

USF Board of Trustees
December 8, 2020
Board Meeting via Microsoft Teams

Chair Jordan Zimmerman called the Board of Trustees (BOT) meeting to order at 9:30 a.m. and welcomed everyone to the winter meeting.

Chair Jordan Zimmerman congratulated the USF Women's Basketball team and Coach Jose Fernandez on an incredible win against the #6 team in the nation, Mississippi State University.

He shared that students are taking exams this week. On behalf of the Board, Chair Zimmerman congratulated the USF faculty, staff and students for doing a tremendous job during these uncertain times with the coronavirus pandemic and wished the students much success on their exams.

Vice President Cynthia Visot called the roll with the following Trustees in attendance.

Trustee Tim Boaz
Trustee Sandra Callahan
Trustee Mike Carrere
Trustee Stephanie Goforth
Trustee Michael Griffin
Trustee Oscar Horton
Trustee Claire Mitchell
Trustee Les Muma
Trustee John Ramil
Trustee Byron Shinn
Trustee Charles Tokarz
Trustee Nancy Watkins
Trustee Jordan Zimmerman

WOW! Innovative Education

The Chair shared that during the last board meeting the trustees heard from Sidney Fernandes, VP for Information Technology about the work they are doing to ensure USF has a secure and updated technology foundation. He commented that this foundation had enabled Innovation Education to enhance digital learning and transition to remote learning in the spring and quality online learning through the summer and fall. Today, Chair Zimmerman explained that they will hear from Innovative Education leadership to learn more about the work they are doing to provide student engagement through digital learning.

Dr. Cindy Deluca, Associate Vice President for Innovation Education and Ms. Christine Brown, Assistant Vice President for Digital Learning presented the WOW! presentation.

Vice President Deluca provided a power point presentation: *OneUSF Innovative Education- Student Engagement Through Digital Learning Innovation*

The power point highlighted the following:

- Innovative Education timeline
- Digital Learning

AVP Brown shared a couple of videos:

University of South Florida Innovative Education

- Instructor Certification
- Online Quality Reviews
- Create Content
- Won several awards including an Emmy Award
- Partnered with the Provost's office and University Communications and Marketing to tell the USF story through video photography and graphics.
- We are leaders in innovative of approaches to teaching and learning
- 2 virtual tours were completed, USF St. Petersburg and USF Sarasota Manatee

The video highlighted accomplishments from March – December 2020.

The Student Experience - Driving STEM Innovation

- Online lab development
- Virtual Simulation
- Science Education
- Interactive Video Simulation

Collaborating with Faculty Pioneers

- Dr. Elizabeth Cass- online synchronous course Crime and Justice in America
- Dr. Chantale Begin- Biological Diversity Flexible Hybrid Flipped classroom course
- Dr. Kenya Betancourt and Caroline Twachtman-Undergraduate Studies Asynchronous online course
- Professor Dawn Brown -Master's in Social Work fully online program
- Donna Davis- MBA Professor Supply Chain Management and Sustainability
- Online at USF An Innovation Education Series Technology Enhanced Active Learning Classroom– A video was provided
- Strengthening OneUSF

Dr. Deluca shared that in an interview with Microsoft both she and VP Fernandes agree that USF will thrive post pandemic through our work on digital eco systems and the commitment to the strategic innovation and digital transformation.

Trustee Oscar Horton said that this is a positive result of the coronavirus. He questioned the impact this will have on tradition education in the future. Provost Ralph Wilcox commented

that we have an opportunity to better leverage both the digital and concrete infrastructure to more effectively realize our learning outcomes.

Vice President Cindy Deluca provided recent data on student sentiment as it relates to the USF digital learning experience. Vice Provost Prithish Mukherjee will send out the full report once it's analyzed.

Chair Jordan Zimmerman congratulated Vice President Deluca and her team on the excellent presentation and commented that he was very impressed with art direction, cinematography and interaction with faculty members and students. The Chair commented that we should continue to develop our curriculum for digital teaching.

Trustee Tim Boaz made comments on the enormous amount of work that it took to create these digital online courses which are not easily accomplished and may be expected in the future.

Trustee Charles Tokarz shared a personal experience. Recently he referred his attorney and his daughter who is a senior in high school to the USF virtual tour and other information online. It had such an impact, as a result the attorney's daughter applied and has been accepted to USF.

