



Board of Trustees

Wednesday, June 15, 2022
9:30 AM – 12:30 PM

MINUTES

I. Call to Order and Comments

Chair Will Weatherford thanked everyone for participating and called the full Board of Trustees meeting to order.

Chair Weatherford made the following announcements:

- Welcomed Christian Hardigree as the new Regional Chancellor for the St. Petersburg Campus.
- Welcomed Mindy McCord as the first head coach for the USF Women's Lacrosse Team.
- Congratulations went out to the new USF Student Body President Nithin Palyam.
- Congratulations to College of Business Dean Moez Limayem on becoming the new President of the University of North Florida.
- Congratulations to Provost Ralph Wilcox on his upcoming retirement. A celebration is scheduled in his honor on August 9th.

Chair Weatherford asked Kiara Guzzo to call the roll.

Kiara Guzzo called the roll:

Trustee Tim Boaz
Trustee Sandra Callahan
Trustee Mike Carrere
Trustee Rogan Donnelly
Trustee Mike Griffin
Trustee Oscar Horton
Trustee Luran Monbarren
Trustee Les Muma
Trustee Nithin Palyam – Did not participate.
Trustee Shilen Patel – Participated by phone.
Trustee Rick Piccolo
Trustee Melissa Seixas
Trustee Will Weatherford

II. Student Presentation

College of Nursing student Pyper Vaughn shared her experience at USF.

Pyper Vaughn made USF her home to pursue her dream of becoming a nurse, a profession that has been part of her family for generations. After graduating, Vaughn plans to work in cardiac care and later return to USF to earn a doctoral degree. Her goal is to become a certified registered nurse anesthetist and work with a helicopter team. Pyper serves as president of the [USF College of Nursing](#) Student Council and is secretary of the women's lacrosse club.

III. President's Report

President Rhea Law reported the following:

- Transformational Budget - USF received \$33 million from the legislature for remodeling- critical infrastructure
- Received \$37 million for Cyber Florida to conduct a cyber-security vulnerability analysis for the State of Florida.
- Received \$3 million for the USF Sarasota – Manatee Campus, for the Nursing Stem building. They also received an additional \$1 million for operational funds.
- USF St. Petersburg campus received \$3 million for operational support; \$6.5 million for deferred maintenance and \$5.5 million for Research and Innovation Funding.
- Although funding was cut, EOS Building located at USF St. Petersburg is still a priority. There are plans to present it again to the legislature during the next session.
- Commencements – There were over 6400 degrees were conferred.
- President Law recognized 3 exceptional USF graduates:

-**Tyra Brown** received bachelor's degree in Social Work after suffering a traumatic brain injury.

-**Alexander Mercier** made USF history as the first Rhode Scholar finalist for his academic achievement in Visual Arts and as a pianist. Alexander also excelled in epidemiology research and became president of the USF Chapter of Mathematical Association of America and Russian Culture and Language Association. He was selected USF Outstanding Graduate and will pursue his Doctorate Degree in Public Health at Harvard.

Georgina Couric is a senior pitcher on the USF Women's Softball team who set a school record with a 38th career shutout and received all four of the American Athletic Conference Pitcher of the Week Honors. The National Fast Pitch Coaches Association named her Division 1 National Pitcher of the Year; a finalist for Softball Collegiate Player of the Year. Georgina has an outstanding record of 37-5 with an earned run average of 0.51

- 3 Distinguished University Professors were recognized:

Maureen Groer - College of Nursing as well as an adjunct professor of Internal Medicine in the Morsani College of Medicine. Her microbiome focused research is aimed at studying the factors that influence the gut microbiome of Very Low Birth Weight (VLBW) infants and the relationship between microbiomes across time.

William Haley- School of Aging Studies. He is an intellectual leader having pioneered and shaped the field of family caregiving research over the past 30 years. His work is noted for being methodologically rigorous, innovative, and paradigm-shifting in addressing significant questions about the problems, issues, and coping strategies of caregivers of family members with chronic illness and disability.

