



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 10th 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 Lauran 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 1st 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 Lauran 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 Lauran 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.