We Are One, Yet We are Many: Embracing our Differences to Advance ONE USF!

Enlightenment Series

December 10, 2024

"This Enlightenment Series is under the auspices of the USF Institute on Black Life, USF Black Employee Steering Committee, the USF Black Faculty & Staff Association, and the Racial Justice Initiative."

BFA — BLACK FACULTY AND STAFF ASSOCIATION · UNIVERSITY OF SOUTH FLORIDA

Institute on Black Life
Bridging the University and the Community
UNIVERSITY OF SOUTH FLORIDA

UNIVERSITY of SOUTH FLORIDA

University Accreditation Overview

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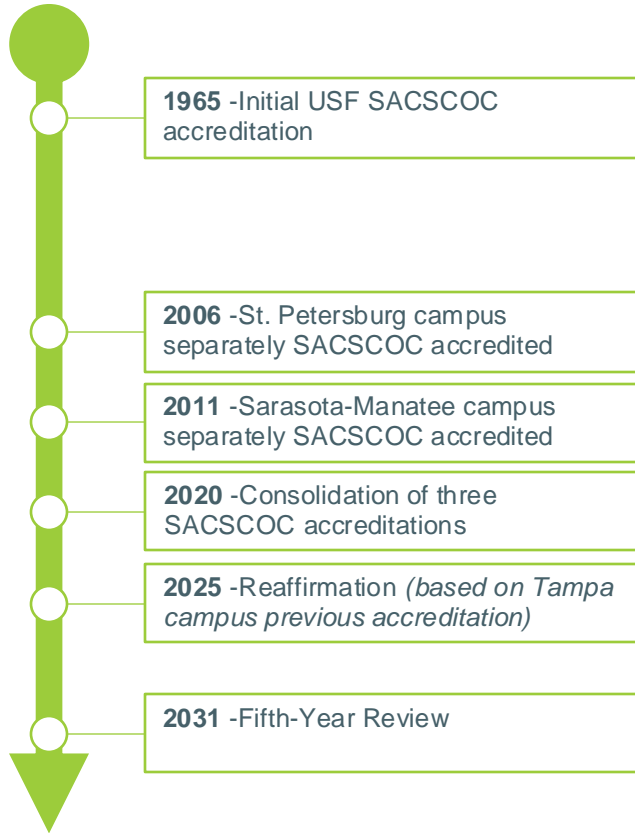
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What is accreditation? Why does it matter?

1. Accreditation is a process of external review to assure continuous quality improvement.

2. Two General Types of Accreditation:
   A. Institutional
   B. Specialized or programmatic/discipline-specific

3. Federal Requirements
   1. Higher Education Act of 1965
   2. Title IV Program Responsibilities

Why is accreditation important to USF?

1. Required for federal funding
   - Student Financial Aid ($262 M *AY 2020-21*)
   - Federal Contracts and Grants ($220 M *FY 21*)
2. State requirements (i.e., licensure)
3. Required for program/discipline-specific accreditation
4. Commitment to higher education
5. Desire to improve quality

USF Accreditation History

- **1965** -Initial USF SACSCOC accreditation

- **2006** -St. Petersburg campus separately SACSCOC accredited

- **2011** -Sarasota-Manatee campus separately SACSCOC accredited

- **2020** -Consolidation of three SACSCOC accreditations

- **2025** -Reaffirmation *(based on Tampa campus previous accreditation)*

- **2031** -Fifth-Year Review

SACSCOC Accreditation Process

- Application
- Candidacy
- Initial Accreditation *(5-year reaffirmation review)*
- Fifth-Year Review *(year 6)*
- Reaffirmation (Decennial) Review

- Annual Reports & Compliance with accreditor's policies (ongoing)
  - Enrollment Profile
  - Financial Profile
  - Institutional Profile

- Substantive Change Notices, Prospectuses, and Approvals (ongoing)

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What Does Reaffirmation Entail?

