



USF Board of Trustees

Tuesday, March 22, 2022 @ 9 AM
Traditions Hall, Gibbons Alumni Center

MINUTES

Chair Will Weatherford welcomed everyone in person and virtually to the Special Board of Trustees Meeting. The Chair convened the meeting.

Chair Weatherford asked Kiara Guzzo to call the roll.

Trustee Tim Boaz
Trustee Sandy Callahan - No
Trustee Mike Carrere
Trustee Julia Cunningham
Trustee Rogan Donnelly
Trustee Mike Griffin
Trustee Oscar Horton
Trustee Luran Monbarren
Trustee Les Muma
Trustee Shilen Patel - No
Trustee Rick Piccolo
Trustee Melissa Seixas - No
Trustee Will Weatherford

Chair Weatherford acknowledged Trustee Julia Cunningham's last meeting. Trustee Cunningham will be graduating this semester and pursuing a Law Degree. On behalf of the Board, the Chair thanked her for her service and will be inviting her to attend a future meeting for a proper send off.

Trustee Cunningham was thankful for the opportunity to serve as a Trustee, she had a wonderful experience learning under the Board's leadership.

I. Interview Candidates for USF President*

Chair Weatherford reported that both candidates spent equal time on USF Regional campuses yesterday in Town hall meetings with students, faculty, staff and other stakeholders. The format for the interviews will be a series of questions asked by Vice Chair Griffin, who will serve as the moderator. Trustees are welcome to ask questions and follow up questions throughout the process. Each candidate will be asked

the same questions by Vice Chair Griffin and 45 minutes have been set aside for question and answering sessions and 15 minutes should the candidates have questions or further discussion.

Chair Weatherford thanked Vice Chair Griffin for his leadership serving as Chair of the Presidential Search Committee.

Dr. Jeffrey Talley is scheduled to interview with the BOT at 9:15.

Rhea Law is scheduled to interview with the BOT at 10:30.

The Board took a 15-minute break between the interviews with candidates.

****Please refer to the meeting recordings view the full interviews.***

Questions asked and topics addressed:

1. Please take a few minutes to tell us about yourself professionally, and why, at this point in your career, you are interested in becoming the President of University of South Florida? What interests you most about the University and the position?
2. Student Success – From your perspective, what are the most pressing issues impacting student success and wellness? What specific steps will you take to address these issues at USF?
3. Leading transformational change – Describe what you consider to be a transformational change that you either led or implemented?
4. Legislative relations - Please tell us about your experience developing and nurturing relationships with state and local governmental leaders and elected officials. If you have not had this experience, how would you approach developing these necessary relationships?
5. Recruitment and Retention - To be successful at achieving Top 25 and AAU designation, USF will need to dramatically increase its research productivity and increase its effectiveness in recruiting and retaining top-tier faculty and graduate students. Based on your experience, what are some challenges impacting the recruitment and retention of exceptional faculty and graduate students and how would you address each issue?
6. Diversity - Tell us about your experiences working with and addressing the needs of a culturally and ethnically diverse population of students, faculty and staff. What specific strategies and/or initiatives have you employed to engage underrepresented populations and promote diversity, equity, and inclusion? What challenges did you encounter and how did you overcome them?
7. Community Engagement – Help us understand what you have personally done to be engaged in your institution's communities and what you envision your role to be within Tampa, St. Petersburg, Sarasota and the broader South Florida region.

8. National Distinction - Given the increasingly competitive environment in higher education, describe how you would lead USF in attaining academic/research distinction, increasing its national visibility, and improving its overall ranking?
9. Resource Allocation – As with many universities across the country, USF must be very strategic in its use of its limited financial resources. Tell us your experience working in environments that required you to creatively address academic needs and competing budgetary priorities.

II. New Business – Action Item

FL 101 – Approval of Presidential Appointment for Confirmation by the Florida Board of Governors

Vice Chair Griffin presented.

