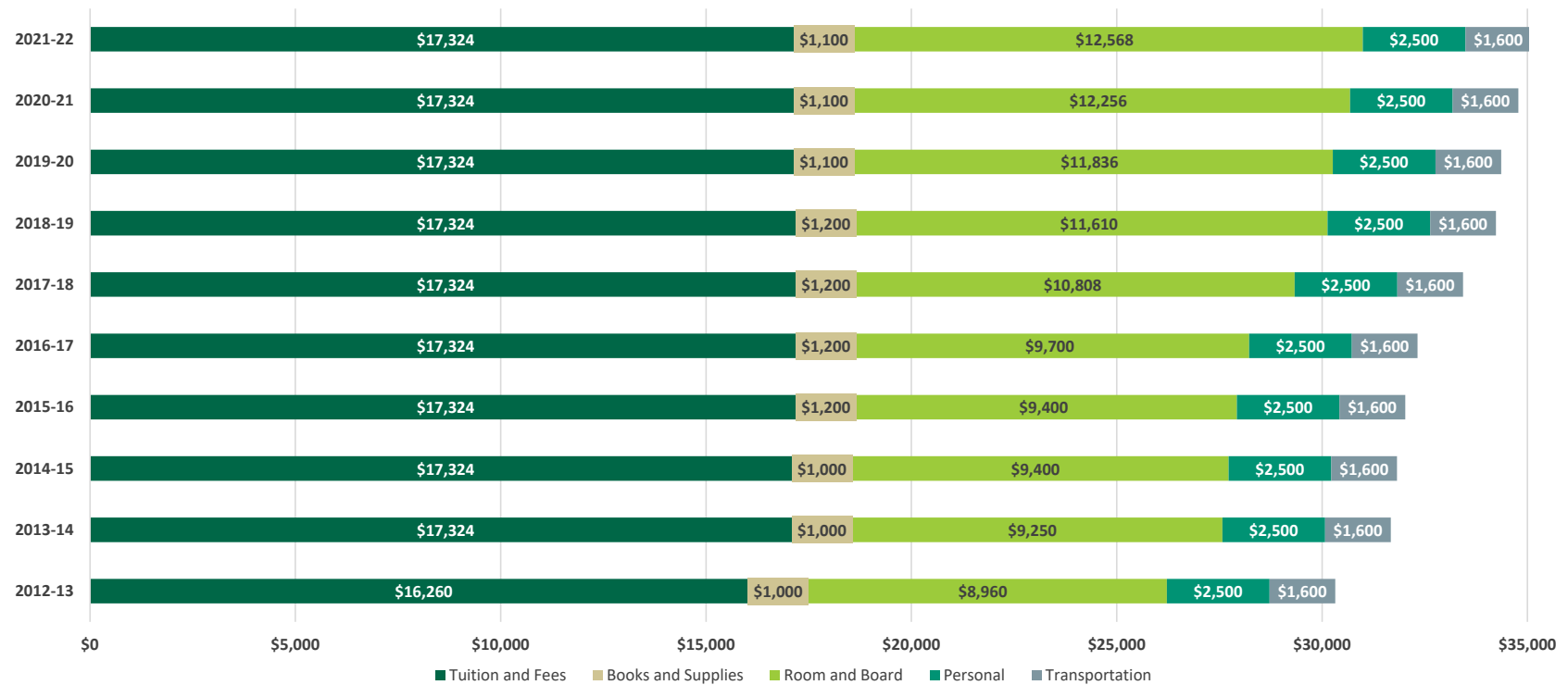
# USF Cost of Attendance

## Florida Resident Undergraduate in On-Campus Housing



# USF Cost of Attendance

## Non-Resident Undergraduate in On-Campus Housing



# FTIC Student Debt Upon Graduation



Source: Common Data Set

2020 National Average = \$36,635

# FTIC Student Debt for the SUS

Institution	2019-20	
	Average Debt	% Borrowing
Florida Gulf Coast University	\$27,077	46%
Florida Agricultural and Mechanical University	\$26,819	82%
Florida Atlantic University	\$23,439	51%
University of Central Florida	\$22,381	46%
Florida State University	\$21,425	44%
University of West Florida	\$21,165	48%
University of South Florida	\$21,128	48%
Florida International University	\$19,705	45%
University of Florida	\$19,688	31%
University of North Florida	\$19,338	47%
New College of Florida	\$19,066	41%
<b>SUS AVERAGE</b>	<b>\$21,930</b>	<b>48%</b>

