



Board of Trustees

Tuesday, December 5, 2023
9:30 AM

MINUTES

Chair Will Weatherford welcomed everyone and convened the December meeting of the Board of Trustees.

Chair Weatherford's Comments

The Chair commented that it's an exciting time of the year. One of the great pleasures of serving as a Board member is having the opportunity to work with other incredible members of the Board.

Chair Weatherford reported that Trustee Rick Piccolo was announced by the FAA as the Airport Administrator of the year. We are honored to have such a distinguished member with credibility on our Board.

Chair Weatherford attended an event at the Academy Prep Center of Tampa in honor of Trustee Oscar Horton, who was awarded the 2023 Fred Ridley Grand Oak Award. Not only does Trustee Horton run a successful business, he and his family have given back to the community and to USF for many years. The Chair commended Trustee Horton for giving back to education, caring about this community and for serving on the USF Board of Trustees.

Chair Weatherford and President Law made comments regarding the attacks in Israel on October 7th. A full transcript of the remarks can be found [here](#).

Chair Weatherford asked Kiara Gayle to call the roll.

Kiara Gayle called the roll.

Trustee Sandy Callahan- Not in attendance
Trustee Mike Carrere
Trustee Rogan Donnelly
Trustee Cesar Esmeraldi
Trustee Mike Griffin

Trustee Oscar Horton
Trustee Jenifer Jasinski Schneider
Trustee Lauran Monbarren
Trustee Shilen Patel
Trustee Fredrick Piccolo
Trustee Melissa Seixas
Trustee Will Weatherford

Student Presentation –Julio Figueroa

Julio provided a power point presentation and shared his story.

Julio Figueroa, a senior majoring in business analytics and information systems in the Muma College of Business. While working as a bartender in Key West in 2011, he met Special Operations Forces soldiers who inspired him to take the unexpected path of joining the U.S. Army and serve as a “night stalker,” a role nicknamed for its dedication to nighttime operations. He was deployed to Afghanistan, Iraq and Guatemala as an avionics technician and leader of the downed aircraft recovery team. Figueroa is now giving back to the veteran community by volunteering in the USF Office of Veteran Success. He also interns at SOFWERX, where he conducts market research to find resources or experts to collaborate on innovative solutions serving U.S. Special Operations Command, headquartered at MacDill Air Force base.

Chair Weatherford thanked Julio for serving our country with honor and distinction. He also commended him for being an ambassador for the 1400 plus veterans who attend USF. The veteran community and the University of South Florida are intricately linked more so than any other university in the country. Chair Weatherford commented that Julio is a great representation of what it means to be a Bull and USF is honored to have him.

Chair Weatherford moved on to the next agenda item.

President’s Report

President Law thanked Julio for his sacrifices and for everything he does for the University of South Florida.

President Law reported on the following:

Fall Commencement – Over 4400 students will receive degrees. 43 were named King O’Neill Scholars. These are students who have achieved a perfect 4.0 GPA. The youngest graduate is 18 years old earning a bachelor’s degree in biomedical science. The most experienced student is 72 years old earning a bachelor’s degree in history. President Law encouraged everyone to come out and participate in the ceremonies.

The USF Bulls – The USF football team has qualified to play in a bowl game. The bowl game will be held December 21st in Boca Raton against Syracuse. The President commended Coach Golesh on doing a fantastic job this season and making it the to a bowl game during his first year coaching at USF. Coach Golesh was recently recognized by the College Football Network as one of the season’s top performing first year coaches. He’s also a finalist for the annual Coach of the Year Award.

The men and women’s basketball season is underway. Last week the women’s basketball team broke their all-time attendance record during Education Day. There was a sellout crowd of over 8500 people in attendance from 85 local schools.

The women’s volleyball team won the American Athletic Conference East Division title. Last week the USF women soccer team welcomed longtime associate head coach Chris Brown as the third head coach in the programs history.

Earlier this fall we received the Florida Board of Governors approval for our financing plan for the on-campus stadium, which signals the state support for this transformational facility. Vice Presidents Jay Stroman and Michael Kelly will address this later in today’s meeting.

Last month the APLU had their annual meeting. USF was honored to receive the 2023 International Impact Award for Global Teaching and Learning from the Association of Public and Land Grant Universities. This is quite a recognition by our peers that shows that they are looking at our innovative opportunities for our students, faculty and staff. The award was received at the annual APLU meeting in Seattle. The President participated in the sessions and led a session on women in leadership.