- USF has three deliverables:

  - Compliance Certification Report (CCR) of 74 standards
    - 150 plus pages of narrative
    - 800 plus pages of evidence

  - Quality Enhancement Plan (QEP)
    - Derived from institutional planning and evaluation processes.
    - Has broad-based support of institutional constituencies.
    - Focuses on improving specific student learning outcomes and/or student success.
    - Has committed financial and human resources to ensure a high success rate.
    - Includes a plan to assess the level of that success.

  - Institutional Summary Form and Substantive Change history
    - Current educational programs and certificates, list of degrees offered;
    - Domestic and international Off-campus instructional sites/branch campuses
    - Distance learning
    - Current programmatic (specialized) accreditors
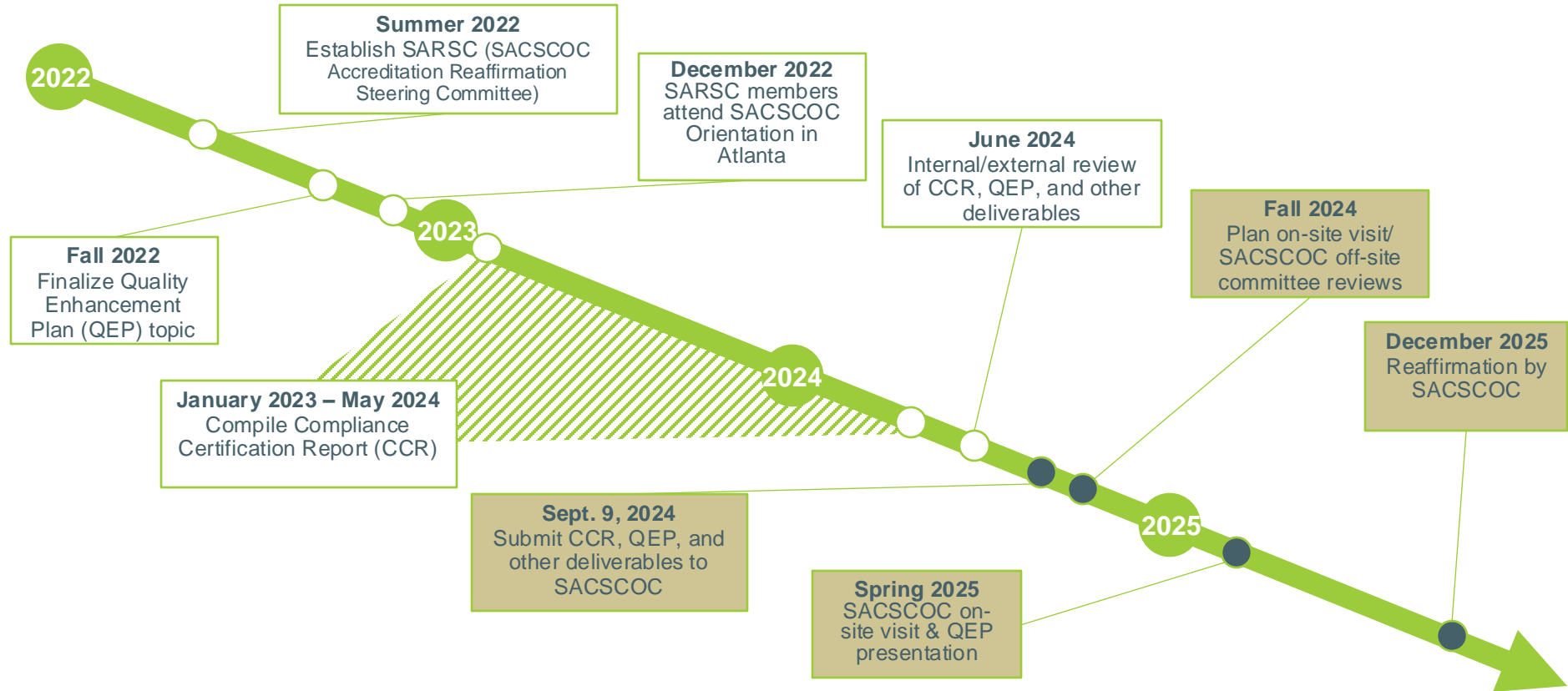
What Does Reaffirmation Entail?

