



The 2018

OUTSTANDING
STAFF AWARDS



March 29, 2019
USF School of Music Concert Hall

OUTSTANDING STAFF AWARDS

Each year, the University of South Florida System’s Outstanding Staff Awards Program recognizes a number of exceptional employees who demonstrate a commitment to the pursuit of excellence and a level of performance that exceeds the values and standards of the University. Selected winners are honored at the Outstanding Staff Awards Ceremony with a trophy presentation and a monetary award.

Hosted by USF System President Judy Genshaft

Presentation of Employee of the Year Awards, Sponsored by the Gabor Agency

USF System President Judy Genshaft
Kevin Sokolow, President, Gabor Agency
Shane Isaac, Vice President, Gabor Agency

Special Acknowledgments

James DeFilippo - JDP Studios, Video Production
Cliff McBride - Cliff McBride Photography,
Photography
Division of Human Resources, Event Planning

Production Crew

Beau Edwardson, Lee Wilcher,
and Anthony Vito, College of The Arts



AWARD CATEGORIES

Individual | Recognizes an individual employee’s outstanding accomplishments.

Team | Allows for the recognition of a team of employees for its execution of a project, plan and/or initiative that provides a major impact to the University.

Employee of the Year | Two recipients are chosen from the winners of the Individual Outstanding Staff Awards. This award is co-sponsored with the Gabor Agency, which was founded in 1947 and specializes in providing insurance and investment services to employees in the public sector.

Executive Services

Individual

Shari Martinez, Conference and Events Planner

“Shari has flawlessly coordinated high-level special events for the University of South Florida since 2001, when she was hired as an events assistant for President Genshaft’s inauguration. Since then, every major University event has included Shari’s involvement. As President Genshaft so very well stated, ‘As President, my schedule is often full and hectic. Yet, I know when I arrive at an event where Shari is involved, I never have to worry: every detail will be perfect; I will be fully briefed; the food she selects will be delicious; and, the event will begin on time and end promptly. Through it all, and what I truly appreciate, Shari will always be professional to everyone involved.’”

Student Affairs and Student Success

Individual

Paige Hicks, Residence Life Coordinator

“Paige’s passion for designing a student experience conducive to their success grounded in data driven practices makes her an exemplary scholar-practitioner at USF. Her vision for implementing data gathering practices that could highlight the experiences of our FTIC residential student population allowed us as a department to shift priorities and focus our Residential Curriculum lesson plans to areas of student engagement that would leverage our students’ opportunity for retention and persistence at the University. Paige has also demonstrated an ability to create and sustain strong collaborative relationships with campus partners. These interactions left long-lasting impressions on the students, which expressed a sense of value in connecting with faculty beyond the classroom.”

Susanna Perez-Field, Communications & Marketing Officer

“Susanna Perez-Field has been a driving force for outreach and education, representing Student Health Services (SHS) on the Tampa campus. Susanna coordinates an annual fall flu festival. The event during fall of 2018 resulted in 670 flu shots given which is a 22% increase in students getting vaccinated against the flu from the previous year. She also leads a coordinated effort in getting our students tested for, and vaccinated against, sexually transmitted infections (STI’s). During this same fall event, 287 students were tested which is a 27% increase from the previous fall. Susanna also oversees marketing and communications for SHS, including Bulls Pharmacy, ensuring the greater campus community is aware of all clinical services available to students, faculty, and staff.”

Keri Riegler, Director

“Keri has elevated the (award winning) peer coaching program. By supporting and working with her team, they were able to increase the number of students coached. Keri and her team were a vital part of USF attaining preeminence by working diligently to retain first year students, transfer students, and upperclassmen through intentional work based on the vision she has had for her office and USF for years. Keri has had a vision for what USF could be and for the past 15 years, she has dedicated her life to making that vision happen.”

USF Sarasota/Manatee

Individual

Allison Dinsmore, Student Programs Coordinator

“Aside from Allison’s participation in the consolidation efforts, Allison also proved to be a valuable asset to the USFSM community. Specifically, the Student Services area of our campus did not have an official ‘Director’ for the majority of the past year and Allison stepped up to make sure the students did not get lost in the shuffle of leadership changes. Allison has advocated via her participation in the ‘Food & Housing Insecurity’ initiative, membership on the campus ‘Persistence Committee,’ serving as a campus representative on numerous hiring committees, on top of her normally assigned job duties of assisting students with accommodations for diagnosed disabilities, the campus SOCAT team, and campus Title IX representative.”