President Law also attended the AAU Annual meeting in DC. This meeting was attended by Presidents and Chancellors from around the country. The discussions centered on very important timely issues associated with us and our peer institutions. There were discussions on ways to increase our federal support for research, the opportunities and challenges associated with artificial intelligence and the constantly evolving landscape of athletics.

While in DC the President announced that we hosted a donor and alumni event which was well attended by those who were really excited to hear of the good things that are happening at USF.

The USF Innovative Education program won an Emmy Award. The 2023 Suncoast Regional Emmy Awards were awarded for the best magazine program series and Best Directing for their Portraits on Patriotism video.

The Director of Students Accessibility Services, Deb McArthur, accepted the Joe Sanchez Junior Leadership Award on behalf of USF. This award is presented to individuals or organizations that demonstrate systematic change and progress in the areas of advocacy and support for persons with disabilities.

US News and World Report and Best Colleges Rankings - For the 5th consecutive year USF is in the top 50.

President Law announced that we've been recognized as a best value among all public universities in Florida; we hold the distinction of being ranked #1 and we're #16 nationally for social mobility which is a metric that US News and World measure when they look at an institution's success in graduating Pell Grant recipients.

The USF Morsani College of Medicine is now the fastest rising medical school in two metrics for medical research. Our rankings not only help attract the best and brightest students but also scholars and people who want to be part of a great university.

Last week the President and several members of her team traveled to The Florida Institute for Oceanography's Keys Marine Laboratory. It was a great opportunity to see what they're doing in oceanographic research.

President Law reported that the residence halls at Sarasota Manatee Campus are going up. This will accommodate 200 students' next fall. This will also allow us to raise academic performance support, student retention and create a stronger sense of community.

Brunch on the Bay – The President reported that this was the best ever; we raised \$465,000 for student scholarships, campus expansion and other initiatives. We're grateful to the USF Credit Union for serving as the title sponsor and made the first pledge. This was a sold-out event. Since Brunch on the Bay was founded, it has provided over \$6.5 million in scholarships and has helped over 2000 students.

The President commented on the ceremony held in honor of long time USF supporter Sam Bell. We were proud to announce the naming of the College of Public Health Building in his honor, The Samuel B. Bell College of Public Health. Mr. Bell was the father of USF College of Public Health. His legacy included service on many advisory boards over the years. Sam and his wife, former USF President Betty Castor, had a major impact on our university in so many ways.

President Law announced that College of Public Health Dean Donna Petersen has decided to step down from her leadership role as Sr. Associate Vice President of USF Health and Dean of the College of Public Health in January. Dean Petersen led the College of Public Health for nearly 20 years. She elevated it to the highest ranked public health program in the state of Florida. She will continue to serve in a roll as professor in the USF College of Public Health.

We're assembling a search committee chaired by the Dean of the Taneja College of Pharmacy, Dr. Kevin Sneed. Dr. Jay Wolfson, a distinguished service professor of public health, pharmacy, medicine and industrial engineering has agreed to serve as interim during this transition. President Law commented that the entire university community is incredibly grateful for her many contributions and look forward to her continued presence at USF.

President Law commented that USF is at a critical point in our remarkable trajectory to grow and compete with the top research universities in the country. We have continued to retain and develop our top talent and leverage our perspectives and proven experiences of incoming leadership. President Law was delighted to announce that Provost Mohapatra has appointed Dr.

Sylvia Thomas as the next Vice President for Research and Innovation. Dr. Thomas has served in the position as interim vice president for 2 years and has excelled in that leadership role. Her appointment will give us the ability to move forward quickly. This appointment follows a shift made earlier in the year transitioning the office of Research and Innovation to move under the Provost and Executive Vice President.

The BOT Chair Will Weatherford thanked President Law for a full and robust report. Having no questions or comments from the Board members, Chair Weatherford proceeded with the meeting.

New Business – Action Items (Minutes and Consent)

FL 101 - Approval of the Minutes

- 1. August 22, 2023*
- 2. October 10, 2023*

Having no changes to the minutes, Chair Weatherford requested a motion to approve. The Motion was given by Trustee Horton, seconded by Trustee Carrere and approved.

