

Board of Trustees

Wednesday, December 7, 2022

9:30 AM – 12:30 PM

MINUTES

USF BOT Chair Will Weatherford thanked everyone for attending and called the full Board of Trustees meeting to order.

The Chair's comments:

Chair Weatherford announced the upcoming commencement ceremonies.

The upcoming Inauguration Investiture Ceremony for USF President Rhea Law is on January 19, 2023 at the Yuengling Center.

The investiture ceremony is open to the public. Chair Weatherford encouraged all students, faculty, and staff to participate.

Mr. Alex Golesh is the new USF Bulls head football coach. Coach Golesh was born in Moscow Russia, but grew up in Brooklyn New York, and in Dublin Ohio, where he was a three-year letter winner in football at Dublin Scioto High School. He earned a bachelor's degree in education from Ohio State in 2006. A nationally recognized recruiter and play-caller for the nation's highest-scoring and most-explosive offense, Coach Golesh comes to USF after serving as an offensive coordinator/tight ends coach at the University of Tennessee the last two seasons.

Chair Weatherford congratulated Athletic Director Michael Kelly, President Rhea Law and their teams on the recruitment efforts and selection. The Chair commented that he is excited about the football program this season.

The Chair asked Kiara Guzzo to call the roll.

Kiara Guzzo called the roll

Trustee Sandy Callahan
Trustee Mike Carrere
Trustee Rogan Donnelly
Trustee Mike Griffin
Trustee Oscar Horton
Trustee Jenifer Jasinski Schneider
Trustee Lauran Monbarren
Trustee Nithin Palyam
Trustee Shilen Patel
Trustee Fredrick Piccolo

Trustee Melissa Seixas
Trustee Will Weatherford

Student Presentation

USF senior Xiomara Montes Gil provided a video presentation and shared her experience at USF. She is perusing a double major in Business Analytics and Information Systems at the Muma College of Business. This past summer Xiomara interned with the JP Morgan Chase Finance Department.

Xiomara wanted to stay near her family in Orlando and enjoy USF's diverse student community. Born in Lima, Peru, Montes Gil is focused on becoming the first in her family to graduate college and work in finance. Since high school, Montes Gil has worked hard to pave a path for herself – earning high grades and taking advantage of new opportunities, such as joining the Florida Business Leaders of America, the Hispanic Student Association, the school band and soccer team.

Chair Weatherford congratulated Xiomara on a great presentation as well as all of her success and opportunities with JP Morgan Chase and Fintech.

President's Report

USF President Rhea Law commented that we should all be proud of the USF students and faculty and the inspiring things that they are doing with research. President Law provided an update and highlighting the following:

- New Head Football Coach Alex Golesh –He has a remarkable record of accomplishments.
- Interim Provost Eric Eisenberg has a new position as Sr. Vice President for University Partnerships
- The Great American Teach In – Over 100 people from USF participated. President Law had the opportunity to teach the 4th grade at her old alma mater. She gave a special thanks to Elizabeth Hordge -Freeman for coordinating the event.
- The USF Office of Veteran Affairs – USF is among the most veteran friendly universities in the country. Kuddos to Dr. Wayne Taylor on his remarkable work.
- A USF President's Task Force **was created on veterans and military families**. Its purpose is to study how to do things better.
- A special thanks went out to Angie Sklenka, Chief Officer in USF Human Resources; for creating the Employee Success Center.