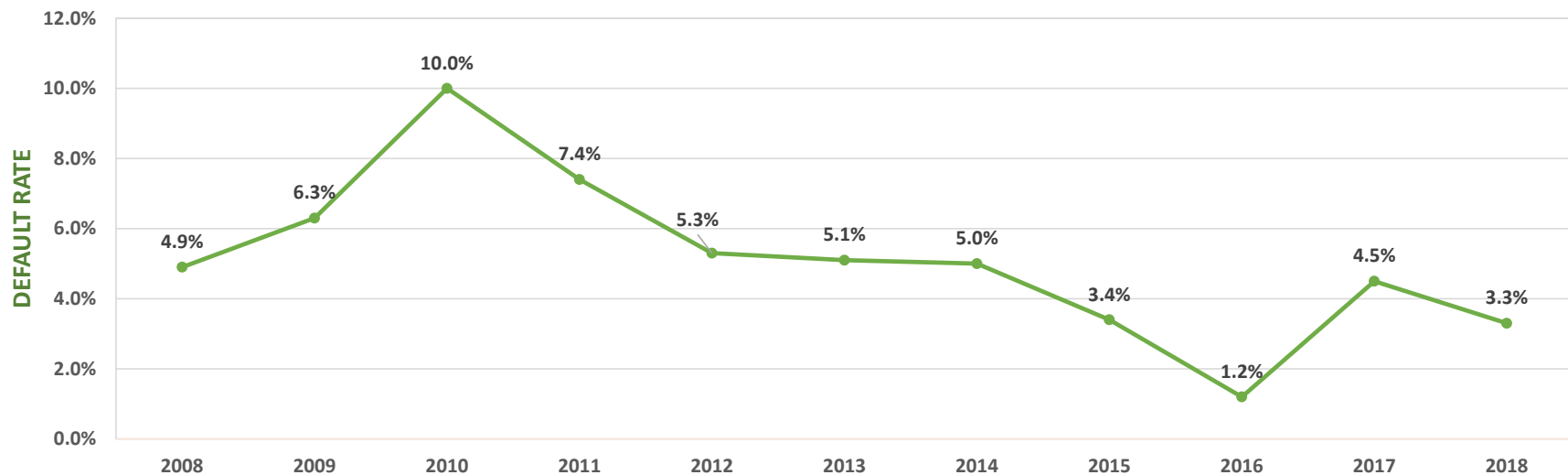
Source: Common Data Set



## FTIC Debt for USF Students Graduating July 1, 2020 - June 30, 2021 - Race/Ethnicity

	% OF TOTAL STUDENTS	STUDENT COUNT	COUNT OF BORROWERS	% BORROWING	AVERAGE DEBT
Asian/Pacific Islander	11%	548	146	27%	\$17,629
Black Non-Hispanic	11%	549	343	62%	\$22,342
Hispanic	22%	1070	519	49%	\$19,182
American Indian/Alaskan Native	1%	48	21	44%	\$16,931
Non-Resident Alien	0%	15	1	7%	\$3,400
Not Reported	3%	123	40	33%	\$16,469
White Non-Hispanic	52%	2542	1089	43%	\$21,503
<b>TOTAL</b>	<b>100%</b>	<b>4895</b>	<b>2159</b>	<b>44%</b>	<b>\$20,670</b>