Areas Receiving Scrutiny

- Institutional Mission
- Institutional Planning & Effectiveness
- Student Achievement
- Governance & Administration
- Educational Programs & Policies
- UG, GR, & Professional Programs
- Faculty
- Academic & Student Support Services
- Financial & Physical Resources
- Distance Learning
- Transparency & Institutional Representation

Board Involvement

- Examples of USF BOT actions supporting reaffirmation of accreditation:
  - Institutional Mission
  - President's Evaluation
  - Accountability Plan
  - Approval & Termination of Academic Programs
  - Board Self-evaluation
  - Student Conduct Code
  - Ethics and Conflict of Interest Policies
  - University Strategic Plan
  - Operating & Capital Budgets
  - Direct Support Organization Bylaws and Budgets
  - Campus Master Plan
  - Bond Approvals

- Interviews:
  - Trustees interview with the On-site Committee (Spring 2025)

Reafirmation Timeline

2022

Summer 2022
Establish SARSC (SACSCOC Accreditation Reaffirmation Steering Committee)

December 2022
SARSC members attend SACSCOC Orientation in Atlanta

June 2024
Internal/external review of CCR, QEP, and other deliverables

Fall 2024
Plan on-site visit/ SACSCOC off-site committee reviews

Fall 2022
Finalize Quality Enhancement Plan (QEP) topic

2023

December 2025
Reaffirmation by SACSCOC

January 2023 – May 2024
Compile Compliance Certification Report (CCR)

2024

Sept. 9, 2024
Submit CCR, QEP, and other deliverables to SACSCOC

2025

Spring 2025
SACSCOC on-site visit & QEP presentation

QEP

Quality Enhancement Plan

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QEP Goal

Increase the career readiness of USF graduates by expanding meaningful **experiential learning opportunities** for all undergraduate students.

HIPs & First Destination Success

Co-op

Higher rates of employment and higher starting income

Student Employment

Higher rates of employment

Internships

Higher rates of employment and, if paid, higher starting income

Undergraduate Research

Higher rates of graduate/professional school admissions

Competencies

There are eight career readiness competencies, each of which can be demonstrated in a variety of ways.

Career & Self Development

Equity & Inclusion

Teamwork

Communication

Leadership

Technology

Critical Thinking

Professionalism

AI

Learning Objectives

Students will be able to:

1. **Identify and evaluate** experiential learning opportunities that align with their unique career goals.

2. **Demonstrate** career readiness competencies acquired through courses and experiences.

3. **Communicate** effectively the career readiness competencies, skills, and experiences developed in <u>specific courses</u>.

4. **Communicate** effectively the career readiness competencies, skills, and experiences developed through <u>experiential learning opportunities</u>.

Strategies

1. Leverage Mandatory Career Readiness Module
2. Program-Specific Career Modules
3. Faculty Champion Program
4. Funding for Experiential Opportunities
5. Strengthen Experiential Opportunities

Career Navigator

Kickstart Your Career Journey

Center for Career & Professional Development

By the end of this course, students will be able to:
1. Explore degrees and career paths
2. Compare career information and wage prospects for degree and occupation choices
3. Identify a benchmark for current level of career readiness

The Ask….

ExCeL with Experience!

Increase career readiness through meaningful **experiential learning opportunities**

If you hire, supervise, or mentor students in internships, co-ops, student employment, or undergraduate research…

1. **Track**

If you hire, supervise, or mentor students in internships, co-ops, student employment, or undergraduate research…

2. Develop

Campus Employment vs Internship

Is this an undergraduate student position at USF? (FWS or OPS)

Yes →

No → Not eligible → Optional: Career Readiness Report and/or Engaged Student Employment program

Are these criteria met or can they be met:?
- relevance to the student's career interests and goals
- exposure to information, experiences, and processes at the leadership level with learning objectives set
- training and career development support in alignment with the student's academic pursuits
- level of supervision and mentoring support provided on-site by administration, professional staff, or program faculty
- work with a subject matter expert (SME) who can guide and facilitate career skill growth

No → Not eligible

Yes →

Eligible for Internship Status.* Does student want an internship?