- An Update on the Search for Vice President for Diversity, Equity and Inclusion. The first round of interviews have started. President Law is looking forward to making an announcement very soon.
- A special thanks went out to Interim VP for Diversity, Equity and Inclusion Tricia Penniecook who is currently working on an extraordinary model for the office of DEI
- A Supplier Diversity Day was held in October. There were hundreds of minority-owned businesses that participated. A special thanks went out to Assistant Vice President Terri Daniel for coordinating the event.
- USF received the 2022 Business Impact Award from the Florida State Minority Supplier Development Counsel. This is the 3rd time USF has earned the reward.
- Dr. Antoinette Jackson represented USF very well when she appeared on 60 Minutes. The segment was on Forgotten Black Cemeteries in the state of Florida. It's available for viewing on the CBS Website.
- USF hosted 100 Hispanic families of high school students in the bay area – The event was called *Steps to the Future*. The entire event was conducted in Spanish. It gave students an indication of what their academic growth at USF really are.
- DEI was part of the SACS Accreditation Initiative. Each college has a person or team responsible for the processes necessary to prepare for the site visits. USF must undergo 107 specialized accreditation processes.
- A special thanks to USF's Dr. Tricia Penniecook and SACS Accreditation Liaison and Director of Institution Effectiveness Dr. Christopher Combie for leading the collaborative effort to guide and support the Accreditation offices. There are workshops coming up with more than 40 USF leaders who plan to be in attendance. Dedicated DEI staff members will support the units and colleges.
- Recent Honors – Focusing on rankings for excellence. USF Ranks 42 among public universities and 97 among all universities public or private within the country. This the 4th year that USF has been in the top 50 among public universities and the 1st time in the top 100 for all universities.
- Last month USF was recognized as the top institution in the country for international student enrollment in education abroad. In the Open Doors 2022 Report on International Education Exchange, USF was the number 1 destination in Florida for international student and among the top 20 universities in the US.
- Research – There is an undergraduate research initiative- 9 colleges have been involved to work with a dedicated undergraduate student population sharing \$110,000 to fund research opportunities. There are approximately 150 USF students involved. President Law thanked Paul Sohl of the Florida High Tech Corridor for his partnership.

- USF Sarasota-Manatee -This year The Brunch on the Bay raised \$537,000 to go towards the Nursing and STEM Buildings and student scholarships. This was the highest amount ever raised. A special thanks to Chancellor Karen Holbrook for hosting a fantastic event and Trustee Donnelly for acquiring a table filled with enthusiastic bidders.
- Early next year a groundbreaking will take place at the USF Sarasota-Manatee campus, for the residence halls.
- St. Petersburg Downtown Partnership and the City Council – There is excitement surrounding the new RFP and the positive responses received for the Tropicana site. USF will be an important asset in these projects.
- Commencements – The President proudly acknowledged the 4500 graduation degrees that will be awarded at the upcoming commencement ceremonies.
- The Indoor Practice Facility is almost complete. It will be an integral part of the President’s Inauguration. The President is happy to show case all the facilities at USF. She encouraged all to attend.
- The New USF Stadium – We are close to a contract with the design and build firm. The President has requested a special meeting in the near future to approve.
- There will be a Grand Opening for the Student Health and Wellness Center. This facility is 4 times larger than the original.
- Legislative Initiatives – USF Day at the Capitol will be February 8, 2023. The President is looking forward to working with the USF community.
- Cookies from the Holiday Open House were included in the Trustees packets. There were 600 faculty, staff and students in attendance this year. Included in the packets was a gift from President Law and her husband Wayne, from a family owned and operated business. The matriarch of that family was in the inaugural graduating class at the University of South Florida.

Chair Weatherford thanked President Law for her report and made comments that we’re doing great things and increasing the center of excellence at the University of South Florida.

New Business

FL 101 – Approval of Minutes

September 6, 2022

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

Consent Agenda FL 102 – 112

Governance Committee

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

Governance Committee Approved Items

FL 102 – DSO Board Member for USF Financing Corporation and USF Property Corporation
FL 103 – USF St. Petersburg Campus Board Member

Finance Committee

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

Finance Committee Approved Items

FL 104 – Energy Savings Project and Award to Siemens
FL 105 – 2023-24 USF Parking System Budget
FL 106 – Expenditure Authorization Threshold Changes

Audit and Compliance Committee

Chair Callahan reported on behalf of the Audit and Compliance Committee. After a thorough review, the committee recommended approval.

Audit & Compliance Committee Approved Items

FL 107 – Revised Internal Audit Charter
FL 108 – Audit & Compliance Committee Performance Assessment
FL 109 – Revised Compliance & Ethics Program Plan

ACE Committee

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

ACE Committee Approved Items

FL 110 – Institutes & Centers – 7-year Reviews

FL 111 – Tenure as a Condition of Employment

Strategic Initiative Committee

Chair Weatherford reported for Chair Carrere on behalf of the Strategic Initiatives Committee. After a thorough review the committee recommended approval.