# 10-Year Federal Cohort Default Rate (Default calculation changed from a 2 to 3-year rate in 2010)

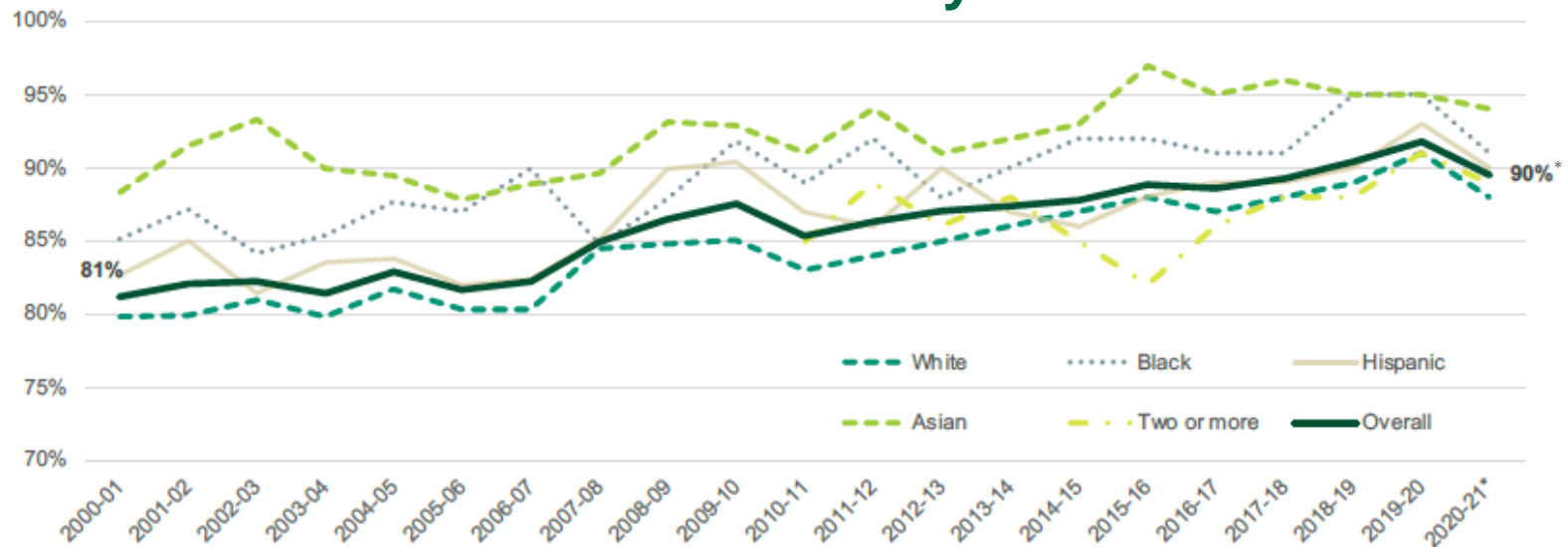


Years are based on federal fiscal year. For example, the 2018 year includes students who entered repayment Oct.1, 2017 to Sept. 30, 2018 and who were in default as of Sept. 30, 2021. The national default rate for 2018 is 7.3%.

Source: US Department of Education

# FTIC Retention Rate - Race/Ethnicity

## Full Time Only



Metric	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21*
FTIC Freshman Retention Rate (FT only)	81%	82%	82%	81%	83%	82%	82%	85%	86%	88%	85%	86%	87%	87%	88%	89%	89%	89%	90%	92%	90%*
FTIC Freshman Retention Rate - White	80%	80%	81%	80%	82%	80%	80%	85%	85%	85%	83%	84%	85%	86%	87%	88%	87%	88%	89%	91%	88%*
FTIC Freshman Retention Rate - Black	85%	87%	84%	85%	88%	87%	90%	85%	88%	92%	89%	92%	88%	90%	92%	92%	91%	91%	95%	95%	91%*
FTIC Freshman Retention Rate - Hispanic	83%	85%	81%	84%	84%	82%	82%	85%	90%	90%	87%	86%	90%	87%	86%	88%	89%	89%	90%	93%	90%*
FTIC Freshman Retention Rate - Asian (Prior to 2010 Asian included Pacific Islander race/ethnicity)	88%	92%	93%	90%	89%	88%	89%	90%	93%	93%	91%	94%	91%	92%	93%	97%	95%	96%	95%	95%	94%*
FTIC Freshman Retention Rate - Two or More Races	Federal reporting of race/ethnicity changes required to be implemented in 2010. Data mapping for 'Two or More Races' before 2010 is not readily available for retention										85%	89%	86%	88%	85%	82%	86%	88%	88%	91%	89%*

