



Board of Trustees

Tuesday, December 7, 2021

9:30 AM – 12:30 PM

MINUTES

I. Call to Order and Comments

Chair Will Weatherford welcomed everyone to the Fall Board of Trustees meeting and called the meeting to order. The Chair asked Kiara Guzzo to call the roll.

Kiara Guzzo called the Roll

Trustee Tim Boaz
Trustee Sandra Callahan
Trustee Mike Carrere
Trustee Julia Cunningham
Trustee Mike Griffin
Trustee Oscar Horton
Trustee Luran Monbarren
Trustee Les Muma
Trustee Shilen Patel
Trustee Rick Piccolo
Trustee John Ramil
Trustee Melissa Seixas
Trustee Will Weatherford

Student Presentation

Chair Weatherford and President Rhea Law announced a new tradition. Future board meetings will start with a feature presentation by a USF student, who will share their experiences while attending the University of South Florida.

Meghana Nelluri is a USF student majoring in Accounting and Business Analytics. She shared her story and experiences while attending the University of South Florida. Meghana provided presentation including a feature video. After graduation, she will begin her career working for Deloitte US Audit, Consulting, Advisory, and Tax Services.

II. President's Report

President Rhea Law has been Interim President for four months and has accomplished many things. President Law commented that USF is on the rise and provided an update that highlighted the following:

- Departmental visits (each of the colleges and units within USF)
- Conversations with leadership, faculty, and students

- The Open House Holiday Party. The President gave a special thanks to Regional Chancellor Martin Tadlock.
- International Student Recognition – USF is a top statewide destination for International students.
- Commencement Ceremonies - Ceremonies will be held on the USF Tampa campus and celebrated at the regional campuses.
- An on-campus stadium planning committee put together by Chair Weatherford and President Rhea Law. The committee is co-chaired by Jay Stroman and Michael Kelly.

Michael Kelly and Jay Stroman gave an update on the USF Stadium. A power point presentation highlighted the following:

- Groundbreaking for the 22-million-dollar indoor performance facility.
- There was an organized effort to move the stadium concept to a reality
- The Committees Purpose
- On Campus Stadium Planning Sub Committees- Site location and design, Communications and Marketing, Revenue, Finance and Legal.
- Established Focus Groups.
- Timeline
- Enhancing Financial Outlook
- Site Location

Chair Weatherford questioned the impact that our planning has on our relationship with Raymond James.

Trustee Horton questioned the possibility of getting into a different conference with decent revenue.

Trustee Horton also had questions concerning costs.

Vice-Chair Mike Griffin had questions on the possible locations of the stadium.

Trustee Julia Cunningham asked if students had an opportunity to give input on locations for the stadium.

Chair Weatherford commented that the idea of an on-campus stadium would have a huge impact on our football program, students, and the Alumni.

President Law recognized eligible out of unit staff by awarding a targeted 1.5% base salary increase, from a discretionary pool. In addition, there were maintenance, cleaning, and security workers, who were required to come to work, who are now eligible, under federal funds to receive a 2% increase for their services during the Covid initiative.

President Law announced that the tuition waiver process, which provides up to 6 hours each term to USF staff, is going to be extended to family members.

Fiscal Sustainability – Our process needs to be more understandable, transparent, and predictable. President Law has appointed Rich Sobieray to be the Interim Sr. Vice President of Financial Strategy. She has asked him, along with a university budget committee to design a new value driven university wide budget process and resource allocation model and to make sure they are aligned with our strategic plan. We are also looking for the committee to recommend strategies that will maximize our resources

and opportunities. By June 2022 the budget committee will finalize the fiscal year 2023 operating and capital budgets. Those processes will come to the full board for approval.

After ending her report, President Law wished everyone on behalf of her and husband a happy holiday. Chair Weatherford spoke on behalf of the Board of how thankful we are for the work that President Law has done, proving leadership in a short amount of time.

III. Student Presentation

(Occurred at the beginning of the meeting)

IV. New Business – Action Items (Minutes and Consent)

a. FL 101 – Approval of Minutes

Approval of Minutes -August 24, 2021, and October 12 2021:

Having no changes to the minutes Chair Weatherford requested a motion to approve which was given by Trustee Sandra Callahan and seconded by Trustee Les Muma. The August 24th and October 12th minutes were approved.

b. Consent Agenda (FL 102 – FL 115)

Consent Agenda (FL 102- FL 115)

Governance Committee Approved Items

FL 102 – Approval of Amendments to BOT Operating Procedures

FL 103 – Approval of Amendments to USF Regulations 10.103 and 10.202

FL 104 – Approval of DSO Board Members for Sun Dome, Inc.

