

**University of South Florida**

**Board of Trustees Special Board Meeting**

**August 2, 2021**

**Microsoft Teams**

**Meeting Minutes**

Chair Will Weatherford called the special Board meeting to order. He welcomed and thanked everyone for joining the meeting.

Chair Weatherford welcomed new Board of Trustee member Lauran Monbarren.

Monbarren, of San Antonio, is Chief Financial Officer and Vice President of Simpson Environmental Services and Simpson Farms. Previously, she was an administrator at Pasco-Hernando State College and a teacher with Pasco County Schools. Monbarren is a graduate of Leadership Pasco and a member of the Boys and Girls Club of Lacoochee. She earned her bachelor's degree in elementary education and master's degree in education leadership from Saint Leo University.

Chair Weatherford made comments concerning the highly contagious Delta Variant. The task force is taking the surge in cases very seriously. Chair Will Weatherford encouraged everyone to get vaccinated; it's both safe and effective. The latest return to campus guidelines can be found on the USF website.

Chair Weatherford asked Kiara Guzzo to call roll.

**The following trustees present:**

Trustee Tim Boaz

Trustee Sandra Callahan

Trustee Michael Carrere

Trustee Julia Cunningham

Trustee Michael Griffin

Trustee Oscar Horton

Trustee Lauran Monbarren

Trustee Leslie Muma

Trustee Shilen Patel

Trustee John Ramil

Trustee Melissa Seixas

Trustee Charles Tokarz

Trustee Will Weatherford

**New Business - Action Items**

## **FL 101 – Approval of Recommended Order to resolve the Impasse between USF and AFSCM.**

Gerard Solis, the USF General Counsel, asked Labor Committee Chair Mike Carrere for comments on FL 101.

The University of South Florida Board of Trustees, acting thorough its duly appointed Labor Committee, conducted a public hearing in the matter of the impasse between the University of South Florida Board of Trustees and Employees Council 79, American Federation of State, County and Municipal Employees, AFL-CIO, Local 3342 on July 6, 2021, at 2:00 pm.

The hearing was publicly noticed and conducted virtually, livestreamed, and recorded. All members of the Labor Committee were present: Trustee Michael Carrere, Trustee Sandra Callahan, and Trustee Oscar Horton. Appearing for AFSCME was Hector R. Ramos, Coordinator AFSCME Florida Region 2. Appearing for USF Management was John Dickinson, Constangy, Brooks, Smith & Prophete, LLP.

Five issues were discussed:

**Issue #1 concerned Article 5:** the Special Magistrate recommended that AFSCME be able to distribute AFSCME informational packets during employee orientation.

**Issue #2 concerned Article 21:** The Special Magistrate recommended that the University increase base wages of bargaining unit employees by 2.5% percent on an effective date determined by the University in the 2021-22 fiscal year, with the employees receiving the increase in the form of a retroactive lump sum payment based 2.5% base increase of the employee's wages calculated from April 1, 2020.

**Issue #3 concerned Article 21:** The Special Magistrate recommended the University increase the entry level base hourly rate from the current hourly minimum rate of \$10.54 to \$12.00 on July 1, 2021, \$13.00 on July 1, 2022, and \$14.00 on July 1, 2023.

**Issue #4 concerned Article 21:** The Special Magistrate recommended that the CBA be amended to add a requirement that the University provide AFSCME at least thirty (30) days advance notice of discretionary wage increases.

**Issue #5 concerned Article 21:** The Special Magistrate recommended that the CBA be amended to add a new requirement that the University provide AFSCME with copies of all financial settlement with employees to settle grievances/lawsuits/or other disputes.

Chair Will Weatherford asked for a motion to approve. Trustee Les Muma moved for approval with a second from Trustee Mike Griffin and FL 101 was approved.

**FL 102- Approval of Summary of Contractual Details and Commitments regarding President Steven C. Currall**

USF General Counsel Gerard Solis presented.

On July 19, 2021, the President Steven C. Currall announced his retirement from the Presidency of the University of South Florida to preserve his health and to spend more time with his family. President Currall's retirement is effective August 2, 2021. This retirement does not extend to President Currall's faculty appointment as a tenured full professor in the Muma College of Business.