Source: USF Office of Decision Support, IPEDS Methodology. \*Preliminary data

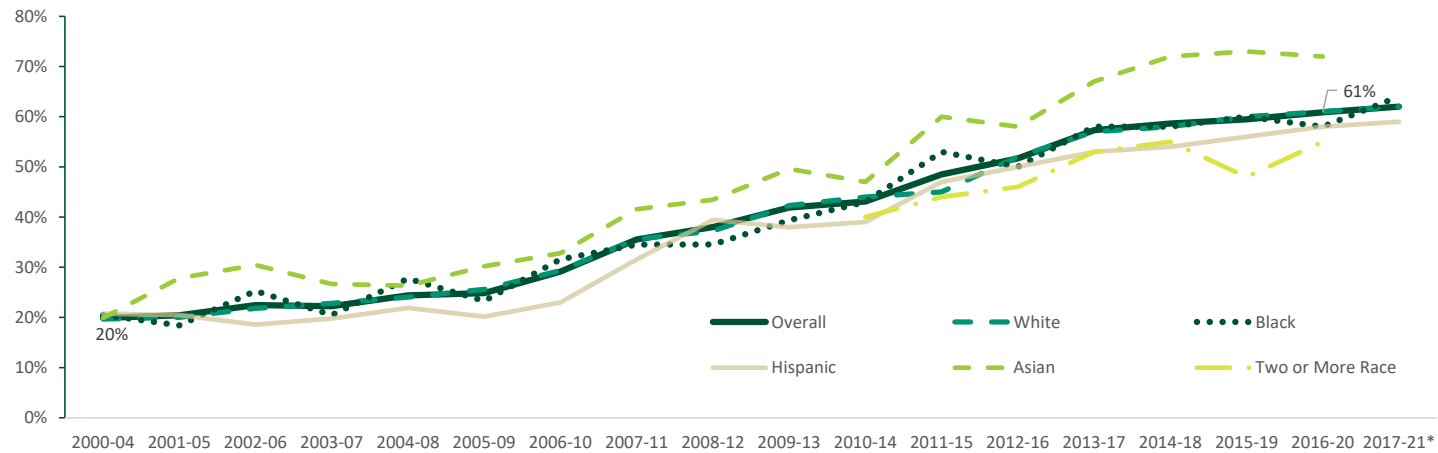
# FTIC Academic Progress Rate

## Performance Based Funding Metrics

Academic Progress Rate [Second Fall Retention Rate with At Least a 2.0 GPA for Full-Time FTIC Students]										
	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Actual	86.4	86.2	86.6	87.6	89.8	86.4*	-	-	-	-
Approved Goals	85.6	87.5	87.4	89.0	90.3	90.8	91.4	91.5	91.6	-
Proposed Goals	-	-	-	-	-	88.0	90.0	91.0	92.0	92.0

\*Preliminary projection/forecast

# FTIC 4-Year Graduation Rate - Race/Ethnicity Full-Time Only



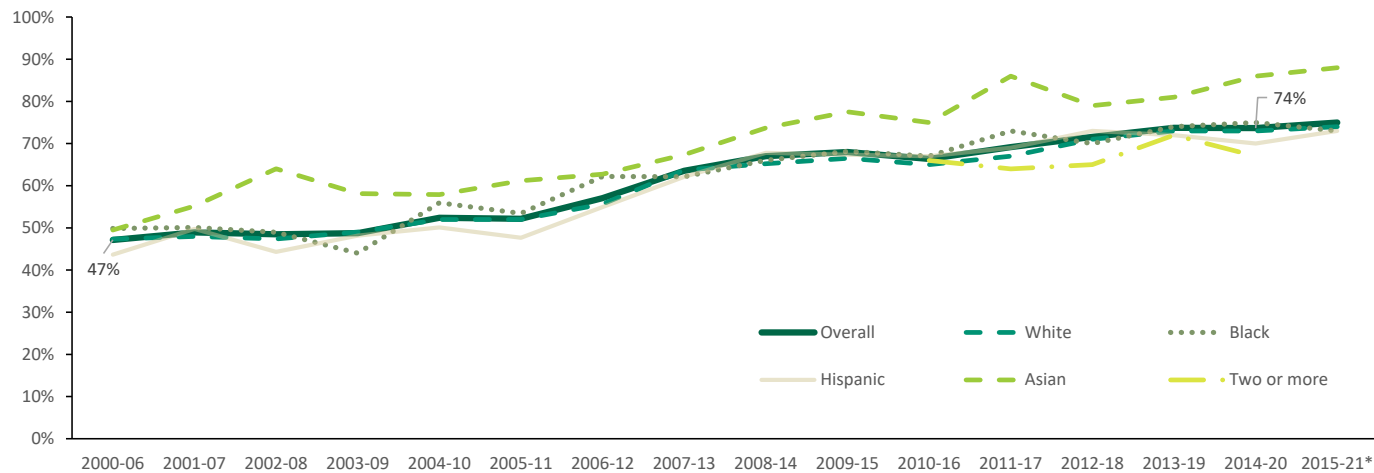
Metric	2000-04	2001-05	2002-06	2003-07	2004-08	2005-09	2006-10	2007-11	2008-12	2009-13	2010-14	2011-15	2012-16	2013-17	2014-18	2015-19	2016-20	2017-21*
FTIC 4-year Graduation Rate (FT only)	20%	20%	22%	22%	24%	25%	29%	36%	38%	42%	43%	48%	52%	57%	59%	59%	61%	62%*
FTIC 4-year Graduation Rate (FT only) - White	20%	20%	22%	23%	24%	26%	29%	36%	37%	42%	44%	45%	52%	57%	58%	60%	61%	62%*
FTIC 4-year Graduation Rate (FT only) - Black	20%	18%	25%	20%	28%	23%	32%	35%	35%	39%	43%	53%	50%	58%	58%	60%	58%	64%*
FTIC 4-year Graduation Rate (FT only) - Hispanic	21%	20%	19%	20%	22%	20%	23%	32%	39%	38%	39%	47%	50%	53%	54%	56%	58%	59%*
FTIC 4-year Graduation Rate (FT only) - Asian (Prior to 2010 Asian included Pacific Islander race/ethnicity)	20%	28%	30%	27%	26%	30%	33%	42%	43%	50%	47%	60%	58%	67%	72%	73%	72%	72%*
FTIC 4-year Graduation Rate (FT only) Two or More Races	Federal reporting of race/ethnicity changes required to be implemented in 2010. Data mapping for "Two or More Races" before 2010 is not readily available for retention.										40%	44%	46%	53%	55%	48%	55%	63%*