Sudeep Sarkar- Has more than 25 years of experience conducting and directing fundamental and applied research in computer vision, image processing, and pattern recognition related topic. His research topics ranged from video image processing to biometrics and medical image analysis of burn scars. With series of funding from the National Science Foundation, he has made seminal algorithmic and theoretical contributions to the field computer vision, particularly in the problem of computing perceptual organization, sign language recognition, and more recently in event understanding using pattern theory.

- **Funding**

- Kate Tiedemann, Ellen Cotton give \$14 million to enhance USF Fintech program at the USF St. Petersburg campus.

- The Bellini Center for Talent Development at the Muma College of Business is a career-development program for students and the Tampa Bay business community creating a real world corporate environment in a classroom level setting.

- USF Giving Week was successful. There were 5000 donors and the previous record was doubled.

- The University of South Florida unveiled a new state-of-the-art research center that will deepen the connection between university innovation as well as the business community and help advance the Tampa Bay region's growing startup ecosystem. Located in the USF Research Park on the Tampa campus, the three-story, 120,000-square-foot mixed-use building features advanced laboratory facilities, as well as office and meeting spaces for new and established companies.

Update on Searches

- Christian Hardigree is the new Regional Chancellor of the USF St. Petersburg campus. She most recently served as the founding Dean of the School of Hospitality at Metropolitan State University (MSU) of Denver and will start her new role at USF on July 1, 2022.
- An announcement of Provost Ralph Wilcox's retirement. There will be an event held in his honor (TBA). College of Arts and Sciences Dean Eric Eisenberg will serve as Interim Provost.
- Rich Sobieray appointed as Senior Vice President of Financial Strategy in Administrative Services.

- Paige Geers appointed as Chief of Staff in the Office of the President
- University of South Florida Muma College of Business Dean Moez Limayem is leaving to become the new President of University of North Florida. Professor and Associate Dean for Research and Professional Programs Gert Jan De Vreede will serve as Interim Dean.

New Initiative

- New Cyber-Security Programs launched. USF has a Global and National Security Institute. This important initiative is designed to further place our faculty expertise at the forefront of helping the state of Florida address critical issues facing the nation in sectors such as defense, economic and political security, health and human security infrastructure and environmental security.
- Retired General and former Chief of U.S. Central Command Kenneth F. “Frank” McKenzie will bring extensive leadership skills and a decades-long military and International security background to lead the Global and National Security Institute and as Executive Director of Cyber Florida.
- Thanked Vice Admiral Mike McConnell for his tremendous work and contributions to the University of South Florida.

General McKenzie spoke briefly on the Global and National Security Institute and Cyber Florida. He’s grateful for the opportunity and is looking forward to working with everyone.

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

FL 101 – Approval of Minutes

March 8, 2022

March 22, 2022

April 19, 2022

Having no revisions to the minutes Chair Weatherford requested a motion to approve which was given by Trustee Muma and seconded by Trustee Griffin and FL 101- March 8th, March 22nd and April 19th minutes were approved.

Consent Agenda (FL 102 – FL 115)

Governance Committee Approved Items

**FL 102 – Approval of Amendments to USF Research Foundation, Inc.
Articles of Incorporation and Bylaws**

FL 103 – Approval of DSO Board Members for USF Alumni Association

FL 104 – Approval of DSO Board Members for USF Research Foundation, Inc.

**FL 105 – Approval of DSO/CU Board Members for USF Financing Corporation and
USF Property Corporation**

Finance Committee Approved Items

FL 106 – Energy Savings Project and Award to Siemens

FL 107 – Authorizing Issuance of Debt for USF SM Student Housing and Student Center Project

FL 108 – 2022-23 Continuation Operating Budget

FL 109 – Judy Genshaft Honors College – New Philanthropic Funds Request

FL 110 – DSO 2022-23 Annual Financial Plans

- University Medical Services Assoc., Inc., USF Medical Services Support Corp. & USF Health Services Support Organization, Inc.
- USF Foundation, Inc.
- USF Research Foundation, Inc.
- USF Health Professions Conferencing Corp.
- Sun Dome, Inc.
- USF Institute of Applied Engineering
- USF Alumni Association, Inc.
- USF Financing Corp. & USF Property Corp.