Yes → Would the student like elective credit (0-3 credit hours) based on hours? Course work is required.

No → Have student report student-employment experience in Handshake → Optional: Career Readiness Report and/or Engaged Student Employment program

No → Have student report internship experience in Handshake → Optional: Career Readiness Report and/or Engaged Student Employment program

Yes → Have student request registration permit for IDS 3947 or internship course in their academic department

*International Students must check with international advisor to determine eligibility

QEP EXPERIENTIAL CENTERED LEARNING

If you advise students in internships, co-ops, student employment, or undergraduate research…

1. Track
2. Develop
3. Assess

We Are One, Yet We Are Many: Embracing Our Differences To Advance ONE USF!

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Undergraduate Studies

University of South Florida

WE'RE ONE USF!

TAMPA CAMPUS

ST. PETERSBURG CAMPUS

SARASOTA-MANATEE CAMPUS

https://www.usf.edu/

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One USF

At USF, we are fully committed to providing a welcoming community where everyone feels a sense of belonging and is encouraged to think boldly about the future. We are focused on fostering student success and making significant contributions throughout Florida, nationally and globally.

WE ARE
#ONEUSF

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Embracing Our Differences To Advance ONE USF

- We ensure that our culture is one of belonging and inclusive excellence, fostering diversity of thought, backgrounds and experiences.

- Our world is changing rapidly. We have never been so connected, and yet there is still immense opportunity to better understand and learn from one another both within the university and the communities we serve. We can be a ship for that understanding: a place where freedom of ideas, expression and academic inquiry flourishes.

- We provide pathways for students to graduation that combines an individualized approach with flexible and innovative academic options that empower students, faculty, and staff as participants in a dynamic global community.
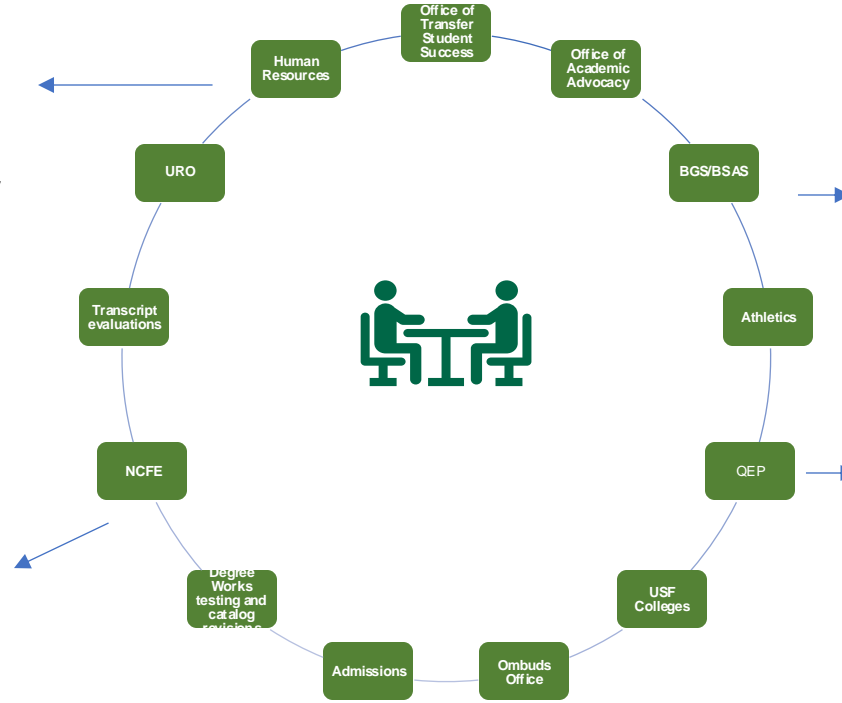
USF Collaboration

EHAP (Employee Hardship Assistance Program)

The Employee Hardship Assistance Program, funded and administered through the USF Foundation, provides financial assistance to employees who have been directly impacted by a natural disaster. The program is designed to offer immediate relief for urgent needs, such as temporary housing, home repairs, medical expenses, and other unforeseen costs related to the hardship. By supporting employees during times of crisis, the program reflects the University of South Florida's commitment to the well-being and resilience of our employees.