Administrative Services

Individual

David Dickman, Maintenance Technician

“David Dickman volunteered to manage a team of 8 skilled-trades staff employees in the Building Maintenance department from March 2018 to September 2018 as a collateral duty to his already busy HVAC technician work load on the Preventative Maintenance team. This is just one example of Mr. Dickman’s professionalism, teamwork & dedication to a job well done. Mr. Dickman’s actions as a temporary supervisor contributed to a shorter hiring process for the department and helped to ensure a seamlessly unnoticeable transition for University faculty, staff and stakeholders. His professionalism, ‘esprit de corps’ attitude and dedication to USF’s strategic goals reflected great credit to himself, the Facilities Management Operations department, and the University of South Florida.”

Chaddy Hanwisai, Facilities Project Manager

“Chaddy understands the importance of memorable and enjoyable outdoor spaces to the campus experience; well-known examples are the popular MLK Plaza, MSC Plaza, and the topiary bull. With her project designs, Chaddy has created additional important outdoor plazas for the use of the USF campus community while including students in the design and construction processes. The two most prominent campus plazas that Chaddy designed are the USF Student Memorial Plaza and the National Panhellenic Council Plaza soon to be dedicated. She was the lead project manager for the 2015-2025 Campus Master Plan Update to guide imminent and long term future campus development in a variety of interconnected and overlapping critical campus subject areas.”

Eric Tate, Assistant Manager, Parking & Transportation

“Eric plans, meets and coordinates with his Parking colleagues for event parking while also taking into consideration the parking needs of primary customers, our students, staff, and faculty. He has been instrumental in coordinating parking for 3000 plus new resident students and their parents during Grand Resident Move In. This also includes homecoming, concerts, athletics, and USF Commencement event parking at the Yuengling Center with attendance up to 5000 guests and through all of this, keeping in mind the needs of students, faculty and staff on any given day of the week.”

Team

Adelle Amison, Fiscal & Business Specialist

Charlene French-Bunch, Fiscal & Business Analyst

Corey Kelly, Fiscal & Business Analyst

Julie McCoy, Manager Fiscal & Business Administration

Shawna Neckar, Fiscal & Business Analyst

“Through Julie’s leadership, her team was able to find creative solution sets to capture meaningful budget execution data for several Directors and AVPs within the Office of Administrative Services. The high level reports provide transparent fiscal information that allow decision makers to see the full picture of where they stand financially and make informed business decisions for the USF System using current and historical analysis. The team built an elaborate budget tracking sheet to manage a \$160+ million dollar project, all while keeping payments to vendors accurate and on time.”

USF Health

Individual

David Beaulieu-Abdelahad, Senior Biological Scientist

“As a Sr. Biological Scientist and our lab manager, David has worked diligently to ensure that our lab is running smoothly, including onboarding new staff and students, and compliance. He is organized and efficient, while also being knowledgeable and resourceful. He takes pride in his job and can perform just about every task in the lab. David is also always willing to help anyone who asks, which happens quite frequently because of his extensive technical knowledge and ability to troubleshoot any issues that arise. He is constantly being stopped to answer questions not only by individuals from our group, but other labs have started to seek him out to answer questions from ordering to technical questions about experiments and equipment.”

Susan Bucciero, Academic Services Administrator

“Susan implemented a new process utilizing the Canvas platform for streamlining the medical credentialing and facility onboarding process of nurse anesthesia students entering residency. She has maximized the use of the Canvas technology to continually maintain an ever-changing process wrought with many challenges. Susan has helped us meet our College’s mission of local outreach – global impact by providing a process that allows for an increased number of future nurse anesthetists to be trained, making us among the top ten largest nurse anesthesia programs in the country.”

David Hogeboom, Assistant Director

“Not only is Dave excellent in his own position, but he also cross-trains his staff to improve in their careers. For over 20 years, Dave has been a model of perfection. He is so appreciated that everyone calls him ‘The Data Guy.’ Dave is and has always been the ‘go to person’ for data pertaining to the College, students, graduation, catalog, etc. Each week, Dave receives numerous requests for data. He treats each request with care and consideration, because he knows that the data will be used in grants, reports and documents with short submission deadlines. He is a master at retrieving data from several sources, merging the data, organizing the results and providing a report data for ease of cutting and pasting into the document.”