\*Preliminary data

Source: USF  
Office of Decision  
Support, IPEDS  
Methodology

# FTIC 6-Year Graduation Rate - Race/Ethnicity

## Full-Time Only

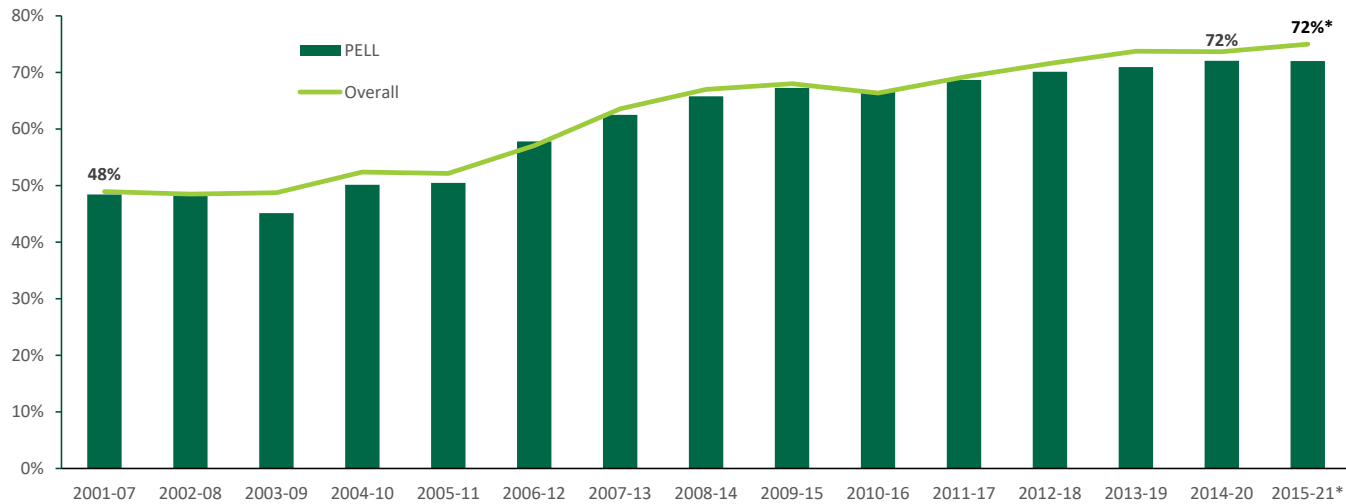


Metric	2000-06	2001-07	2002-08	2003-09	2004-10	2005-11	2006-12	2007-13	2008-14	2009-15	2010-16	2011-17	2012-18	2013-19	2014-20	2015-21*
FTIC 6-year Graduation Rate (FT only)	47%	49%	48%	49%	52%	52%	57%	64%	67%	68%	66%	69%	72%	74%	74%	75%*
FTIC 6-year Graduation Rate (FT only) - White	47%	48%	47%	49%	52%	52%	56%	64%	65%	66%	65%	67%	71%	73%	73%	74%*
FTIC 6-year Graduation Rate (FT only) - Black	50%	50%	49%	44%	56%	53%	62%	62%	66%	68%	67%	73%	70%	74%	75%	73%*
FTIC 6-year Graduation Rate (FT only) - Hispanic	44%	50%	44%	48%	50%	48%	55%	62%	68%	67%	67%	69%	73%	72%	70%	73%*
FTIC 6-year Graduation Rate (FT only) - Asian (Prior to 2010 Asian included Pacific Islander race/ethnicity)	50%	55%	64%	58%	58%	61%	63%	67%	74%	78%	75%	86%	79%	81%	86%	88%*
FTIC 6-year Graduation Rate (FT only) Two or More Races	Federal reporting of race/ethnicity changes required to be implemented in 2010. Data mapping for "Two or More Races" before 2010 is not readily available for retention.										66%	64%	65%	72%	67%	64%*

\*Preliminary data

Source: USF Office of  
Decision Support,  
IPEDS Methodology

# FTIC 6-Year Graduation Rate - Pell Recipients



Metric	2001-07	2002-08	2003-09	2004-10	2005-11	2006-12	2007-13	2008-14	2009-15	2010-16	2011-17	2012-18	2013-19	2014-20	2015-21*		
FTIC 6-year Graduation Rate (FT only) - Pell	48%	48%	45%	50%	50%	58%	63%	66%	67%	67%	69%	70%	71%	72%	72%*		
	2001-05	2002-06	2003-07	2004-08	2005-09	2006-10	2007-11	2008-12	2009-13	2010-14	2011-15	2012-16	2013-17	2014-18	2015-19	2016-20	2017-21*
FTIC 4-year Graduation Rate (FT only) - Pell	20%	22%	19%	22%	23%	29%	32%	34%	39%	42%	48%	50%	54%	55%	57%	61%	62%*

