



Board of Trustees  
Meeting – 9:30 am  
Tuesday, August 22, 2023  
Student Center Ballroom - Petersburg Campus

Chair Will Weatherford welcomed everyone to the St. Petersburg campus Student Center Ballroom and convened the Board of Trustees meeting.

**Chair Weatherford's Opening Comments**

- May 2023 - USF was accepted into the AAU
- USF continues to receive welcoming support from the community.
- Excitement surrounding our upcoming Football Season
- USF will seek approval for the USF Stadium at the BOG Meeting next week

The Chair asked Kiara Gayle to call the Roll.

**Kiara Gayle called the Roll**

Trustee Sandy Callahan  
Trustee Mike Carrere  
Trustee Rogan Donnelly  
Trustee Mike Griffin  
Trustee Cesar Esmeraldi  
Trustee Oscar Horton  
Trustee Jasinski Schneider  
Trustee Luran Monbarren  
Trustee Shilen Patel  
Trustee Rick Piccolo  
Trustee Melissa Seixas  
Trustee Will Weatherford

A quorum was established.

**Student Presentation**

Audrey Bandt provided a video and shared her experience at USF St. Petersburg.

Audrey grew up in Tampa, observing the natural environment from a young age. She was drawn to the marine biology program at USF, specifically at the St. Petersburg campus, and credit coursework at USF. She learned the importance of community engagement and education in the sciences, which are pillars of NOAA's mission and work. Courses like "Cultural Anthropology" and "National Parks: Ecotourism vs Sacred Space" emphasized the importance of indigenous knowledge and history of place. To engage in science education, Audrey participated in the USF College of Marine Science Education Outreach program in summer 2022. They worked with young students from across the country, teaching them about climate impacts and local ecosystems. Audrey hopes to continue this engagement, as well as work with Dr. Teresa Greely's Oceanography Camp for Girls this summer. Audrey has also worked as a research assistant with a graduate student studying nitrogen pollution levels in Southern Leopard Frogs. After graduating from USF, Audrey hopes to attend graduate school and do conservation research while also focusing on education.

Trustee Seixas thanked Audrey for her presentation and for sharing her unique experience at USF St. Petersburg. She thanked her for highlighting the Oceanography Camp for Girls, Trustee Seixas along with Duke Energy were the founding sponsors and have been involved with the program since it started thirty-two years ago.

Chair Weatherford complimented Audrey on her outstanding communication skills and excellent representation of USF. He wished her luck in the future.

### **President's Report**

President Rhea Law thanked Audrey for making this meeting special and sharing her experience at USF.

President Law's provided an update highlighting the following:

- USF is back in session with over 50,000 students attending our campuses
- The USF Residence Halls are full- 900 students on the St. Petersburg campus, 6500 on the Tampa campus and 200 students are expected to live on the Sarasota Manatee campus next year.
- 182 academically strong members from the class of 2027 will come to the USF Morsani College of Medicine. 25% are from groups traditionally unrepresented by medicine.
- USF welcomes approximately 225 new full time faculty members.
- Welcome back ceremonies were held across the USF campuses
- 2300 students from 36 states - 71 nations participated in the USF commencement ceremonies – the youngest student was 18 years old with a degree in Political Science and the most experienced student was 67 years old with a Master's degree in Library and Information Sciences. 19 students had a 4.0 GPA. 85 students were Veterans.