Hannah Mark-Serieux, Faculty Services Administrator

“Ms. Mark-Serieux is a relationship builder and much of her success rides on that ability. Upon the resignation of two College HR persons within five months, Hannah stepped up to the plate in assuming her new duties and immediately got to work on learning new tasks and building relationships necessary to be successful. Her role in the College’s Faculty Affairs and APT arena cannot be understated as these two functions are the lifeblood of the organization and require the ‘right’ person to handle those delicate issues. This she does with great aplomb, but also with neutrality bringing a balanced approach to all her personnel dealings.”

Jamie Martin, Academic Advisor

“Ms. Martin worked exhaustively with various departments to execute the roles far outside her job description. Ms. Martin’s primary goal is to ensure student success within our program, and she is determined to guarantee this mission. A few projects she created and implemented include a universal Canvas advising site for all current students in the program, a cohort model for academic scheduling, and a plethora of policies and procedures regarding student internships and research participation. The execution of these projects have made a dramatic impact on COP Graduate Programs and has aided faculty, staff, and students when faced with challenges.”

Sarah McCauley, Academic Services Administrator

“Ms. McCauley exemplifies dedication, ambition, and hard work. She continually analyzes and modifies our fellowship’s goals and objectives in order to provide the best training experience. Sarah was instrumental in the transition of our program to the next accreditation system. Juggling multiple programs is no easy task, but Sarah has done this with grace and excellence. She is well-loved by her programs and would leave a huge hole if she left. She has greatly improved the standing of all of her programs and has worked tirelessly to exceed the demands of our accrediting body.”

Julia Myers, Assistant Director

“Julia is an extremely influential person in the College of Nursing. She is an outstanding professional, mentor and colleague. She has been involved and led several initiatives within the College that have led to the College meeting and exceeding both internal and external goals. Most recently, Julia in collaboration with other College officials, has redesigned the orientation experience of graduate students based on students’ feedback. Not only has she been critical in this movement, but she also serves as the Chair of the staff council. The staff council is unique to the College and she manages and leads this group with great efficiency and poise.”

Michelle Phillips, Unit Research Administrator

“Michelle Phillip’s contribution to the research mission of the College of Nursing (CON) is significant and sustained. Once a grant is funded, Michelle plays a significant role as liaison with the Office of Research and Innovation in maintaining compliance with funder’s regulations. She supports our ability to address USF’s strategic goals to greatly expand our national and international reputation as a research center. Her knowledge related to the local, regional, and federal research policies is well recognized. Her personal skills help us conduct projects efficiently.”

Team

Davina DeVries, Learning & Development Facilitator Beth Jordan, Instructional/Multimedia Developer

“The Technology Instruction Evaluation Design Team (TIED) is contributing to the body of higher education knowledge, submitting scholarly work in their major fields. They have presented nationally and internationally at the Association for the Advancement of Computing in Education’s Ed Media, American Evaluation Association, and American Association of Colleges of Pharmacy. Several manuscripts are in progress. TIED has also impacted COP and USF communities by participating in a variety of service endeavors. They participate in various COP standing committees, lead an endeavor as part of the Professionalism Task Force, and have chaired the USF Learning and Design Group. Although conducting research, service and teaching are within the team’s defined duties, they have clearly taken these responsibilities to unprecedented levels.”

William Donahue, Fiscal & Business Specialist Alma Hurd, Fiscal & Business Specialist Anne Marie Little, Fiscal & Business Specialist

“The College of Public Health (COPH) volunteers as the beta site for many USF System changes and updates. In doing so, the staff must be flexible, patient, and learn new systems, processes and procedures. In the 10+ years that these three employees have worked at COPH, they have endured many changes. Recently, they have had constant change due to the introduction of Archivum and the COPH reorganization. Not only have they embraced both, but they have all taken on more responsibilities all the while their service and work output remains impeccable.”