Strategic Initiative Approved Item

FL 112 – Authorization to Develop New DSO for On-Campus Stadium Management and Intercollegiate Athletics Initiatives

UFF Representative

Representative Steve Lang reflected on the year 2022 and commented on the following issues:

- The Ratification of a new contract in June
- Budget Increase
- Higher News and World Rankings
- The USF Sailing Team is in the top 20
- An article in Inside Higher Education - *Florida's Failed Searches*
- Hiring and Retention at USF
- Hiring Difficulties
- Faculty independence, negotiating with the BOT and setting goals

Chair Weatherford requested a motion to approve the Consent Agenda. It was given by Trustee Carrere and seconded by Trustee Piccolo. The consent agenda Items FL 102 – FL 112 was approved.

New Business – Action Items

FL 113 – Exclusion Resolution from Personal Security Clearance

Associate General Counsel, Timothy C. Mays, Jr. presented.

Approve a resolution excluding the Trustees from the personal security clearance requirements for Key Management Personnel associated with USF's facility security clearance and designating USF President as Senior Management Official.

Maintaining a Facility Security Clearance ("FCL") allows USF to participate in research and other contract activity requiring access to classified information. The National Industrial Security Program Operating Manual ("NISPOM") makes it mandatory that our Senior Management Official and Facility Security Officer maintain a Personal Security Clearance ("PCL") at or above the level of USF's FCL. Other Key Management Personnel are required to maintain a PCL at or above the level of USF's FCL unless USF formally excludes them from access to classified information. NISPOM's exclusion procedures require a resolution identifying the individuals excluded from access to classified information be passed by USF's Board of Trustees and provided to the Cognizant Security Agency overseeing USF's FCL.

Chair Weatherford requested a motion to approve, which was given by Trustee Callahan and seconded by Trustee Horton. Item FL 113 was approved.

FL 114 – Ratification of the CBA between USF and the Police Benevolent Association

Senior Associate General Counsel, Craig Dawson presented (virtually).

The University of South Florida and the West Central Florida Police Benevolent Association ("PBA") have reached a tentative agreement to amend one article under the Collective Bargaining Agreement ("CBA") and implement an internal shift bid process, as detailed in the Memorandum of Understanding ("MOU") between the Parties. PBA notified the University on November 30, 2022 that it has ratified the proposed MOU. Ratification by the Board is required for the changes to go into effect.

Article 23 Wages - Each Bargaining Unit employee will receive an increase in their base annual wages in the amount of \$4000 provided they meet certain eligibility criteria to ensure the employee is in good standing. The estimated financial aspect of the increase will be \$256,000.

Mr. Dawson gave a special thanks to the USF Bargaining Team lead by Chief Daniels, Chief Hendry, Angie Sklenka, and the HR team, outside Counsel John Dickenson, as well as the PBA Bargaining Team.

Trustee Carrere thanked everyone who participate, the Bargaining Team, the Labor Committee and the professional team who conducted the negotiations. He also made comments pertaining to the compensation being at a competitive level in order to retain our staff.

Chair Weatherford thanked the participating committees and commented that we fully recognize and appreciate the on campus security at USF and the roll that they play. There are over 10,000 students living on campus as well as thousands of faculty members who work here. This is a huge responsibility. It's important that we take care of those who make us safe.

The Chair requested a motion to approve. It was given by Trustee Piccolo and seconded by Trustee Patel. FL 114 was approved.

New Business – Informational Items

a. The Florida High Tech Corridor: The next 25 Years of Impact

Paul Sohl, CEO – Florida High Tech Corridor provided an update on the next 25 years of impact. There was a power point presentation which highlighted the following information.

- The Florida High Tech Corridor is a nonprofit Initiative of three research universities established in 1996 to expand the capacity for high-tech innovation in a 23-county region.
- The focus is on partnerships, immunity and community driven innovation.
- The Corridor is a force multiplier powered by an ethos of collaboration.
- In 2022, The Corridor and USF Research & Innovation launched 2 new Pilot Programs to support the mission of the corridor.

President Law thanked Mr. Sohl for the partnership with the I 4 Corridor. This is an important partnership for USF; it expands our capabilities and gives our students opportunities.

Trustee Horton had questions concerning autonomous vehicles.