The material compensation and benefits contained in the Summary are as follows:

1. Any compensation over \$200,000 must be paid from non-state funds
2. Section 3.4 of the March 2019 Contract shall apply to the following extent: President Currall shall go on Professional Development Leave with Base Salary and Benefits as stated in Section 4.0 of the Contract (Base Salary is \$575,000 per calendar year). At the conclusion of the Professional Development Leave, President Currall shall have the option to return to the faculty as described in Section 3.4 of the Contract. The ninety (90) day notice period described in Section 13.1 shall be added to the Professional Development Leave period (i.e., 15 month total duration of Professional Development Leave).
3. President Currall is entitled to equivalent of credited deferred compensation as of June 30, 2021 (\$230,000), adjusted for profit and loss.
4. President Currall is entitled to vested, but unpaid Performance Compensation for the 2019-2020 contract year/fiscal year as provided in Section 5.2 of the Contract (\$269,500); he remains eligible for Performance Compensation for the 2020-2021 contract year/fiscal year.
5. The Board shall consider conferring the title of President Emeritus on President Currall. (Note: this term is not provided in the March 2019 Contract).

President Currall and Chair Weatherford tentatively agreed to the Summary on July 19, 2021. The full Board is now asked to approve the Summary because only the full Board can affect the terms and conditions of the USF's president's employment.

Trustee Julia Cunningham had a question relating to President Currall's contract and professional leave pay.

Trustee John Ramil questioned the dollars earned and what President Currall is entitled to as it relates to compensation.

Trustee Charles Tokarz wanted to know how often the title of President Emeritus has been conferred.

Trustee Sandy Callahan wanted clarified that the Board was not voting on the title of President Emeritus at this time.

Trustee Mike Carrere moved for approval of the contract as it is with the exception of conferring the title of President Emeritus. There was a second from Trustee John Ramil and FL 102 was approved.

#### **FL103–Nomination of Rhea F. Law to serve as Interim President**

On July 19, 2021, President Steven C. Currall announced his retirement from the Presidency of the University of South Florida to preserve his health and spend more time with his family. President Currall's retirement is effective August 2, 2021. On July 26, 2021, Board Chair Weatherford recommended Rhea Law to serve as USF's interim president.

The term is to begin prior to confirmation by the BOG and to continue until the first day of employment of the permanent University president following a national search. In the event of a failed search (i.e., no candidate is selected after a national search or the selected candidate is unable or unwilling to serve), the term may be extended for an additional period upon mutual agreement of the Parties and with BOG confirmation.

Chair Will Weatherford thanked President Steve Currall for his service to the University of South Florida during a very challenging time. The Chair also expressed excitement for future opportunities in store for USF. He then asked for a nomination for Interim President for the University of South Florida.

Trustee John Ramil nominated former USF Board of Trustees Chair Rhea Law. Rhea Law is a proven high integrity leader with a strong passion for USF. Trustee Ramil commented that she has outstanding credibility with all of USF's constituents and is dedicated to student success.

Trustee Mike Carrere seconded the motion. Having no other nominations, the Board unanimously voted in favor of Rhea Law as the new Interim President of the University of South Florida.

Chair Will Weatherford welcomed Interim President Rhea Law to the team. The Chair commented when he thinks of the University of South Florida and all it has to offer that Rhea Law's character, work ethics, track record and love for USF makes her an incredible reflection of the university.

Interim President Rhea Law accepted the nomination and commented that it is truly an honor to serve the University of South Florida in this capacity. She commented that it gives her an opportunity to give back to an institution that has given so much to her. She thanked everyone for the opportunity.

USF General Counsel Gerard Solis provided a brief summary of Interim President Rhea Law's contract, terms and compensation, noting the following:

Under Board of Governors Regulation 1.001 (5) (c), each board of trustees shall select its university president subject to confirmation of the candidate by the Board of Governors ("BOG"). Under BOG Regulation 1.001 5 (d), a board of trustees may select an interim president, who is subject to confirmation by the BOG; however, if it is determined by a board of trustees to be in the best interests of the university, then the interim president may be delegated full authority to serve during the period prior to confirmation by the BOG. As such, if Ms. Law were selected by the Board to serve as interim president, then she could begin her term prior to confirmation by the BOG if it is determined to be in the best interests of the University.

Trustee Sarah Cunningham ask for the date in which the BOG will meet to confirm Interim President Law.

#### **Informational Items**

Chair Will Weatherford provide information on the President's search planning process. A search firm advisory committee was formed. Members of the committee are: Vice Chair Mike Griffin will serve as Chair, Regional Chancellors Karen Holbrook and Martin Tadlock, Interim Vice President for Institutional Equity Elizabeth Hodge Freeman, Human Resources Officer Angela Sklenka. Trustee Tim Boaz will recommend a faculty representative.

The search advisory committee is expected to have a recommendation for a search firm by August 24<sup>th</sup>.

Trustee Tim Boaz had a question concerning a timeline for a formation for the search committee for President.

Trustee Melissa Seixas thanked Board Chair Will Weatherford for his leadership.

Chair Weatherford encouraged all to encourage their friends, colleagues and loved ones to get vaccinated.

Having no further business Chair Will Weatherford adjourned the meeting.