Lydia Babilonia, Unit Human Resources Coordinator Nancy Price, Unit Human Resources Administrator Suzy Siegmann, Unit Human Resources Coordinator Laura Zota-Noll, Unit Human Resources Coordinator

“The HR team helped our staff remain calm in the face of change while working closely with me to develop a plan and timeline to manage the HR implications of change - from creating new GEMS departments to updating payroll distribution for over 500 employees, to identifying new roles they themselves would play with no department staff to serve as an intermediary with faculty and students. They helped prepare for our reaccreditation site visit, providing key data needed for our self-study. The team also worked with our IT development team to create an electronic process in Archivum for initiating new hires in the College, creating efficiencies in the process and streamlining data capture.”

USF St. Petersburg

Individual

Brandi Arnold, Coordinator of Peer Coaching

“Brandi’s work is helping the institution retain both First-Year and continuing students. She directly contributed to the high fall to spring retention of our 2018 First-Year students, as USF St. Petersburg attempts to meet higher goals to contribute to preeminence. Even with the doubling of her workload last semester, Brandi maintains her positive attitude and consistently brings a student-centered perspective, grounded in theory, to all of her meetings and interactions with students and staff.”

Carolina Nutt, Director

“Carolina has made significant impact on student retention and progression, overall student life, and the future state of USFSP. She has created programs such as the Windward Success Camp, an extended orientation program that allowed for first-year students to bond, learn about themselves and learn about traditions at USFSP. Carolina sits on various committees, 10 to be exact, where she advocates for the student voice.”

Team

Brandi Arnold, Coordinator of Peer Coaching Megan Lopez, First Year Program Coordinator Carolina Nutt, Director

“This past year, they developed an overnight student success experience for incoming first year students with only three months’ notice. They also have stepped up to serve as Academic Success Advocates while the positions were being filled, while also developing new programming initiatives for second year and transfer students. As a result of their hard work, our engagement numbers rose significantly from previous years. We not only saw increases in engagement and connection to our campus, but our retention rates were impacted. The fall to spring retention was close to 93%, and 85.15% of those retained are in good academic standing.”

Academic Affairs

Individual

Jason Bombaugh, Academic Program Specialist

“Mr. Jason Bombaugh is the Academic Program Specialist for the Herd of Thunder Athletic Bands. Mr. Bombaugh’s contributions speak directly to the USF strategic goals of student success and community engagement. He helps the bands and the School of Music to create a rich and nurturing environment so that each student has the opportunity to learn effectively. He handles financial and administrative aspects of the Bay Area Youth Bands and the Florida Wind Band, which goes beyond his USF responsibilities. His efforts with these organizations help to increase the notoriety and recruitment efforts of the University by providing extremely positive experiences for high school and middle school students from around Tampa Bay.”

Shirley Boyd, Fiscal & Business Analyst

“Shirley truly deserves recognition for her outstanding service to our College. She always goes the extra mile to get a job done even if it requires working late in the evening or on weekends. She is the last person to leave and often the first person to arrive to work. This is a daunting task, however, she manages to do all things effectively through hard work and great management skills. She always has a smile on her face, even during stressful periods. She brings positive energy and inspiration to all.”

Becky Brenner, Fiscal & Business Specialist

“Becky has worked in the College of Engineering for 27 years and has provided tremendous service to faculty, staff, students, and external departments. She is constantly working on streamlining her work to ensure that she delivers the best customer service. Our USF System benefits from her effort, hard work, and can-do attitude that she brings to our office on a daily basis. Her depth of knowledge and breadth of experience are an integral part of our office. The community knows that they can rely upon her professionalism and expertise. She is the ‘go-to’ person and is often contacted by external areas for guidance and assistance.”

Jessica Davis, Academic Advisor II

“Jessica works as an advisor for the School of Natural Sciences and Mathematics within the College of Arts and Sciences. Her focus is on transfer students and ensuring that that population starts on the right foot for success here at USF. She has built the STEER PEER program from the ground up and continues to grow the program through collaborations with offices here at the Tampa campus, such as workshops and other academically focused events. Jessica has also developed a pre-orientation process that has been adapted by most of the SNSM advisors, allowing students to come in before orientation to sit down one-on-one with an advisor.”