FL 105 – Approval of DSO Board Members for USF Research Foundation, Inc.

Academics and Campus Environment Committee Approved Items

FL 106 – Approval of Tenure as a Condition of Employment

FL 107 – Approval of Proposed Terminations

FL 108 – Approval of Career Readiness: Career Hub Update

Audit and Compliance Committee Approved Items

FL 109 – Approval of Revised Audit & Compliance Committee Charter

Finance Committee Approved Items

FL 110 – Approval of 2022-23 USF Parking System Budget

FL 111 – Approval of Revised St. Petersburg CITF List

FL 112 – Approval of Energy Savings Contract and Award to Siemens

FL 113 – Approval of Oracle Cloud HR/Payroll System

FL 114 – Approval of Judy Genshaft Honors College Scope Changes

FL 115 – Approval of MDD Buildout

Chair Weatherford on behalf of the Governance Committee recommended approval on all items.

Trustee Oscar Horton on behalf of the ACE Committee recommended approval on all items.

Trustee Sandra Callahan on behalf of the Audit and Compliance Committee recommended approval on all items.

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

UFF Representative Author Shapiro had comments concerning:

- The Collective Bargaining Agreement
- Bargaining sessions
- Compensation
- USF student Meghana Nelluri's outstanding presentation.
- UFF Proposals
- Withdrawn 2% Bonus
- Unresponsiveness to UFF Proposals from the USF Team
- Covid-19 crises

Dr. Shapiro ended his comments and wished everyone a happy and healthy holiday season.

Chair Weatherford thanked Dr. Shapiro for his comments and requested a motion to approve the consent agenda. The motion was given by Trustee Oscar Horton and seconded by Trustee Les Muma. The Consent agenda items FL 102 – FL 115 were approved.

V. New Business – Action Items

FL 116 – Approval of Strategic Plan

USF's new strategic plan was designed to provide a clear roadmap to further our institutional ascent over the next five years while establishing a framework to operationalize objectives to meet our institutional goals.

The identification of measures of success with more granular metrics aligns the objectives with institutional accountability plans and aspirations. In concert, the goals and associated objectives in the Strategic Plan reflect USF's commitment to the success of our students, alumni, and staff; the excellence of our faculty research and innovation; the impact of our partnerships – locally and across the globe; the strength of our diverse and inclusive community at USF; and the sustainability of our adaptable financial base.

The seven Strategic Areas of Focus identified in the Strategic Plan reflect current institutional areas of academic and interdisciplinary excellence. These areas will be evaluated periodically to continually sustain our competitive advantage in higher education's fast-paced and fluid landscape.

Implementation of the Strategic Plan requires specific strategies and tactics to guide USF's future trajectory of excellence. With this blueprint, USF will empower deans and academic and administrative leaders to develop and operationalize unit-based strategic plans and priorities. Such plans will align with our mission, vision, and goals and provide actionable pathways to pursue our objectives.

The Strategic Plan is designed to be inclusive of faculty, staff, and students across our three campuses for USF to achieve its strategic mission. To realize our aspirations, USF must be fueled by even more vigorous support from alumni, business and community partners, philanthropists, and government leaders.

President Rhea Law announced that the BOT Chair Weatherford requested she appoint a Steering Committee to review the Strategic Plan. They have worked very hard developing measurable objectives. The Steering Committee Co-Chaired by Vice Provost for Strategic Planning and Accountability Theresa Chisolm and Vice Provost and Associate Vice President for Strategic Talent Recruitment Prithish Mukherjee. The Co-Chairs provided a power point update on the USF Strategic Plan 2022-2027 – In Pursuit of Excellence, which highlighted the following:

- Strategic Planning Timeline
- Members of the Steering Committee
- Assets: Digital Documents + Website
- Mission and Vision Statements
- Aspirations
- Values
- Core Commitments – People Process Environment
- Strategic Areas of Focus
- Anticipated outcomes
- Approved Goals
- Proposed Objectives & Measures of Success
- Transitioning from Goals to Implementation
- USF Strategic Plan Matrix 2022 – 2027 – To be Approved –In Progress
- Tracking and Communicating Progress

Chair Weatherford thanked Vice President's Chisolm and Mukherjee for their work and for co-chairing the steering committee, as well as Trustee Mike Carrere for spearheading the Strategic Plan initiative.