- President Law participated in an orientation for AAU in Washington DC
- Philanthropy – USF raised \$157 million – there were 37,500 donors
- Last month News Week ranked USF as one of Americas Greatest Workplaces for 2023
- Forbes has identified USF as one of the Best Employers for Women – USF is ranked 15
- 22 Faculty members received the USF Outstanding Research Achievement Award. There will be a celebration later this month.
- New Program – Achieve Study -Aging Cognitive Health Evaluation in Elders– Led by researchers from John Hopkins University. Participants from USF were Dr. Terri Chisolm, Vice Provost for Strategic Planning, Performance and Accountability; Dr. Michelle Arnold, Assistant Professor in the College of Behavioral and Community Sciences and Dr. Victoria Sanchez- Assistant Professor in the USF College of Medicine
- Western Flyer Vessel
- USF Sarasota - Manatee Student Center and Residence Hall will open fall 2024
- Football – The President encouraged all to come out and support the USF Bulls Athletic Program

USF Provost Prasant Mohapatra and Vice President for Student Success, Dr. Cindy DeLuca provided a brief academic overview for the fall semester. This is Provost Mahapatra’s first fall semester at USF.

- August 7<sup>th</sup> USF welcomed a group of more than 200 new faculty members.
- August 17<sup>th</sup> we held a Balloon Drop Ceremony
- The President and Provost participated in riding in an ice cream truck and handing out ice cream. Mango was a favorite flavor among students.
- Provost Mohapatra has begun visiting colleges and departments on campus.
- Welcomed new and returning students to all USF campuses

Vice President Cindy Deluca provided an update on the 2023 fall semester incoming Students. Her comments highlighted the following:

- USF welcomes 49,000 new and continued students to our three campuses
- Enrollment - Enrollment Data- Drop/Add -Final Benchmark Data
- USF processed more than 65,000 undergraduate applications. A 30% increase from 2 years ago.
- The USF Admissions Team collaboration with institutional partners to bring in a high achieving academically strong incoming class.
- 6800 new undergraduate FTIC and transfer students - 2775 new graduate students across all three campuses
- Our newest Bulls represent 46 states and 139 countries. 57 % are female and 43% are male
- In the enrollment category there is a slight increase in the black and non-reported categories.
- 1 in 4 of our new undergraduates are Pell Grant eligible

- We are expecting the fall 2023 class to boast an average high school GPA of 4.25, an average SAT score of 1306 and an average ACT score of 28
- This year's class include 68 new National Merit Scholars.
- Welcomed 684 new students to the Judy Genshaft Honors College; with a combined high school GPA of 4.36 an average SAT of 1387 and an average ACT of 31
- Residential communities on both the Tampa and St. Petersburg campuses are at full capacity. A record was set on the Tampa campus of 2573 students moving in on a single day. The St. Petersburg campus welcomes the largest group in their history of 967.
- Recruitment planning for 2024 – Restructuring our One USF Admissions
- A new Financial Aid leveraging model and a new Admissions predictive analytics model
- Collaborations within and across the USF campuses

VP DeLuca gave sincere appreciation to team members on all three campuses for their part in finding the best and brightest students to attend the University of South Florida.

Chair Weatherford thanked Provost Mahapatra, VP DeLuca and their teams for a tremendous job well done managing during such a busy time of the year.

### **New Business – Action Items**

#### **FL 101 – Approval of Minutes**

April 19, 2023

June 13, 2023

After having no changes to the minutes, Chair Weatherford requested a motion to approve. The motion was given by Trustee Carrere, seconded by Trustee Jasinski Schneider, and the minutes were approved.

### **Consent Agenda**

#### *Governance Committee Approved Items*

**FL 102** – DSO Board Members for USF Foundation, Inc.

**FL 103** – DSO Board Members for USF Intercollegiate Athletic Association

**FL 104** – Amendments to BOT Governance Policy 07-001 and BOT Operating Procedures

**FL 105** – USF Office of Public Policy Events

#### *Audit & Compliance Committee Approved Items*

**FL 106** – Revised Compliance & Ethics Charter

#### *Finance Committee Approved Items*

**FL 107** – Legislative Budget Requests

a. USF LBR

b. FIO LBR

**FL 108** – 2023-24 University E&G Carryforward Spending Plan

**FL 109** – Fixed Capital Outlay Budget  
**FL 110** – Recreation Field Relocation Project  
**FL 111** – Purchasing Threshold Changes  
*ACE Committee Approved Items*  
**FL 112** – Regulation 6.0163 – Students of Concern Assistance Team  
**FL 113** – Tenure as a Condition of Employment  
**FL 114** – Regulation – Post Tenure Review  
**FL 115** – USF Textbook & Instructional Materials Affordability Annual Report  
**FL 116** – Self-Supporting and Market Tuition Rate – College Credit Programs Annual Report  
**FL 117** – 2023-2024 Linking Industry to Nursing Education (LINE) Fund Proposals

Chair Weatherford reported on behalf of the Governance Committee. After a thorough review of all items, the committee recommended approval.