Consent Agenda (FL 102 – FL 110)

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

FL 102 – USF Direct-Support Organizations Board of Directors

- a. USF Research Foundation, Inc.
- b. USF Foundation, Inc.
- c. USF Financing Corporation and USF Property Corporation
- d. USF Institute of Applied Engineering

Trustee Horton reported on behalf of Trustee Sandy Callahan and the Audit and Compliance committee. After a thorough review of the item, the committee recommended approval.

FL 103 – Office of Internal Audit FY24 Work Plan Revisions

Trustee Griffin reported on behalf of the Finance committee. After a thorough review of the items, the committee recommended approval.

FL 104 – T-Mobile EBS Licenses Sale

FL 105 – 2024-25 USF Parking System Budget

FL 106 – Institutes & Centers (I&C) Report

FL 107 – Approve Sublease and Real Property Policy Exception

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

FL 108 – Tenure as a Condition of Employment

FL 109 – Institutes & Centers 7-Year Reviews

FL 110 – USF Regulation 10.114 – Morsani College of Medicine Faculty Restrictive Covenants

Chair Weatherford requested comments from UFF President Steve Lang.

Dr. Lang commented on the following:

- The USF Sailing team – Women’s varsity team won the South Atlantic Intercollegiate Association Championship
- 3 members of the sailing team were named Academic All American
- USF won the Sloop Championship
- Florida legislative and mandated regulations

Public Comments

James Ransom of the Tampa Organization of Black Affairs (TOBA) had comments concerning the recruitment and retention of black students, faculty and staff, the on-campus stadium and continued partnerships as it relates to people of color.

Chair Weatherford commented that USF is 100% committed to diversity and will continue to be a place of opportunity for everyone. He thanked Mr. Ransom for attending and voicing his concerns then proceeded on with the meeting.

Having no items pulled from the consent agenda, Chair Weatherford requested a motion to approve. The motion was given by Trustee Horton, seconded by Trustee Carrere and the consent agenda was approved.

New Business – Action Items

FL 111 – USF President’s 2022-2023 Evaluation

Chair Weatherford explained the process of the President’s evaluation. A summary of President Law’s goals and accomplishments as well as a more detailed goal tracking document, was included in the Trustees’ materials for review.

Section 4.1 of the Contract outlines the evaluation process and provides that the President shall initiate the evaluation process by providing the Board Chair and Governance Committee a self-appraisal of the President's performance from July 1 of the previous contract year and ended on June 30th.

To aid the Board in its performance review, the President may furnish oral and written reports. These materials are attached.

Under section 6.1 of the Contract, the Governance Committee may recommend to the full Board up to seventy (70)% of the total possible performance based compensation.

During the November 16, 2023, Governance Committee Meeting, the committee recommended the full seventy percent (70) % of the total possible performance-based compensation.

Chair Weatherford reported that President Law has accomplished a considerable amount during this evaluation period. She continues to demonstrate high levels of leadership and successfully delivers actionable outcomes on each of the six goals.

Under President Law's leadership, USF was invited into the most prestigious organization in higher education, the AAU. USF has also had a historic year in both fundraising and legislative support as well as national recognition for being an incredible place to work.

After the Chair's comments concerning President Law's goals and accomplishments, he recommended she receive 100% of the bonus based upon her performance. Vice Chair Griffin agrees with Chair Weatherford's recommendation and is in full support of the decision to award 100% of the bonus. Having no other questions or concerns from the Board members the Chair requested a motion to approve. The motion was given by Trustee Vice Chair Griffin, seconded by Trustee Horton and approved.

President Law's comments surrounded the fact that this would not be possible had it not been for the incredible team at USF, not only the leadership team but the faculty and staff as well. She is honored to be a part of this extraordinary team.

**FL 112 – Linking Industry to Nursing Education
(LINE) Fund Proposal**

Associate Vice President Javier Cuevas presented on behalf of Dean Usha Menon.

This is the third round of funding this year. So far, USF has received over \$2,000,000. Half of this funding is from the state and the other half is from our industry partners which include the All Children's Hospital, Tampa General Hospital, HCA and Baycare. In this proposal, we are seeking \$400,000. Half of it will come from Baycare and Advent Health. This will be their first time participating in it.

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.