FL 111 – Student Green Energy Fee

Audit & Compliance Committee Approved Items

FL 112 – 5-Year Independent Peer Review of USF Compliance and Ethics Program

ACE Committee Approved Items

FL 113 – Faculty Nominations for Tenure

FL 114 – Tenure as a Condition of Employment

FL 115 – 2022-2027 Educational Plant Survey (EPS)

Chair Weatherford - On behalf of the Governance committee, all items were thoroughly reviewed and recommended for approval.

Trustee Griffin - On behalf of the Finance Committee, all items were thoroughly reviewed and recommended for approval.

Trustee Callahan - On behalf of the Audit and Compliance Committee, all items were thoroughly reviewed and recommended for approval.

Trustee Horton on behalf of the ACE Committee, all items were thoroughly reviewed and recommended for approval.

UFF Representative

The UFF new President Steve Lang commented on the following:

- Support of the USF Sailing Team
- The new Collective Bargaining Agreement
- Citation and Journal Indexes Workshop
- Metrics and Rankings
- Recruitment and Retention Challenges

Having no revisions to the consent agenda Chair Weatherford requested a motion to approve which was given by Trustee Horton and seconded by Trustee Les Muma.

The Consent Agenda items FL 102 – FL 115 were approved.

V. New Business – Action Items

FL 116 – USF 5-Year CIP (2023/24-2027/28)

Carole Post, Vice President for Facilities and Public Safety Operations presented the item.

Pursuant to Sections 216.158, 216.043 and 1013.64, Florida Statutes, the preparation and submission of the State University System (SUS) Fixed Capital Outlay (FCO) Budget Request requires that each college and university update its Capital Improvement Plan (CIP). The CIP, as used by the Florida Board of Governors, is intended to present the additional academic and academic support facilities needed for a five-year period for which state funds are requested. Separate sections on the CIP are provided for Capital Improvement Fee Trust Fund (CITF) projects and future projects which require state funding or may be funded from non-state sources, such as debt. Each institution's CIP will be used to select projects for inclusion within the SUS Three-Year PECO Project Priority List to prepare the SUS Five-Year CIP.

VP Post provided a power point presentation on Capital Improvement Plan (CIP) 2023-2024 / 2027 – 2028 Five Year Plan. Which highlighted the following:

- Capital Improvement Plan Components
- Priorities Compared to Prior Year Submission
- Capital Improvement Trust Fund (CITF) Projects
- Back of Bill (BOB) Projects
- Additional Items Referenced in the Transmittal Letter
- CIP Next Steps

Trustee Piccolo made comments on the support of the Board, President, and staff as it relates to the Sarasota-Manatee Academic STEM Nursing Facility. This is a game changer for the USFSM campus.

Chair Weatherford requested a motion to approve the item, which was given by Trustee Piccolo, with a second from Trustee Muma. Item FL 116 – USF 5 -Year CIP (2023/24-2027/28) was approved.

FL 117 – Proposed Capital Renewal & Deferred Maintenance Plan/2022-23 Preliminary Fixed Capital Outlay Budget

Vice President Carole Post and Associate Vice President & Controller Jennifer Condon presented the item.

Pursuant to 1011.012, Florida Statutes, the University Board of Trustees must adopt a Fixed Capital Outlay budget for the fiscal year that designates proposed expenditures for the year from all fund sources.

The preliminary Fixed Capital Outlay budget includes state appropriated funds. The budget for USF 2022-2023 State Appropriated Fixed Capital Outlay funds is based on the 2022 Appropriation Act and is consistent with approved legislative spending authority.

A power point was provided: Capital Renewal Briefing, which highlighted the following:

- University Operations
- Summary of Capital Renewal /Deferred Maintenance
- Objectives and Goals For Use of Funds
- Summary of FY 23 Capital Renewal Priorities
- Factors Impacting ‘Time to Encumber’
- Roof Asset Management Program
- Roofs - 7 Projects Across All Campuses –\$5.9 M
- Implementation Plan
- Step 1: Road Map to Meet Deadlines
- Next Steps

Trustee Carrere had questions concerning time restraints, spending, and plans for future funding.

Trustee Boaz’s question related to the deferred maintenance problem.

Chair Weatherford requested a motion to approve the FY 2023 Preliminary Fixed Capital Outlay Budget and authorize the President to make necessary nonmaterial adjustments to the Budget with the requirement that any material changes be approved by University Board of Trustees Executive Committee.