Trustee Seixas had questions concerning potential alignment with Mr. Sohs's objectives and the IJA Bill (Infrastructure Investment Jobs Acts) .

Trustee Jasinski Schneider commented on partnerships, collaborations, the importance of K 12 education and preparing students and instructors for college. She also commented on the future of our students.

Chair Weatherford thanked Mr. Sohl for his presentation and commented on the wonderful things surrounding innovation. He expressed his gratitude for the role he plays with us as it relate to the I 4 Corridor and the collaboration with USF.

b. Best Place to Work Initiative – Embedded Services

Chair Weatherford commented on the President's Goal to make USF the best place to work which includes not only recruiting but retaining and rewarding as well. We will make sure that our internal process and structure support efficiency and customer service. The Chair introduced Chief HRO Angie Sklenka to present the item.

Chief HRO Angie Sklenka presented a power point presentation – *Aligning and Optimizing for a Best Place to Work with Embedded Services.*

Ms. Sklenka presented a power point that highlighted the following topics:

- Higher Ed Job Challenge
- Retain- Retrain- Recast
- Proposed Academic Model
- Academic HR Organization Chart
- Tier Options
- Benefits of Embedded Services

Ms. Sklenka acknowledged and thanked her team in HR as well as the team in the office of Diversity, Equity and Inclusion for their contributions on this initiative. There was a special thanks to Dr.'s Elizabeth Hordge-Freeman and Tricia Penniecook.

President Law commented that this initiative has been in the works for a very long time. We are providing better service, better outcomes, a better place to work as well as great opportunities and savings. The President thanked Ms. Sklenka and everyone who worked with her.

Chair Weatherford comments concerned what Ms. Sklenka and her team bringing to the table, is the fact that we at USF should be looking to instill best practices in everything that we do. This has been a very inclusive process. Technology has made it possible for more choices. The Chair thanked Ms. Sklenka and everyone involved, for their great work, on this initiative.

Trustee Seixas had a couple of questions for Ms. Sklenka regarding the Tier Model slide. The question concerned what USF might lose as opposed to the premium service. She asked Ms. Sklenka to elaborate. The other question related to the organizational chart and the internal collaboration at USF. Trustee Seixas acknowledged the amount of work and time that went into organizing for the initiative and thanked everyone for their contributions.

Trustee Jasinski Schneider asked if Ms. Sklenka anticipates that there will be one standard way to do certain things such as travel, the hiring of adjuncts and background checks, campus wide.

Trustee Horton questioned the amount of employees currently working in Human Recourses.

Trustee Patel commented on the importance of retention and distancing ourselves from messy practices that other universities use and finding ways to get that point out externally. Communication beyond the University of South Florida can be important to all of the colleges.

BOT Roundtable Discussion

Chair Weatherford asked the Board members if there were topics, future areas of focus or anything that they would like to discuss.

Trustee Carrere questioned the leasing activity of the new Research Building.

President Law acknowledge that a report on the leasing activities of the Research Building will be available at the next meeting.

Trustee Jasinski Schneider commented on the faculty's concerns with academic freedom and where the BOT stands with that issue. She thanked Chair Weatherford on the supportive comments relating to it today.

Trustee Seixas announced that this past November we lost a great advocate and supporter of USF, Dr. Bill Hogarth. There was a celebration of life this week. Dr. Hogarth served as the Dean for the USF College of Marine Science and as Interim Chancellor of USF St. Petersburg. His name is on a research vessel. The W.T. Hogarth. Dr. Hogarth continued to support USF long after retirement.

President Law announced the loss of another tremendous USF supporter, Mr. Gus Stavros. Mr. Stavros supported the university and the Stavros Center at USF. This is a loss for the entire Tampa Bay area.

Chair Weatherford announced that there may be an upcoming Special Board meeting to discuss the contract with the design build firm and the new USF stadium.

The Chair reported that there were recent elections in Tallahassee. There are new members of the Legislator as well as a re-elected Governor. Next year will be a busy season. USF has great representation with our Government Relations team however; the Board members must continue to assist in order to have a unified voice.

Having no further business, Chair Weatherford wished everyone a happy holiday and adjourned the Board of Trustees meeting.