Cameron Greenhaw, Campus/College Budget Director

“Cameron was given the monumental challenge of consolidating the College’s budget operations from a unit-based operation into a centralized budget structure. Cameron rose to the challenge and both modernized and streamlined our College’s fund management and business processes. Cameron has created a new, efficient, and effective Business Office for our College that now serves as a tremendous resource to all our faculty and staff. Cameron successfully manages the fiscal position of the College of The Arts throughout periods of intense institutional transition. He continues to refine existing processes and develop new practices to enhance efficiencies.”

Mary-Beth Heisner, Fiscal & Business Analyst

“Mary-Beth Heisner goes above and beyond every single day. Due to her efficiency, USF World is able to move through the hiring process, provide quick offers and hire the best and brightest candidates. When hiring new staff, she is often the first point of contact after the interview. Her friendly and helpful nature often ‘seal the deal’ for USF World new hires. Mary-Beth quickly answers their questions, provides essential resources, and keeps them calm during the hectic and often overwhelming hiring procedures. Her steady demeanor is a real asset to an office with a high volume of transactions.”

Linda Kelbaugh, Executive Administrative Specialist

“Ms. Kelbaugh has been working at USF for over 30 years. She has been a unique and strong pillar of the College of Marine Science (CMS). Linda’s tasks and contributions range in complexity – she takes care of everything from the College’s endowed fellowships, which are instrumental for new and current students to develop their full research potential and achieve their goals within the College, to organizing special events, such as the College’s 50th anniversary celebration in 2017, to managing finances for students and the USF Foundation. From students to the Dean, they resort to her; her experience makes her a source of knowledge relevant to CMS and USF, and her attitude is always positive and collegial.”

Rosie Lopez, Executive Administrative Specialist

“Ms. Lopez’s contributions to the USF community are varied and of great significance to the overall functioning and success of the University. In addition to her many other duties, she effectively coordinates and mentors the activities of six student assistants assigned to the Provost’s office. Given the important functions to which they contribute, this role is extremely valuable to maintaining a timely and efficient work flow in the Provost’s office. It is my observation that her support of them is invaluable to their success in this office and to their lives as students. Further, many of her peers in the Provost’s office comment on what a delight she is to work with.”

Alexis Mootoo, Associate Director

“Dr. Mootoo works to create usable systems for transparency and continually strives to improve accessibility to information for improved decision making. Her efforts allow others to shine in their roles and the leadership relies on her to provide critical information and support. Her understanding and knowledge of USF systems, processes and functions is invaluable to student success efforts. Her insight and understanding about the challenges faced by students is often represented in her teaching style and approach. A university has multiple tiers, each one relying on the other in order to be successful in their efforts. Without exceptional individuals like Dr. Mootoo who provide a strong foundation of knowledge and support, and passionately believe in the mission of USF, our students will not be successful.”

Ryan Newton, Associate Director

“Beyond watching student leaders and the team realize their potential, Ryan can often be found analyzing and assessing ways to better meet the needs of new students and families. His passion for data and drive to find the ‘why’ are what have pushed us to new heights. Ryan has made lasting contributions to the unit. He created GloBull Beginnings, the model for new international students which is an onboarding dashboard for eliminating barriers students may encounter while on their path to enrolling at USF. Within the last year, he revamped the First Year Orientation program, finding ways to utilize resources and spaces differently on campus. His innovations have led to significant financial savings allowing us to be fiscally sound.”

Heather Van Allen, Academic Program Specialist

“Heather enhances program operations and assists coordinators through diligent attention to deadlines, organizing student data, maintaining records, and quick processing of required paperwork and forms. This is especially important in online programs, where students enroll from all over the world. Heather’s contributions have a positive impact on students in our programs that reach beyond USF and the Tampa Bay region - they extend across the globe!”

Team

Irineo Cabrerros, Teaching Laboratory Manager

Don Corbin, Instructional/Multimedia Developer

Julie Herrin, Office Manager

Forrest MacDonald, Media Resources Specialist

Rodney Mayton, Instructional/Multimedia Developer

Chuck McGee, Teaching Laboratory Specialist

Marie O’Neil, Academic Program Specialist

Mike Puckett, Collections Specialist

Maureen Slossen, Academic Program Specialist

“The School of Art and Art History (SAAH) team serves nearly 23 faculty and 450 students, who are engaged in vigorous research and teaching activities at local, regional, national, and international levels. The skilled team functions like a well-oiled machine, and individually, each staff member fulfills a vital role within the system, accomplishing a daunting set of tasks with unflinching resolve, equanimity, and professionalism. As a team, they are extraordinary in providing the highest quality support for faculty research, and for the educational goals of the department.”