Trustee Callahan reported on behalf of the Audit and Compliance Committee. After a thorough review of one item, a revised charter, the committee recommended approval.

Vice Chair Griffin reported on behalf of the Finance Committee. After a thorough review of all items, the committee recommended approval.

Trustee Horton reported on behalf of the ACE Committee. After a thorough review of all items, the committee recommended approval.

### **UFF Representative**

UFF President Steve Lang's comments highlighted the following topics:

- A record budget for USF
- New AAU membership
- New building projects
- Sailing competitions on September 9<sup>th</sup> and 10<sup>th</sup>. For the first time USF will host a sailing competition on September 17<sup>th</sup> and again in October 2023.
- USF Preeminence
- Consolidation confusion, tuition freeze and Covid – Despite the setbacks USF is on its way to the Top 25 Research Universities.
- Faculty Contracts
- USF Faculty are on the front lines learning and teaching new techniques
- Faculty submitting more Grant applications than ever
- Collective Bargaining Agreements
- Artificial Intelligence (AI)
- Successful faculty stay at USF
- Post Tenure Review Regulation - Sustained Performance Evaluations
- Articles and PRT Regulations
- AAUP, Reports and Sanctions

- Faculty Recruiting and Retention
- Creating a cohesive culture

### **Public Comments**

Kriztina Kovats originally from Transylvania gave comments on her connection with USF. Her daughter previously attended USF and her son is currently in a graduate program here.

For the past 30 years she has been an honorary member of the US Tennis Association, International Tennis Association, World Wide Sport Outreach and an affiliation with IMG Academy.

Ms. Kovats comments surrounded the fact that the USF tennis courts are in desperate need of upgrades. She has previously reached out to investors for several years requesting financing for a tennis performance facility and competition complex, which was designed several years ago. She commented that USF is in the perfect location to bring in the best student players, and would like the opportunity to meet and discuss research that she has done on ways to generate potential revenue for a new facility.

Chair Weatherford thanked Ms. Kovats for sharing her information and concerns. He acknowledged the fact that she has a very interesting idea that he would be willing to learn more about. The Chair suggested that she start by speaking with Leadership Team members, Vice President of Alumni Jay Stroman and Athletic Director Michael Kelly.

After having no changes to the consent agenda, Chair Weatherford requested a motion to approve it as is. The motion was given by Trustee Callahan, seconded by Trustee Carrere and the consent agenda items FL 102 – FL 117 was approved.

### **New Business – Action Items**

#### **FL 118 – Ratification of the CBA between USF and the Police Benevolent Association (PBA)**

Sr. Associate General Counsel Craig Dawson presented.

The University of South Florida and the West Central Florida Police Benevolent Association (“PBA”) have reached a tentative agreement on a successor Collective Bargaining Agreement (“CBA”) between the Parties. The PBA notified the University on August 11, 2023 that it has ratified the proposed CBA. Ratification by the Board is required for the changes to go into effect.

Attorney Dawson acknowledged and thanked the members of the USF and PBA Bargaining Teams and also HR Director Angela Sklenka and her team for their tireless work. He gave special thanks to outside Counsel and Chief Negotiator John Dickenson, for his numerous years of dedication and partnership with USF; and wished him the best of luck in his retirement.

Attorney Dawson thanked the Board members for their consideration of the proposed CBA and ongoing support of the department's recruitment and retention efforts.