The motion was given by Trustee Tim Boaz and seconded by Trustee Griffin. Item FL 117 was approved.

FL 118 – HCM Implementation

VP/Chief HRO Angela Sklenka, CIO Sidney Fernandes and Senior VP Rich Sobieray presented.

In support of USF’s strategic plan and cultural priorities, the university is aligning our Great Place to Work strategy, which will be accelerated by the implementation of an improved HR system by transitioning to Oracle’s SaaS HR platform (HCM system).

Transitioning from disparate systems and a manual, paper-based environment requires more than a technology platform to achieve the transformation required to support the USF’s lofty objectives. Aside the technical initiative, we are infusing a change management journey for overall success inclusive of our People, Process and HR Technology.

A power point was provided which highlighted the following:

- HR Framework

- Transformational HR Architecture
- HR Enablers
- Recommendation: Upgrade to Oracle HCM Solution
- Recommendation: Upgrade to Oracle HCM Solution – Estimated Cost Avoidance
- Recommendation: Upgrade to Oracle HCM Solution – Software and Implementation Cost

Trustee Muma had a question about the current software that USF has used for years. Trustee Callahan questioned if HCM included a payroll. Trustee Horton questioned if the HR staff could accommodate the upgraded system.

Chair Weatherford requested a motion to approve the item which was given by Trustee Horton and seconded by Trustee Seixas. Item FL 118 was approved.

FL 119 – Interim President’s 2021-22 Evaluation

Chair Weatherford Presented.

Section 3.4 of the Interim Contract provides that the Interim President shall initiate the evaluation process by providing the Board Chair and Governance Committee a self-appraisal of the Interim President's performance from the August 2, 2021, to the date the permanent president is confirmed by the Board of Governors, which occurred on March 30, 2022. Under the Interim Contract, the evaluation process coincides with the appointment of the permanent president rather than the fiscal or academic year. This evaluation will review the Interim President’s performance related to each of the goals and objectives determined under section 3.3 of the Interim Contract.

Section 3.3 of the Interim Contract outlines the evaluation process, which begins with a review by the Governance Committee based upon the Interim President’s performance against the approved goals and objectives. To aid the Board in its performance review, the Interim President may furnish oral and written reports.

Chair Weatherford acknowledged that President Law accomplished a considerable amount of the goals during the 8th month period while serving as the Interim President. He concurs with the Governance Committee in awarding 100% of the remaining bonus to the President.

There was information included in the Trustees packets for review as it relates to the President’s goals and accomplishments.

Chair Weatherford requested a motion to approve the item which was given by Trustee Callahan and seconded by Trustee Seixas. Item FL 119 was approved.

The University of South Florida’s 8th President Rhea Law commended the tremendous work of the leadership, faculty and staff for the accomplishments and success at the University.

FL 120 – Student Life Center Naming Resolution

Sr. VP of Advancement and Alumni Affairs Jay Stroman presented.

Pursuant to BOG Regulation 9.005, the University of South Florida Board of Trustees is vested with naming authority for all buildings, facilities and academic units of USF. Regional Chancellor Tadlock has requested that the Student Life Center-USF St. Petersburg Campus be named the “Judy Genshaft Student Life Center” in honor of President Emerita Judy Genshaft in recognition of her significant contributions to USF, the St. Petersburg campus and the success of students on the campus. The request was endorsed by the Campus Board on May 12, 2022.

Trustee Seixas presented key highlights:

- Former BOT member and USFSP Campus Board Chair Debbie Sembler; had the idea to rename the USF St. Petersburg Student Life Center in honor of former USF President Judy Genshaft
- President Judy Genshaft secured funding for several facilities which helped to transform both USF Tampa and St. Petersburg campuses
- There was a 50% increase in the Honors College.
- Continues to make generous contributions to USF
- President Judy Genshaft focused on student success
- The USF St. Petersburg Campus Board unanimously support the renaming of the USF St. Petersburg Student Life Center to the Judy Genshaft Student Life Center

Chair Weatherford requested a motion to approve, which was given by Trustee Seixas. The motion was seconded by Trustee Horton. Item FL 120 was approved.