Eirleene Bristow, Administrative Specialist

Roshanda Pinson, Academic Advisor I

LaTosha Thomas, Assistant Director

Brian Williams, Academic Advisor I

“The Student Support Services Program (SSS) leads the University in its persistence goals accomplishing a 97% persistence rate with its 2017 first generation and/or low-income freshmen who returned to USF one year later, fall 2018. The program contributes to the University’s preeminence and the University’s academic achievement goals. Currently, 96% of its program participants are in good academic standing. Accomplishing academic, retention, and graduation goals awards USF’s SSS Program prior experience points for continued funding by the federal government during the next grant cycle. SSS has earned 15 out of 15 points each year.”

Lorene Hall-Jennings, Assistant Director

Sandra Ruzycki, Senior Academic Program Specialist

“Despite barriers, the (2018-2019 Undergraduate) catalog was published on time with over 200 redundant pages removed and over 300 course errors addressed. The catalog was much improved but the team was not satisfied. They researched solutions and gained approval and funding for it. Starting this year, there will be a student-friendly, web-based Undergraduate Catalog. In one year, the team learned to use an archaic system, identified its limitations, and secured a sustainable and modern replacement.”

University Communications and Marketing

Individual

Greg Berkowitz, Communications & Marketing Officer

“Greg Berkowitz has been a true team player for University Communications and Marketing. This past year, he developed innovative value promotions for licensing efforts and strategies. He also has done an outstanding job managing the USF street team and helping bring visibility to USF’s brand at events throughout Florida.”

Information Technology

Individual

Daniel Paradise, Webmaster

“Daniel’s forward-thinking in web design is moving the platform into a more modern approach to web design and content management. Daniel has dedicated his talent and countless hours to advancing the University’s digital footprint by coding hundreds of public-facing websites to promote academic programs, clinic operations, and grant-funded initiatives. As USF continues to achieve national excellence as a first-class preeminent institution, it is the talent and innovation of dedicated staff such as Daniel that propels us forward, and further substantiates why he is most deserving of an Outstanding Staff Award.”

Jay Unnikrishnan, Director

“Jay motivates the team to help each other and learn. His knowledge and expertise in data warehousing and analytics, and various new tools and trends in the industry, makes him truly a lead architect and strategic product owner. He is willing to take on challenging projects and does not give up until he has found a solution that is satisfactory to the customer. Many projects that he led helped achieve USF’s strategic initiative of student success. Some of the examples from 2018 are the development of strategic and operational reports for Honors College, and partnering with the Office of Decision Support to deliver College reviews, which have had a big impact on the success of USF.”

Team

Jasmine Dorsey, Applications Developer II

Greg Moore, Webmaster

Daniel Paradise, Webmaster

Heather Sampson, Applications Developer III

“This dynamic team of front-end developers and web programmers has brought the latest industry design best practices in-house, eliminating the University’s need to outsource pricey creative enhancements to its websites. In 2018, the Chief Marketing Officer of USF challenged the team to design a new USF Health site header to address the need to unify navigation across USF websites, thereby reducing user frustration and improving site analytics. The team came together to develop a proof of concept that encompassed site design improvements to include a more structured header that can be easily integrated across all USF Health college sites; and platform enhancements to include creating new custom web components to allow CMS users more efficiency when building web pages and better use of content.”

Walker Carr, Applications Developer I

Becca Franklin, Agile Analyst II

David Hearne, Assistant Director

Jose Jarquin, Applications Developer I

Alexander Strauss, Applications Developer II

Erik Tandberg, Agile Analyst I

Ping Yu, Applications Developer I

“The Archivum team is highly innovative and is the driving force of the Digital Transformation at USF. Their capability to support the students and the USF community is amazing. Additionally, their ability to understand the needs and translate them into inventive solutions is outstanding. They are always ready to adapt to constant change. This includes learning from their users, adapting to the solutions, and transforming as a team, thus enabling the scalability of the Archivum platform, and focusing on build-in-quality and extremely collaborative teamwork. This team goes through continuous introspection; always thinking about how they can do it better and faster.”