On behalf of the Board and USF community, Chair Weatherford thanked Chief Negotiator Dickenson for the many years of incredible work that he's done on behalf of the University of South Florida and wished him well in his retirement. Attorney Dickenson participated in today's meeting virtually.

On behalf of the Labor Committee Trustee Carrere thanked Chief Negotiator Dickenson for his years of professionalism, expertise, and service to USF.

Trustee Carrere commented on the great outcome of the PBA agreement. It is performance based and maintains USF's competitiveness. He acknowledged the professionalism of the USF security team; regardless of the situation they are always efficient and there to assist at any time. He thanked the security personnel on all three campuses for their service to the university.

Chair Weatherford thanked Attorney Craig Dawson and requested a motion to approve FL 118. It was given by Trustee Seixas, seconded by Trustee Carrere and approved.

### **119 – Linking Industry to Nursing Education (LINE) Fund Proposals**

College of Nursing Dean Usha Menon Presented.

The Linking Industry to Nursing Education (LINE) fund provides an opportunity for each state university to receive dollar-for-dollar matching funds to match contributions from a healthcare partner. Gift funds and matching funds may be used for any of the following priorities: student scholarships, recruitment of additional faculty, purchasing or repairing equipment to support the delivery of nursing education, and/or updating nursing simulation centers.

Having no questions from the Board members, Chair Weatherford requested a motion to approve FL 119. The motion was given By Trustee Horton, seconded by Trustee Patel and approved.

### **FL 120 – Annual Equity Report**

USF Provost Prasant Mohapatra presented.

The Florida Equity Report is required annually under the Florida Educational Equity Act (Section 1000.05 F.S.) and the Florida Board of Governors Regulation 2.003 Equity and Access. A power point was provided - 2023 Florida Equity Report – For Academic Year July 2021 – June 2022. It highlighted the following:

- One USF Tenure Faculty, Fall 2022
- One USF Tenure -Track Faculty, Fall 2022
- One USF Non-Tenure Earning Faculty, Fall 2022
- One USF Administrators, Fall 2022

- Protected-Class Representation in the Tenure Process
- Looking Ahead

Trustee Seixas wanted to know the percentage of minority groups that are in the job market and have earned new Ph.D.'s.

The Provost commented that nationally, the pool for recruitment for diverse faculty is not as large as they would like for it to be.

Trustee Seixas questioned the average job postings (openings) that we've had in the past couple of years.

Provost Mahapatra commented that next year, One USF may recruit more than 100 faculty.

Trustee Seixas questioned the process for seeking diverse candidates and ensuring that there is a diverse recruiting and interviewing panel.

Director of Human Resources Angie Sklenka commented that the recruiting process at USF is focused on diverse recruiting and is also being refreshed.

There are digital strategies as well as human touch strategies. We must first find the clients, stay in constant contact by building a relationship before the postings go out.

Trustee Jasinski Schneider provided a brief insight on the recruiting process. Networking and portraying a certain image is very important. There is a combination of internal and external strategies. Posting in the Chronical for Higher Education as well as across other organizations when recruiting for an academic position.

Trustee Carrere questioned the impact of having a higher percentage of women than men enrolled at the university. Do we anticipate this changing or remaining the same?

Based on previous experience the Provost doesn't predict the percentage to increase but will eventually level off. This matter will be closely monitored.

The Provost also commented on recruiting more diverse faculty to USF. We shouldn't solely rely on advertisement but should play the cards that we are dealt by networking to attract talented faculty to our university. USF is an AAU institution located in an area where there is low cost of living.

Trustee Carrere's comments concerned a department which was implemented to attract the best and brightest students and faculty as well as creating opportunities through partnerships.

Chair Weatherford thanked the Provost for his presentation. The Chair's comments concerned our impressive recruitment strategies as well as the diversity of students at USF. Our commitment to the university continues as we make great strides.