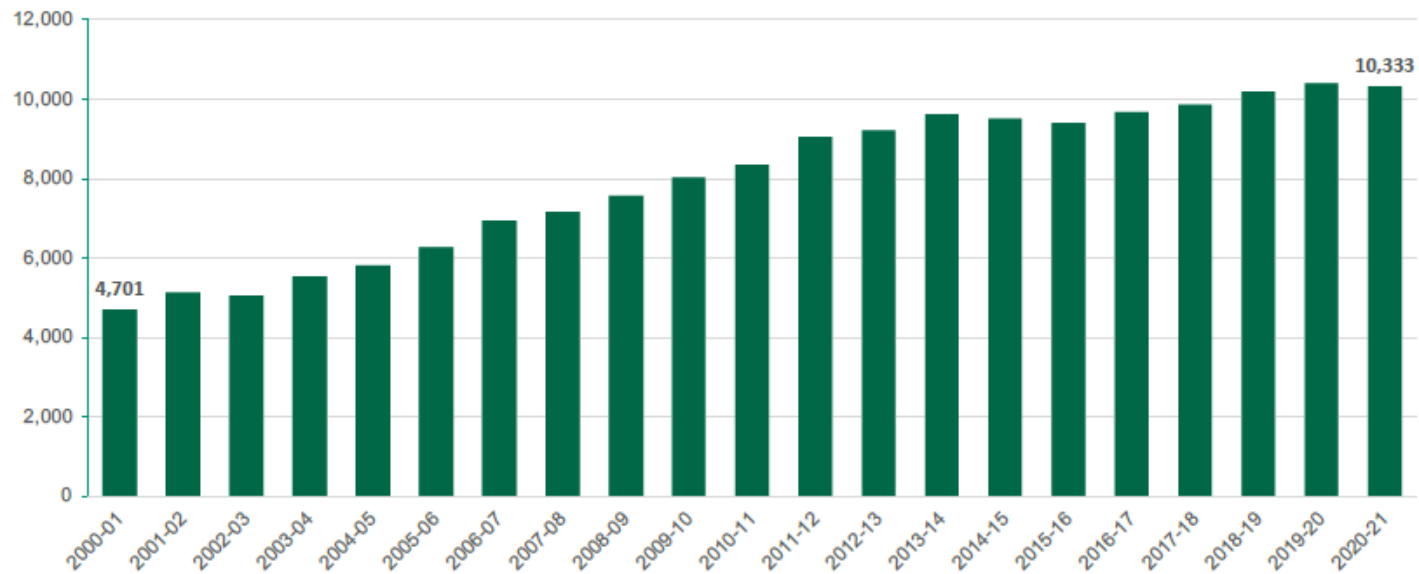
\*Preliminary data  
Source: USF Office of Decision Support, IPEDS Methodology

# Enhancing Our National Model for Student Success

	Cohort	USF *	4-Year Publics	Public VHR	Public AAUs	FL SUS
<b>FTIC Retention - ALL</b>	<b>2019-20</b>	<b>92%</b>	<b>75%</b>	<b>88%</b>	<b>92%</b>	<b>87%</b>
FTIC Retention - Black	2019-20	95%	NA	NA	NA	NA
FTIC Retention – Hispanic	2019-20	93%	NA	NA	NA	NA
FTIC Retention – Pell	2014-18	92% (internal data)	NA	NA	NA	NA
<b>FTIC 4-YR Grad Rate - ALL**</b>	<b>2014-18</b>	<b>59%</b>	<b>32%</b>	<b>53%</b>	<b>63%</b>	<b>44%</b>
FTIC 4-YR Grad Rate - Black**	2014-18	60%	NA	NA	NA	NA
FTIC 4-YR Grad Rate – Hispanic**	2014-18	56%	NA	NA	NA	NA
FTIC 4-YR Grad Rate – Pell**	2014-18	55%	NA	NA	NA	NA
<b>FTIC 6-YR Grad Rate – ALL</b>	<b>2014-20</b>	<b>74%</b>	<b>47%</b>	<b>73%</b>	<b>82%</b>	<b>65%</b>
<b>FTIC 6-YR Grad Rate - Black</b>	<b>2014-20</b>	<b>75%</b>	<b>37%</b>	<b>63%</b>	<b>72%</b>	<b>63%</b>
<b>FTIC 6-YR Grad Rate – Hispanic</b>	<b>2014-20</b>	<b>70%</b>	<b>44%</b>	<b>68%</b>	<b>76%</b>	<b>59%</b>
<b>FTIC 6-YR Grad Rate – Pell</b>	<b>2014-20</b>	<b>71%</b>	<b>42%</b>	<b>64%</b>	<b>76%</b>	<b>65%</b>
<b>Source: IPEDS</b>						
*Note: The data listed is in line with nationally available data						
**IPEDS reporting of 4-year graduation rate is based on the 6-year cohort so the 4-year graduation rates are 2-years cohort lag						