Provost Ralph Wilcox encourages each of the Trustees to navigate the USF virtual tours and welcome any feedback and input on how to strengthen them. The virtual tours will play an important part in the SACSCOC virtual visit at the end of January 2021.

New Business - Action Items

FL 101 – Approval of Minutes

September 8, 2020

September 29, 2020

November 24, 2020

Having no changes to the minutes Chair Jordan Zimmerman asked for a motion to approve. Trustee Les Muma moved for approval with a second from Trustee Stephanie Goforth. The minutes were approved unanimously.

Consent Agenda (FL 102 – 107)

Academic and Campus Environment Committee Approved Items

FL 102 – Approval of Tenure as a Condition of Employment

FL 103 – Approval of Amendment to USF Regulation 6.0021: Student Code of Conduct

FL 104 – Approval of 2019-2020 FIO Annual Report

Governance Committee Approved Item

FL 105 – Approval of Direct Support Organization Board Members – USF Health Professionals Conferencing Corporation Board of Directors

Finance Committee Approved Items

FL 106 – Approval of 2021-22 USF Parking System Budget

FL 107 – Approval of 2020-21 Fixed Capital Outlay Budget Update

Trustee Charles Tokarz, on behalf of the Academics and Campus Environment Committee recommended approval on all items.

Trustee Stephanie Goforth, on behalf of the Governance Committee recommended approval on all items.

Trustee Michael Griffin, on behalf of the Finance Committee recommended approval on all items.

Chair Zimmerman asked United Faculty of Florida President Dr. Arthur Shapiro if he had comments on the agenda items. Dr. Shapiro commented on the current catastrophic situation at hand having to do with the pandemic. He said that we're all concerned and committed to the university. He recommended that the Board members be more transparent in future negotiations with faculty, students and the university community. Dr. Shapiro wished everyone a healthy and safe holiday.

After having no changes to the consent agenda Chair Zimmerman asked for a motion to approve which was given by Trustee Stephanie Goforth and seconded by Trustee Les Muma. The consent agenda was approved unanimously.

New Business – Action Items

FL 108 – Approval of President Currall's 2019-2020 Evaluation

Governance Committee Chair Stephanie Goforth presented the assessment and recommendation on behalf of the committee from their November meeting in which they reviewed President Steve Currall's performance.

She shared that per 3.6 of the president's contract for July 1, 2019-June 30, 2024: "On or before September 30 of each contract year, Dr. Currall shall initiate the evaluation process for the period that began on July 1 of the previous contract year and ended on June 30 of the same by submitting to the Board Chair and Governance Committee a self-appraisal of the President's performance during said period. This appraisal shall address performance related to each of the goals and objectives determined for July 1 through June 30 of the previous contract year. At a special or regularly scheduled Board meeting after the President has submitted this self-

appraisal the Board shall evaluate Dr. Currall's performance for the previous contract year (July 1 through June 30) based on achievement of the mutually agreed upon specified goals and objectives and other mutually agreed criteria. To aid the Board in its performance review, the President agrees to furnish such oral and written reports as may be requested by the Board Chair or Governance Committee Chair.”

In addition, Chair Goforth explained that per 5.2 of the presidential contract the Governance Committee may recommend up to seventy (70%) of the performance based compensation based upon the president’s performance with respect to the goals and objectives approved.

Chair Goforth highlighted a few of the President’s accomplishments. (All are posted with the Board materials)

- 2019 – 2020 academic year. No specific goals were approved- The board’s expectation was for the President to build relations within the Tampa Bay region and focus on moving toward a consolidated under one accreditation.
- USF ranked 1st in the SUS for performance-based funding
- USF met all 12-preeminence metrics
- USF raised \$120 million while dealing with a pandemic
- USF welcomed its most academically accomplished and largest incoming freshman class
- USF Broke in to the top 50 US News and World Report climbing 14 spots to #44 among the public universities
- USF had 108 new US Utility Patents granted, 12th worldwide, 5th in the nation and #1 in the state of Florida.
- USF completed exterior construction of the news residence hall located on the St. Petersburg campus.
- USF broke ground on a new 120 thousand sq. ft. building in the USF Research Park

Chair Zimmerman thanked Trustee Stephanie Goforth on her extraordinary work while chairing the Governance Committee. The Chair also commended President Steve Currall on his accomplishments despite all the challenges.

As Board Chair Jordan Zimmerman reported that he has a responsibility to get feedback from BOG Chair Syd Kitson, the Chancellor Marshall Criser as well as community legislators and leaders before he decides on the remaining 30% of the stipend. The Chair acknowledged that he plans to get back with the Board on his decision in a timely manner.