1. The University of South Florida College of Nursing, in collaboration with Advent Health will use funds to reduce financial need by providing 10 students with \$5000 in scholarship in each of the students' final two semesters plus salary support for one year. This partnership will also support the salary of a dedicated Student Success Educator and salary support for one year, the salary of a dedicated Simulation Educator.
2. The University of South Florida College of Nursing, in collaboration with BayCare Health System will use funds to Provide full tuition support for 10 Baycare Scholars for one year.

Vice President Cuevas requested approval from the Board to submit a proposal of \$400,000 to the Board of Governors in order to receive funding for the College of Nursing LINE program.

Having no questions from the Board members Chair Weatherford requested a motion to approve. The motion was given by Trustee Piccolo, seconded by Trustee Seixas and approved.

New Business – Information Items

Stadium Update

Sr. Vice President for Alumni Jay Stroman and Vice President for Athletics Michael Kelly provided an update on the on-campus stadium.

Sr. Vice President Stroman and Vice President Kelly gave special thanks to President Law, Chair Weatherford and Vice Chair Griffin for their support and leadership on the challenging process as it relates to the on-campus stadium. They also gave Special thanks to Fred Haynes and the Owners Rep team at Barr and Barr, the steering committee, and USF Leadership for their ongoing support.

Vice President Stroman reported that the BOG has approved the financial model and today we're closing on the last of the Truist loan. He congratulated USF Treasurer Fell Stubbs, Vice President for Business and Finance Jennifer Condon and their teams as well as the USF Foundation team on their accomplishments.

Vice President Stroman congratulated the USF athletic fund-raising team, President Law and others who have supported financially or otherwise.

Vice President Stroman provided a power point and update on the on-campus stadium. He highlighted following:

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- Timeline
- The early design phase
- Delivery method
- Strong philanthropic – There was a special thanks to partner and CEO John Couris and his leadership team at TGH for their gift of \$25 million.

- The USF Federal Credit Union gift of \$6 million to rename the credit union Champion's Way -Special thanks to Rich Skaggs for his support.
- Champions Walkway
- \$43 million raised

Mr. Fred Haynes, leader of the ownership rep team provided information on the following:

- The ability to provide a stadium that will provide the best experience for the athletes, students and fans.
- Fiscal responsibility
- Global supply chain
- Football training facility to open in 2026
- Timeline -The on-campus stadium to open by 2027
- DNI Process

Vice President Kelly thanked the Board members, the steering committee, the university staff and others, for their support in getting us to this point. This is tremendous progress that he was delighted to share.

Vice President Kelly provided an update on the vision of what will happen during the days and months ahead. He highlighted the following:

- An overall sight plan
- Location – The stadium will be located where the first USF football team practiced 27 years ago.
- East west orientation of the field- maximizing shade and comfort for our fans and team
- A parking lot with 200 spaces located between Morsani practice fields and the stadium. This will be used by students and staff, but will be converted into a highest donor lot on game days.
- The tremendous gift from the USF Federal Credit Union will help make the stadium unique. There will be a walkway coming into the stadium, a wooded nature path from the north west corner and an entry off of Sycamore Drive on the East side.
- A view from the South side shows the TGH Center for Academic Excellence. This will be a two story building that and will house a wide range of rooms and meeting spaces.
- 6000 ft. of space to the immediate north will give our student athletes premier mental health and sports services on a daily basis. TGH will be able to expand these services to the Tampa Bay community.
- Club lounge for faculty and staff

- Premium space and vision – A rooftop patio
- Incorporate classroom and lab space
- Conceptual blimp view from the North East
- Pre cast concrete concept for stability
- Enhance our ability to have future expansion for facilities
- 35,000 seat vision – The ability to add 10,000 – 12,000 more seats
- Unique and exclusive student section with a standing room lounge
- Open air concourse
- A tailgate and interactive area on the North side of the stadium
- Premium seating tower and the dedicated entrance into that tower from Sycamore Dr.
- East end zone - exploring conceptual ideas for a field club similar to modern stadiums that can create a special experience
- A 365 Team store ticket office
- Looking forward

Vice President Kelly's comments concerned the campus stadium addition at USF will help create one of the finest athletic districts in the country. He's looking forward to the development and design phase. He commented that we have one chance to make a first impression and we're going to make a great one!