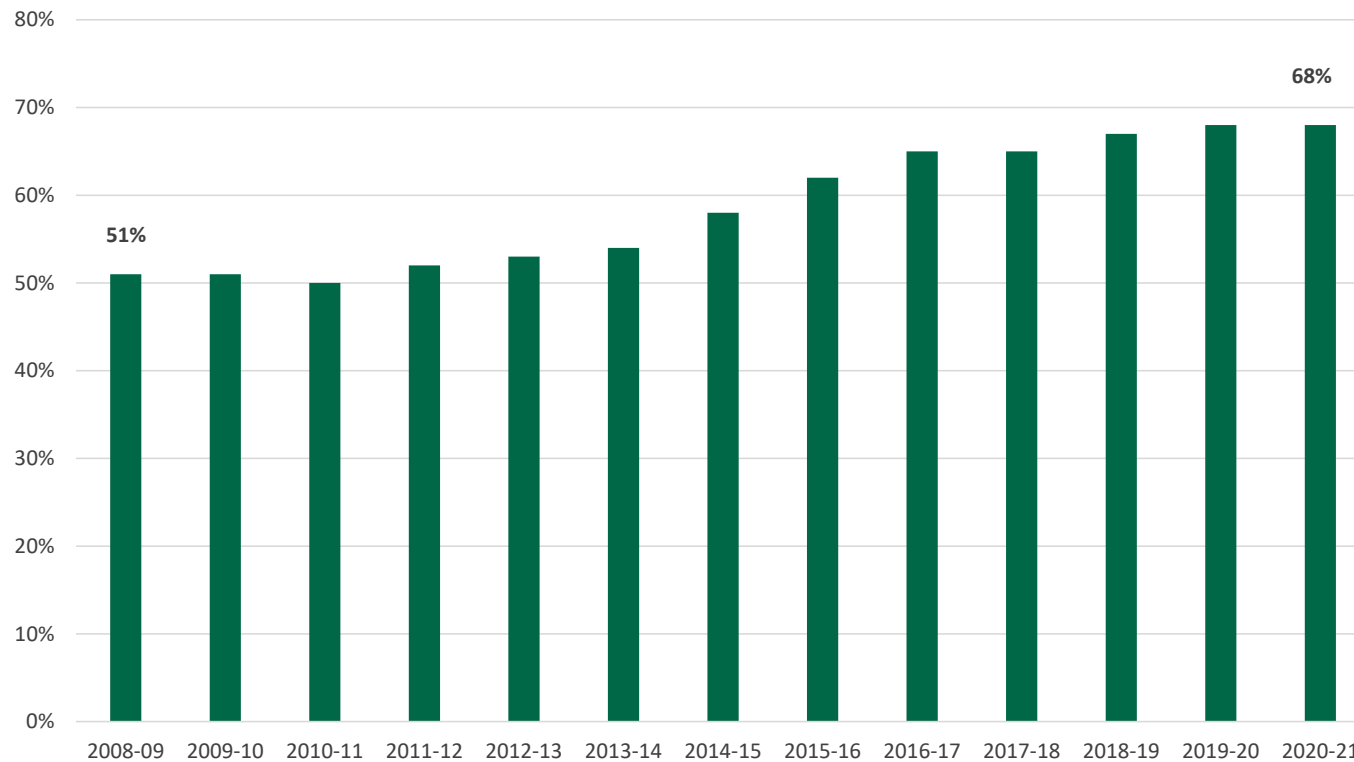
# Baccalaureate Degrees Awarded



Metric	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Baccalaureate Degrees Awarded	4,701	5,124	5,045	5,532	5,803	6,255	6,937	7,172	7,561	8,036	8,347	9,049	9,214	9,617	9,511	9,408	9,680	9,856	10,184	10,400	10,333

Source: USF Office of Decision Support.

## Baccalaureate Degrees in Areas of Strategic Emphasis\*



Source: Florida Board of Governors Accountability Plan methodology, USF Office of Decision Support. \*Areas of Strategic Emphasis are defined by the Florida Board of Governors.

# Student Talent Development and Career Placement

## Performance Based Funding Metrics

Percent of Bachelor's Graduates Enrolled or Employed (\$25,000+)										
	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Actual	69.6	70.0	70.4	71.6	71.8	-	-	-	-	-
Approved Goals	66.8	70.5	70.5	71.4	72.8	73.1	74.0	74.5	75.0	-
Proposed Goals	-	-	-	-	-	73.0	74.0	74.0	75.0	75.0

Median Wages of Bachelor's Graduates Employed Full-time										
	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Actual	38,000	37,300	38,000	39,400	40,800	-	-	-	-	-
Approved Goals	36,300	38,600	39,100	38,768	40,375	40,980	41,544	42,000	42,500	-
Proposed Goals	-	-	-	-	-	41,000	41,600	42,000	42,500	42,500

Source: 2021 USF Accountability Plan

# MyFloridaFuture Dashboard



Welcome to **MyFloridaFuture**, a college and career planning tool dedicated to providing students and parents with a wealth of information to help make better-informed decisions about educational options in the State University System of Florida. This interactive site will allow you to explore data at the System level and by individual institutions, including information on salary, graduate employment, student debt, and additional educational opportunities.