Business and Financial Strategy

Individual

Rosemary Frusci, Senior Human Resources Specialist

“Rosemary has a very important and critical role at USF. She is the face, voice and person that greets and processes our new hires on their first day at USF and then sees them again at New Hire Orientation. She is without hesitation, what every new hire should experience when starting their career at USF - someone who is always welcoming, warm, understanding, caring, knowledgeable, offering encouragement for those new hire jitters and more. Rosemary is solutions-driven and actively engages with leadership to present recommendations that improve processes and client experiences. She has also been an asset on the Archivum HR Onboarding project – articulating enhancements to improve the new hire experience, as well as to create efficiencies for end users.”

University Police

Individual

Mark Aristizabal, Law Enforcement Sergeant

"Sergeant Aristizabal has had many achievements within the past year. He was vital in developing the Community Outreach and Enforcement Section (CORE) into an active section that includes new and enhanced programming for our community, including additional programming and visibility in the residential areas. These efforts were done in support of the agency strategic plan in coordination with the University's goals. He was also vital in creating new processes and efficiencies for law enforcement staffing of special events. His leadership is displayed in the success of those he supervises."

USF Research and Innovation

Individual

Holly Murphy Behrend, Assistant Program Director

"Holly is Program Manager for the Florida Inventors Hall of Fame (FIHF), a USF statewide initiative housed in USF Research & Innovation, where she oversees an annual budget of nearly \$250,000 (all due to fundraising), coordinates the annual Florida Inventors Hall of Fame Gala Fundraising Dinner, and manages the FIHF museum and Walk of Fame. This past year, Holly increased income from fundraising, which helped advance the USF Unstoppable Campaign. She expanded the nomination process for new inductees, (71% increase), indicating FIHF is being recognized as a critical statewide initiative establishing Florida as a leader in innovation. She received a \$50,000 corporate sponsorship from one donor, increased corporate sponsorships overall, and facilitated growth of relationships with other Florida SUS universities and institutions."

Ivana Neff, Research Compliance Administrator

"Ivana Neff is a Research Compliance Administrator in the Conflict of Interest (COI) Program. Ivana makes significant contributions that advance USF's strategic goal to translate research into health and economic benefits by ensuring research is conducted in compliance with relevant policies, and finding creative ways to reduce administrative burden. The COI Committee Chair noted, 'Ivana essentially makes sure that research is valid and credible, while researchers still receive the benefits. She is an expert at guiding faculty in protecting their research participants, themselves and the University. Ivana has extraordinary skill in striking balance in her approach to her job. She is thorough, yet concise; she is insightful, yet respectful; she is thoughtful, yet engaging; she has integrity; she has character. She is perfect for the role she plays.'"

Business and Finance

Individual

Stephen Berry, Fiscal & Business Specialist

“Stephen Berry created a procurement workflow management system utilizing Adobe and DocuSign that provides all the information needed to order, receive, deliver and pay for parts and supplies. This new system has reduced multiple labor-intensive procedures throughout Housing and has resulted in a process that meets fiscal compliance needs. These efficiencies keep living on campus a viable financial option by reducing the cost of maintaining the residence halls and providing students with an environment that allows them to focus on academic goals, insuring student success. The improved procedures in the Housing & Residential Education department have improved employee morale and maintenance staff to perform their jobs more effectively with less stress and conflict.”

Janet Hicks, Associate University Controller

“Janet Hicks has transformed Student Financial Services operations through initiative, execution and collaboration. Her leadership and the partnerships that she has formed have allowed the department to better respond to the needs of students and the entire USF community. Dr. Miller, VP Student Affairs states, ‘Janet has distinguished herself as a powerful and unique contributor to the USF effort to enhance student success and improve student persistence and graduation rates. Her recognition that individual circumstances are powerful factors in student success has helped her to find resourceful ways to make their success possible.’”

University Advancement

Individual

Noreen Segrest, Vice President

“With nearly 28 years of service to USF, Noreen Segrest is a trusted professional, whose calm and humble nature and strong work ethic endear her to peers and leaders alike. She works extremely hard, independently and collectively, and is aware of most everything going on so she can step in where needed. She works seamlessly among and between groups as diverse as possible and representing the depth and scope of USF. She eagerly pursues innovative and creative ways to do her job better and to make USF more productive and effective.”



Congratulations to this year's recipients!