Pursuant to Board of Governors Regulation 1.002, Presidential Search and Selection, the Board of Trustees must select and appoint a final qualified candidate under the position criteria as president-elect for recommendation to the Board of Governors for confirmation. The president-elect must then be confirmed by the Florida Board of Governors prior to taking office.

Vice Chair Griffin introduced SP&A Consultant Alberto Pimentel who provided an overview of the process. Mr. Pimentel talked about background and reference checks that were conducted on both candidates. He provided positive points of discussion on both candidates.

Chair Weatherford and Vice Chair Griffin thanked Alberto Pimentel and his team at SP&A for their professional service and support in helping with the selection of the 8th President for the University of South Florida.

After careful consideration and positive remarks Vice Chair Griffin nominated Interim President Rhea Law for the position as 8th President for the University of South Florida.

Trustee Carrere seconded the nomination.

Trustee Horton commented in support of Interim President Rhea Law becoming the next President of USF.

Trustee Boaz made remarks on behalf of the Faculty Senate. He commented that both candidates are talented in their own respect. Although they have different backgrounds, he is confident that whoever is selected will do a great job leading the university.

Trustee Piccolo was impressed with both candidates however, he is in more support of Interim President Rhea Law for the position.

Trustee Monbarren commented on Interim President Rhea Law's terrific work during her 7 months serving as Interim and supports her becoming the next President.

Trustee Muma was impressed with both interviews. He is in full support of the nomination of Interim President Rhea Law.

Chair Weatherford comments regarding Dr. Talley. He is very impressive with tremendous qualifications and has had an impeccable career. The Chair also made positive comments concerning Interim President Rhea Law and her proven leadership abilities at the University of South Florida. She is the person for the job and has the Chair's full support.

Seeing no other nominations, the floor was closed, and the Board of Trustees proceeded to vote. The Board voted unanimously in favor of Rhea Law.

Chair Weatherford announced Rhea Law as the President-elect of the University of South Florida.

FL 102 – Approval of Substantive Presidential Contract Terms

USF General Counsel Gerard Solis provided an overview - Template Presidential Contract.

University of South Florida Presidential Contract is for up to five years.

The Board of Trustees must approve the substantive terms of the presidential contract. The contract that will be initially offered to the new president is materially similar to prior USF presidential contracts, which include annual goal setting by the Board and president; annual evaluation of the president's performance by the Board; a description of the President's duties and responsibilities; a competitive compensation package based on an executive compensation study; provisions for early termination of the contract, succession planning, and conflict resolution. As applicable, the contract addresses faculty appointment, a recommendation for tenure, and relocation.

The Board of Trustees' practice in prior presidential contract negotiations is to set clear, substantive terms that are aligned with USF's strategic plan and legal requirements, and then delegate the final details of the negotiation with the selected candidate to the Board Chair.

Trustee Carrere had a question concerning President's requirement to develop a succession plan.

Chair Weatherford asked for a motion to approve FL 102. It was given by Trustee Horton with a second from Trustee Carrere. FL 102 was approved.

FL 103 – Review of Compensation Study and Approval of Compensation Decisions

Vice President and CHRO Angela Sklenka presented.

Florida Board of Governors Regulation 1.002, Presidential Search and Selection, provides that the Board of Trustees will review an executive compensation analysis that encompasses multiple components, such as base salary, benefits, bonuses, and all other forms of remuneration, and that takes into consideration compensation paid to the current president, presidents of peer institutions, as well as other relevant factors, such as market trends, the available qualified pool, and relevant competition for candidates. The compensation study will be used by the Board, or its designee, in negotiating the employment contract of the successful candidate for president.

Consistent with BOG regulations, the Board's past practice has been to delegate to the Board Chair the authority to finalize the compensation package in the approved categories and within the approved ranges.

Chair Weatherford requested a motion to approve FL 103, which was given by Vice Chair Griffin. It was second by Trustee Monbarren and FL 103 was approved.

President-Elect Rhea Law made remarks.

On behalf of the Board, Chair Weatherford Congratulated President-Elect Rhea Law and her family. We look forward the continued success and future of the University of South Florida.

Having no further business Chair Weatherford adjourn the meeting.