Chair Weatherford thanked Provost Ralph Wilcox for his leadership.

Chair Weatherford commented on adding the Lifelong Learning component. There were 2065 responses in favor of this addition.

Chair Weatherford made comments concerning the AAU language change as well as commenting that USF continues to pursue our standard of excellence.

Vice Chair Mike Griffin thanked Vice Presidents Theresa Chisolm and Prithish Mukherjee on their work for and co-chairing the Strategic Plan Steering committee. He thanked the committee members, Trustee Mike Carrere and Provost Ralph Wilcox on their accomplishments concerning the Strategic Plan.

Vice Chair Griffin commented that the reorganization of higher education has helped change USF's trajectory as it relates to Research and Innovation. USF's bold and robust Strategic Plan during 2002-2003 is what helped shape our future. This is an exciting time for the University of South Florida.

Trustee Mike Carrere thanked Co-Chairs Mukherjee and Chisolm on a tremendous amount of outstanding work with the Strategic Plan Steering Committee. We now have a process where we can measure and

communicate the goals and objectives of the Strategic Plan more effectively. Trustee Carrere also made comments concerning the Learning for Life Conference, in Boca Raton Florida.

Trustee Oscar Horton commended everyone on the tremendous amount of work involved with the Strategic Plan and a job well done. Trustee Horton questioned our dedication to the plan when the USF leadership changes. He also had questions relating to the process of AAU membership.

Trustee Les Muma commented on the qualifications for an AAU invitation.

Trustee Shilen Patel thanked everyone for the dedication and hard work on the Strategic Plan. He had comments concerning the shorter timeline. The five-year period is greatly appreciated. We should continue to reiterate and review to assure things that we have defined are beneath our goals.

Trustee Melissa Seixas commented that the USF Strategic Plan will remain alive and fresh due to our accessibility to the community. Both business and community advocates are included as part of the plan.

Trustee Les Muma commented on the importance to have the ability to track the online system.

Chair Weatherford requested a motion to approve FL 116, which was given by Trustee Les Muma and seconded by Trustee Sandra Callahan. FL 116 -The USF Strategic Plan was approved.

FL 117 – Approval of President’s Goals

Chair Weatherford presented.

Per the President’s contract: On or before September 30th, the President shall provide the Board Chair with a list of proposed goals and objectives. Once approved by the Board Chair the proposed list of goals and objectives shall be submitted by the President to the Governance Committee of the Board of Trustees for consideration. Following consideration by the Governance Committee, the proposed goals and objectives shall be presented for review and approval by the Board in a special or regularly scheduled Board meeting.

A power point presentation on the President’s Goals 2021– 2022 that highlighted the following:

President’s Goals

- Glide Path / Empower
- Research Leadership and Athletics
- Budget / Strategic Planning
- Property Review / One USF
- External Relations / Internal Relations

President Rhea Law talked about the importance of -Empowering Direct Supports and specific key indicators: Accountability Plan, Performance Base Funding and the Preeminence Key Factors.

Trustee Rick Piccolo commended President Rhea Law on her leadership and changing the culture on the USF Campus. He is in full support of item 8 Property Review on the regional USF campuses. Chair Weatherford requested a motion to approve FL 117 -The President’s Goals. The motion was given by Trustee Carrere and seconded by Trustee Horton. FL 117 - The President’s Goals were approved.

FL 118 – Approval of Vacant Land Acquisition

Regional Vice Chancellor for Administration and Finance David Everingham presented. The University of South Florida has the opportunity to purchase a parcel of land consisting of approximately .25 acres (10,970 sq. ft.) with the address of 1020 4th Street South, St. Petersburg, Florida 33701, adjacent to the current campus boundary.

Upon review by the Office of General Counsel and approval of Interim President Law, USF executed a vacant land contract on September 27, 2021 to purchase the parcel for \$520,000 contingent upon Board of Trustees (BOT) approval. Closing will take place within two weeks of BOT approval. If the BOT does not approve the contract by December 10, 2021, USF will be refunded its initial deposit and buyer and seller will have no obligation under the contract thereafter.

A power point presentation on the Vacant Land Acquisition at USF St. Petersburg highlighted the following:

- The property at 1020 4th Street South
- Proximity to USF campus
- Background
- Purpose
- Due Diligence

Vice Chancellor David Everingham expressed appreciation to Sr. Vice President Nick Trivunovich and Vice President Nick Setteducato from the Office of Business and Finance, and Attorney Hillary Black from the Office of the General Counsel for their speedy response. He also thanked President Rhea Law for her support and approval.