Explore each tab to learn more about the options available to students in the State University System. In many cases, you may hover over data points with your mouse to reveal more details.



## Earnings Over Time

Compare post-graduate earnings for each academic program at 1, 5, and 10 years after graduation



## Compare Earnings

Compare low, median, and high wages of multiple programs simultaneously



## Beyond the Bachelor's

Explore earnings potential over time of pursuing additional education beyond the bachelor's degree



## Earnings by Major Group

View interquartile ranges for post-graduation earnings in a single display for quick comparison



## Typical Loan Amounts

Examine the proportion of students in the university system who graduate with student loan debt



## Loans Over Time

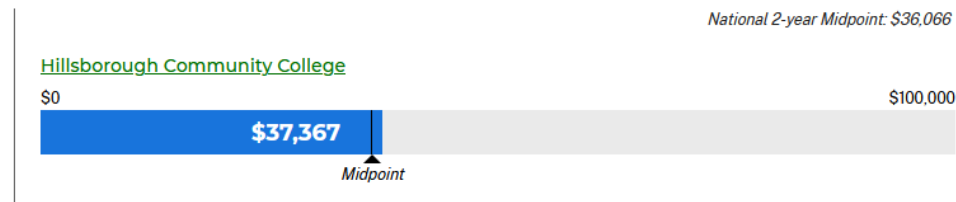
Explore the projected monthly student loan debt payments as a proportion of monthly earnings over a ten year period

# U.S. Dept. of Education College Scorecard

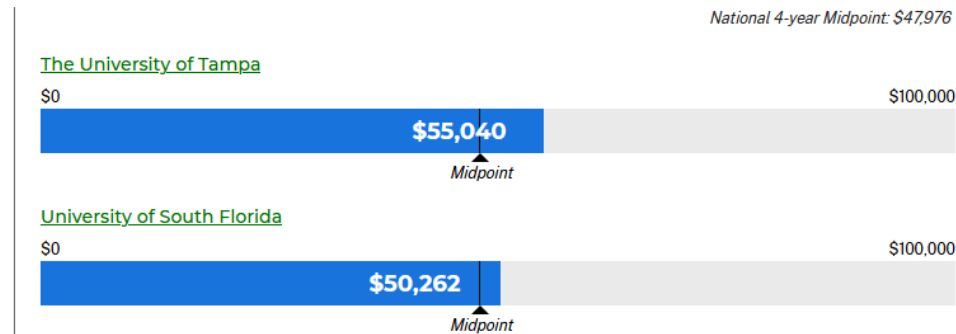
## Median Earnings <sup>1</sup>

The median earnings of former students who received federal financial aid at 10 years after entering the school.

### 2-YEAR SCHOOLS



### 4-YEAR SCHOOLS



## Enhancing Student Talent

- Provide visionary and innovative leadership for Career Services at USF to scale up and apply best practices across all campuses,
- SWOT analysis of Career Services at USF — and restructure as needed,
- Ensure timely implementation of statutory requirements through the USF Career Hub,
- Work in partnership with the colleges, Innovative Education, the Office of Corporate Partnerships etc., to improve USF's outcomes in *MyFloridaFuture* and PBF metrics #1 (% employed) and #2 (median wages), and the updated *College Scorecard*,

## Enhancing Student Talent (continued)

- Fulfill requirements of the recommendations in the BOG-approved report of the *Task Force on Academic and Workforce Alignment*,
- Establish and launch the USF *Council on Student Talent Development, Internships and Career Placement*. Purpose/Charge, Membership, Organizational Structure, Meeting(s) Calendar etc., and
- Provide leadership for curriculum (re)design to integrate *High Impact Practices* and *Critical Skills* into the USF Curriculum.

# Highlights

## Points of Pride

- USF generated the greatest improvements in six-year graduation rates among all four-year public institutions in the country: **51.7% in 2011 to 68.4% in 2015**. (Chronicle of Higher Education, [Almanac, 2017-2018](#))
- We have narrowed and/or eliminated the achievement gap by race/ ethnicity and socio-economic status.
- These achievements earned USF the ACE/Fidelity Investments Award for Institutional Transformation in 2019.
- Significantly reduced the cost-to-degree for USF graduates.
- Reduced the borrowing rate, loan amount and default rate for USF graduates.
- Led the SUS in percentage of baccalaureate degrees awarded in Programs of Strategic Emphasis.

## Areas of Strategic Focus for Improvement

- APR & Retention Rate
- Summer FTICs
- Gender Gap
- Disparities by college or campus
- Career placement
- Increase the diversity of incoming FTIC class