Vice President Kelly opened the floor for questions or concerns from the Board members.

Chair Weatherford thanked both Michael Kelly and Jay Stroman for their presentation and for their leadership. He commented on the process and the work that was put in to this project. The renderings look incredible! The Chair also commented on the importance of doing things the correct way instead of the fastest way. USF will be able to host more than just football and lacrosse. This will be a world class facility and will help activate this campus like never before. We are looking forward to seeing future renderings before the spring game.

Trustee Carrere had a couple of questions. One was concerning the turf in which the stadium will be built on. Natural or artificial turf? The second question was concerning naming rights.

Vice President Stroman commented that the plan is to use natural turf however, synthetic is not ruled out. The naming rights fit into the financial model displayed earlier in the presentation.

Trustee Esmeraldi had comments concerning how exciting it is to be here today to see the renderings and anticipate the completion of the USF on campus stadium. Not only are the students excited, but the nation as well. Trustee Esmeraldi congratulated Michael Kelly and Jay Stroman on their hard work and accomplishments.

Trustee Piccolo commended Michael Kelly and Jay Stroman for their work and the wise choice to use CMAR. This allows you to do work packages ahead of time as the supply chain has been a real issue. CMAR also allows you to get better cost control.

Vice Chair Griffin commended Michael Kelly and Jay Stroman for their work and on the renderings that were presented today. This is a very exciting time for USF. The team has taken the right approach to doing things the correct way. Vice President Griffin voiced concerns from an operation standpoint. How will things flow on game day and how will this affect the neighbors who live in the surrounding area? Not only games but other events as well.

The Vice Chair also recognized the great work and leadership of Trustee and Student Body President Cesar Esmeraldi.

Trustee Horton reflected on the past when the USF football program first started. His comments were also concerning future community growth in the surrounding area of the stadium.

Chair Weatherford is confident the new stadium will have a positive effect in the future as it relates to businesses in the surrounding area. There are ways to activate things around our campus through partnerships and property that we own.

President Law commented that the Sr. Vice President for University Partnerships Eric Eisenberg has been working on how USF interfaces with all of the surrounding communities. A report on it will be presented to the Board soon.

Trustee Schneider commented that the new stadium will be transformative for everyone. There were cost concerns from faculty members and the fact that it could be more economical. Trustee Schneider discussed leveraging the academic resources that we have across campus. She commented on the Green Bay stadium having an art museum in it. We are an AAU institution building an on-campus stadium; we have an opportunity to showcase research in ways that no one else can. She's willing to work with the Board and faculty members on ideas.

Trustee Patel congratulated the team on doing well against the philanthropy goals. He is confident that we will far exceed the goal of \$50 million. He had questions on fundraising and debt principle. Will the money go into debt repayment or a reserve for other purposes?

Chair Weatherford's comments concerned USF being recognized as a world-class academic institution. We want to be world-class in everything we do. Our stadium will be a nice and unique facility. It will be more modern than anything constructed in the State of Florida.

Chair Weatherford thanked the donors who have already committed tremendous resources towards the on-campus stadium, and he encouraged those who may want to consider giving a gift towards it. This will transform the University of South Florida.

Round Table Discussion

Chair Weatherford opened the floor for the round table discussion.

Trustee Schneider's comments were on issues pertaining to the passing of Senate Bill 266. On behalf of the USF faculty and the Advisory Council Faculty Senate, Trustee Schneider submitted feedback to the BOG concerning the regulations and corresponding laws. Her comments were specific to DEI prohibited expenses and the removal of a Sociology Course.

Chair Weatherford thanked Trustee Schneider for her comments and her commitment to the USF faculty. We appreciate the faculty members and the important roles that they play. The Board has no control of the policies that are set forth by Tallahassee and Washington DC. USF remains and will always be committed to diversity for everyone.

Chair Weatherford announced that after today's meeting former BOT Chair John Ramil and his family will be honored by naming the courtyard at the Alumni building the Naida and John Ramil Courtyard. John was the longest standing BOT member in USF history. The Ramil family has been friends and supporters of USF for a very long time and are most deserving of this prestigious honor.

Chair Weatherford encouraged everyone to attend the USF Bowl game in Boca Raton. Having no further business the Chair wished everyone a safe and happy holiday and adjourned the meeting.