Trustee Melisa Seixas comments concerned the property's location being an up-and-coming hot spot in St. Petersburg and that she is in full support of the land acquisition.

Chair Weatherford requested a motion to approve FL 118, which was given by Trustee Melissa Seixas and seconded by Trustee Les Muma. FL 118- The Vacant Land Acquisition was approved.

FL 119 – Approval of Presidential Position Profile and Advertisement

Presidential Search Committee Chair Mike Griffin and Mr. Alberto Pimentel of SP&A Executive Search Committee presented.

BOG Regulation 1.002, section (1) (c) iii. states that the search committee, assisted by the executive search firm/consultant will be responsible for “developing recommended position criteria that are consistent with the institution’s mission, strategic plan and aspirational goals, which shall be approved by the board of trustees...”

The attached Presidential Position Profile outlines challenges and opportunities, and desired qualifications for USF’s next President and was finalized during the Presidential Search Committee’s meeting on November 19, 2021. Mike Griffin, Chair of the Committee and Alberto Pimentel of SP&A Executive Search conducted a listening tour during the month of October 2021. In addition, a stakeholder survey

went out to the USF community and collected 1,958 responses. The draft position profile incorporates the feedback gathered from the listening tour and stakeholder survey.

Chair Griffin provided an update on the following:

- The Position Profile and Advertisement
- Informational Marketing Plan
- Timeline
- Stakeholder Engagement
- Listening Sessions
- Town Hall Meetings
- Campus Visits
- Broader Community Outreach
- Surveys

Search Committee Chair Mike Griffin commended Trustees Seixas, Trustee Horton, and Trustee Cunningham on their involvement with the Presidential search committee. Chair Griffin also commended Vice President of University Communications and Marketing Kim Hill and her team for positioning and telling the USF story in a unique way, through advertisement.

SP&A Executive Search Firm Representative Alberto Pimentel provided an update on the materials included in the packets. The position profile was shown featuring the following:

- Video – USF Is America’s Fastest Rising University
- Recruitment Efforts
- Points of Pride
- USF At a Glance
- 3 Distinct Campuses One USF
- USF Athletics
- USF Health
- Diversity Equity and Inclusion
- Investing in Growth
- Our Leadership Structure
- Opportunities and Challenges
- Qualifications and Characteristics was extracted
- Application Process

Mr. Pimentel asked for input and feedback from the Board of Trustees concerning the Position Profile.

Trustee Luran Monbarren is in support of the position profile. It is amazing and captures One USF.

Trustee Rick Piccolo had concerns on the section that reads applications will be public. Will it be discouraging to interested prospects?

BOT Chair Weatherford commented on the Sunshine Laws and legislation.

SP&A Representative Alberto Pimentel discussed next steps.

- Publicize the ad in a variety of journals
- Follow up on phone calls
- Aggressive recruitment will begin the first part of the New Year (2022).
- The interviews will begin in March or April 2022

Board Chair Weatherford requested a motion to approve FL 119, which was given by Search Committee Chair and Trustee Mike Griffin, seconded by Trustee Les Muma and FL 119- Presidential Position Profile and Advertisement was approved.

VI. BOT Roundtable Discussion

Trustee Sandra Callahan, Chair of the Audit and Compliance Committee, reported that she attended an Exit Conference with the Auditor General's office. There were 4 audits: The Annual Financial Audit; the Financial Aid Audit; the Emergency Funds Audit and the Research and Development Audit. Trustee Callahan was happy to announce that USF had zero findings.

Trustee Rick Piccolo commended President Rhea Law and staff as well as Regional Chancellor Karen Holbrook and staff for their leadership and providing clear updates of occurrences on the USF campuses.

Chair Weatherford thanked USF student Meghana Nelluri for sharing her experience while attending USF and for setting a high bar for those to follow. Student presentations will be a new tradition at the full Board of Trustee meetings.

Chair Weatherford commended Provost Ralph Wilcox for being instrumental in several Strategic Planning's for the success and rise of USF for over 15 to 20 years. Although there was an announcement of Provost Wilcox's plans to retire, he has agreed to assist with the glide path and will remain at USF for a while.

On behalf of the Board, Chair Weatherford thanked Provost Wilcox for his unwavering dedication and leadership to the University of South Florida. We would not be where we are without you.

VII. Adjournment

Having no further business, Chair Weatherford adjourned the USF Board of Trustees meeting.