USF General Counsel Gerard Solis commented that the decision to award 30% of the stipend will have to be decided by December 15th as per President Currall’s contract.

Chair Goforth shared comments made by Governance Committee members.

Chair Stephanie Goforth moved to except the Governance Committee's recommendation of 70% understanding it will be deferred until such a time that the universities financials improve. Chair Goforth noted that no state money will be used for this stipend. There was a second from Trustee Les Muma and 70% of the stipend was approved unanimously.

Trustee Mike Griffin commented that moving forward the metrics that are in place will be helpful in assessing the president in future years.

Governance Committee Chair Stephanie Goforth commented that we have extensive metrics this year and an extensive document as it relates to the President's performance.

Trustee John Ramil commented on the metrics have worked very well for USF in the past and on the robust dialog relating to the President's performance given these defined metrics. We are in good shape moving forward.

Chair Zimmerman noted that the metrics are specific and achievable. Despite all of the challenges, USF has remained united and is a better university.

New Business- Informational Items

Develop Guiding Principles to Inform Leadership's Operational Decisions Regarding Strategic Budget Realignment

As part of the University of South Florida consolidation, the Board of Trustees developed and approved guiding principles to serve as reference points for leadership in implementing the complexities of the consolidation process at the operational level. These guiding principles were tailored to consolidation, but remained aligned with USF's mission, aspirations and strategic goals, which were also approved by the Board.

Chair Jordan Zimmerman reported that at our last meeting Trustee John Ramil recommended and we agreed to put together a set of guiding principles to inform leadership's operational decisions regarding strategic budget realignment.

Chair Zimmerman asked President Currall to meet with each of the Trustees to start formulating thoughts around the principles.

President Currall provided an update on the discussions and the latest draft of the Guiding Principles for Strategic Budgeting.

Strategic budgeting decisions should:

- Safeguard the health and safety of students, faculty, and staff.
- Sustain commitment to student success.
- Strengthen USF's stature as one of Florida's Preeminent research universities, USF's top-tier ranking on Florida's performance-based funding metrics, top-25

ranking (*USN&WR*), eligibility for membership in the Association of American Universities, and broad institutional excellence.

- Maintain compliance and accreditations (i.e., institutional and specialized).
- Honor shared governance by iteratively engaging faculty, staff, and students on all campuses.
- Emphasize USF's Principles of Community (e.g., transparency, respect, fairness, and equity) and campus identities.
- Prioritize investments by balancing USF's competitive advantages as a research university and support for the external communities we serve.
- Maximize service quality, as well as operational and financial efficiencies.
- Ensure financial stewardship to reach budget objectives (e.g., liquidity and a balanced budget), while minimizing the adverse impact on faculty, staff, and students.
- Embrace creative and innovative change.

President Steve Currall asked if there were any comments or questions from the Board members.

Trustee Oscar Horton questioned if there were any chances of having a conflict with any of the decisions noted. The President commented that there are many complex factors that will have to be balanced as it relates to the guidelines. These guidelines are articulating the various considerations that we have.

Trustee John Ramil agreed that it is a balancing act and given the financial constraints that we have these are the most important things at hand moving forward.

Trustee Stephanie Goforth commented that transparency is going to lead us and should be emphasized in every principle.

Trustee Tim Boaz agrees that transparency is a very essential element of the principles. He would like to consider adding it to the Guiding Principles for the strategic plan.

Chair Zimmerman believes that the guiding principles are an evolution. They should claim transparency and continue to evolve as the university evolves. The Chair asked if the Board members had any changes to the Guiding Principles draft.

Chair Zimmerman thanked everyone for their discussion and commented that the guiding principles will be voted on at Friday's work session.

Trustee Boaz would like to place a holding spot for future discussion on adding information on the strategic plan.

Round Table Discussion

Trustee Byron Shinn commented on a segment of 60 minutes regarding COVID-19 and the effects on athletics and student athletes. Trustee Shinn would like to consider having discussions concerning this topic in both the ACE and Finance committee meetings.

Trustee Mike Carrere made comments concerning the Guiding Principles for Strategic Budgeting which applies to our process of strategic planning and will serve us well.

Chair Zimmerman asked the Board members to take a five-minute break, before meeting with the Faculty Senate Executive Committee.

Having no further business Chair Jordan Zimmerman adjourned the Board of Trustees meeting.