The Chair requested a motion to approve FL 120, it was given by Trustee Piccolo, seconded by Trustee Griffin and approved.

### **FL 121 – BOG Statement of Free Expression**

Chair Weatherford provided an update on the BOG Statement of Free Expression

At the January 2022 Board of Governors meeting, the Board approved the Civil Discourse Final Report. To promote civil discourse in the State University System, the Board of Governors, the presidents of Florida's twelve public universities, adopted a "Statement of Free Expression" in 2019. The Board's Statement of Free Expression was endorsed by the twelve state Universities as a vehicle to establish, maintain, and support a full and open discourse and the robust exchange of ideas and perspectives on all university campuses.

Chair Weatherford commented that we are reviewing and endorsing the same statement from 2022. We are reinforcing our commitment to civil discourse and free expression. A copy of the statement was included in the Trustees materials.

Having no questions concerning the Statement of Free Expression, Chair Weatherford requested a motion to approve FL121. It was given by Trustee Griffin, seconded by Trustee Carrere and approved.

### **FL 122 – President's 2023 – 2024 Goals**

Chair Weatherford commented that as a Board, one of our critical responsibilities is to evaluate the performance of our University President. We have aligned the President's goals with the structured goals of the university.

The President's goals were previously presented to the Governance Committee as an informational item and included in their materials. The Present's 2023-2024 goals is presented today to the full Board for their approval.

Per the President's contract: On or before August 15th of each contract year, the President shall provide the Board Chair with a list of proposed goals and objectives. Once approved by the Board Chair the proposed list of goals and objectives shall be submitted by the President to the Governance Committee of the Board of Trustees for consideration. Following consideration by the Governance Committee, the proposed goals and objectives shall be presented for review and approval by the Board.

Chair Weatherford asked USF President Rhea Law to provide an update on the goals.

President Law provided a brief update on the 2023-2024 goals. She reported that they fall under the same 4 pillars of last year's goals, with more specific criteria. The President provided the following information as it relates to the goals.

-An overview of the general areas of focus

-The added flexibility to the goals – modifications can be made if needed

Chair Weatherford requested a motion to approve FL122-The President's 2023-2024 Goals. The motion was given by Trustee Seixas, seconded by Trustee Esmeraldi and approved.

Chair Weatherford acknowledged the detailed work done by both the Board of Trustees and the committees which they serve on. He then opened the floor for the BOT Roundtable Discussion.

### **BOT Roundtable Discussion**

Trustee Jasinski Schneider commented on behalf of the USF faculty. The faculty members are very excited about USF having AAU recognition.

Trustee Jasinski Schneider gave recognition to Provost Mohapatra for organizing a committee and putting a policy in place as it relates to the Post Tenure Reviews.

DEI is also a faculty concern as well as bills that were passed during the Legislative Session and how it affects our curriculum, teaching, recruiting and retention.

Vice Chair Griffin acknowledged the great men and women in law enforcement. He thanked them for their service and for keeping USF campuses safe.

Trustee Esmeraldi commented on behalf of the USF students. They were delighted to know that One USF as well as Mental Health were both reflected in the Goals.

Chair Weatherford commented on the challenges we face on our campuses and in the communities. We're all committed to USF and focused on what matters. Together we're stronger.

Trustee Carrere comments were on reoccurring funding from the State, USF having an increase in faculty members and attracting the best and brightest students. Trustee Carrere asked if we will request more funding in order to increase the ratio of our students and faculty.

Chair Weatherford thanked President Law, Mark Walsh and his team in Government Relations for their service to USF and the terrific work that they do in Tallahassee working with legislators and telling the USF story.

Chair Weatherford commented that we're able to show the investments that were made and the results in which they generated. The sessions in Tallahassee are about to begin; USF has the credibility and will continue to request more funding.

Trustee Carrere congratulated everyone instrumental in the success of securing reoccurring funds at USF.

Having no further business Chair Weatherford thanked everyone for participating and adjourned the Board of Trustees meeting.