FL 121 – Ratify Collective Bargaining Agreement between USF and the United Faculty of Florida (UFF)

Senior Associate General Counsel Liz Gierbolini presented

The University reached a tentative 3-year collective bargaining agreement (CBA) with UFF, the union that represents faculty. The new CBA:

- Provides pay increases to faculty for three consecutive years beginning with a \$2000.00 one-time bonus payable upon full ratification of the CBA, followed by a 3.5% base increase to all faculty with satisfactory evaluations effective August 2022, and then a 2.0% base increase to all faculty with satisfactory evaluations effective August 2023
- Ensures base salary increases are cumulative and not contingent
- Creates a 1% discretionary pool in every year of the contract to fund faculty compensation adjustments for special achievements, market equity, counter offers, and awards
- Extends the University tuition waiver program to faculty, which allows USF employees to transfer their own unused tuition waivers to their spouses, partners, or dependent children for the purpose of enrolling in eligible undergraduate courses
- Supports a clinical practice plan for nursing faculty, a first at USF
- Strengthens faculty participation in expectations for evaluation

- Commits to study and address faculty salary equity
- Maintains the protections and processes with which the faculty are accustomed.

The Board's Labor Committee approved the tentative agreement on April 19, 2022. The UFF ratified the tentative agreement on May 13, 2022. The tentative agreement and is now before the full Board of Trustees for ratification. The new CBA will support the University's goal of promoting and sustaining a positive working environment, provides well-deserved salary increases to faculty, and includes the discretionary authority to reward and retain faculty.

Trustee Carrere provided brief comments on behalf of the Labor Committee, and recommended ratification of the Collective Bargaining Agreement.

Trustee Boaz commended both the Labor and Bargaining Committees on their negotiations and reaching a mutual agreement.

Chair Weatherford requested a motion to approve FL 121. It was given by Trustee Carrere and seconded by Trustee Muma. The Collective Bargaining Agreement USF and UFF was approved.

VI. New Business – Informational Items

Update on USF Stadium Planning Process:

Vice President for Athletics Mike Kelly and Vice President for Advancement Jay Stroman presented the update on the on-campus stadium.

A power point was provided which highlighted the following:

- Enlarged Plan of Recommended Site
- Recommended Stadium Site - Due Diligence Summary
- USF BOT Information Update
- USF BOT Anticipated ITN Overview

Chair Weatherford made comments concerning cost process.

Trustee Horton question concerned the seating capacity.

VII. BOT Roundtable Discussion

Chair Weatherford announced the retirement of Sr. VP for Business and Finance Nick Trivunovich. Nick has worked at USF for 27 years and is a graduate. He has been an incredible leader with a humble spirit. On behalf of the Board, the Chair thanked Nick for his contributions to USF and presented him with a gift.

The Board gave recognition to Trustee member Tim Boaz. His 2-year term as a USF BOT is ending. Trustee Boaz has worked at USF for 33 years and has been an incredible advocate for the faculty and for the University. He was commended for his service to the United Faculty of Florida.

Trustee Boaz commented that it has been an honor and a gratifying experience to be part of the USF Board of Trustees. It was the highlight of his career. On behalf of the USF Community, Trustee Boaz thanked the BOT members for their service, donating their time and talents furthering the cause of this University. He thanked former Faculty Trustee Greg Teague and Faculty Senate members who served during his term and announced that Professor Jennifer Schneider from the College of Education was elected as the new President of the Faculty Senate.

Chair Weatherford presented Trustee Boaz with a gift and thanked him for his service to the Board of Trustees.

Having served as a member on the Board of Trustees for 4 1/2 years, Trustee Les Muma announced that he is stepping down on June 30, 2022. Trustee Muma was appointed by Governor Rick Scott and is USF Alumni. He is grateful for the leadership and experience during his term.

Trustee Weatherford commented that the Muma family has had a huge impact on all three USF campuses. The Chair thanked Trustee Muma for his service to the Board of Trustees and the numerous Boards in which he and his wife Pam serve on throughout USF.

President Rhea Law, Trustees Horton, Carrere, Griffin thanked Mr. and Mrs. Muma for their time, leadership, inspiration, and generosity that they have provided over the years. Trustee and Mrs. Muma were presented with gifts.

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