Nault Center For Entrepreneurship

The NCFE is a meticulously crafted mentoring program goes beyond traditional education, embracing the human factor that fuels entrepreneurial ventures. Through meaningful connections with experienced entrepreneurs, our mentees gain invaluable insights, tailored guidance, and the unwavering support they need to navigate the entrepreneurial landscape.
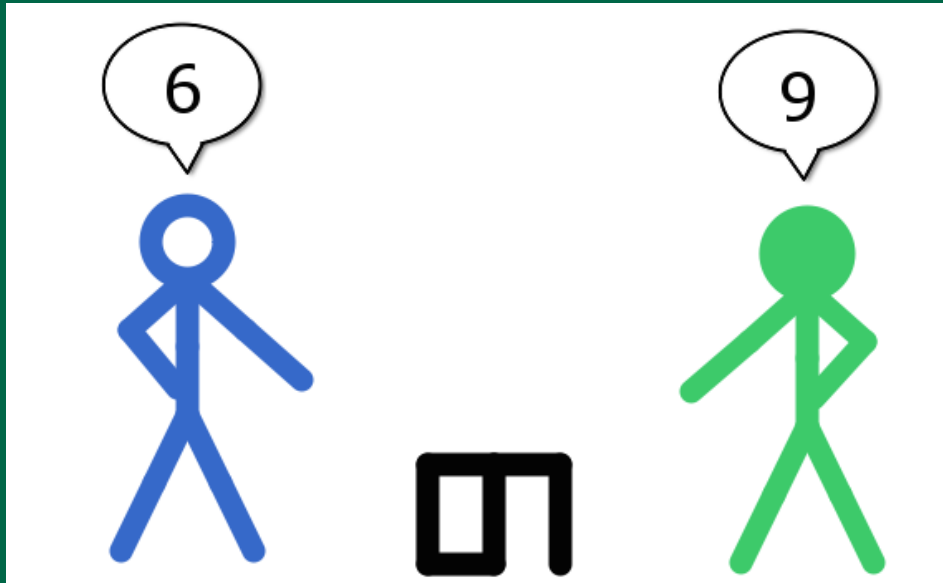
UGS - BGS/BSAS

We just team up and collaborated with Dr. Cihan in the College of Business to start a new Hospitality Management Concentration. We believe collaborating with other departments across campus will foster an enriching relationships between colleges.

Students will gain hands on knowledge and experiences that will make an impact on their lives, as they aspire to put their own mark in the world and shaping the future as the next generation of leaders.

QEP (Quality Enhancement Plan)

We look forward to collaborating with QEP to enhance student success that's centered around specific issue like curriculum, student support services, and teaching methods. How can ONE USF build an environment that accelerates the spirit of innovation that when one wins, we all win at USF.

Office of Transfer Student Success

Office of Academic Advocacy

Human Resources

URO

BGS/BSAS

Transcript evaluations

Athletics

NCFE

QEP

Degree Works testing and catalog revisions

USF Colleges

Admissions

Ombuds Office

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CHALLENGES:
EMBRACING OUR DIFFERENCES

We Are One, Yet We Are Many

EMBRACING OUR DIFFERENCES

Example of We Are One, Yet We Are Many: Embracing Our Differences To Advance ONE USF

GOALS

Creating Welcoming and Belonging Spaces

Trainings, workshops, Guest Speakers, etc. Seeing things from a different perspective.

Respectfully challenge any unwelcoming or unbelonging statements when you hear them.

Have visible signs on door or in office of Be Bold ONE USF: Embracing Our Differences.

Educate yourself about ways to truly embrace our differences. There is a big difference in sympathy and empathy.

Connect with other colleges, departments, stakeholders across our region. To build a community that we can speak with one voice but with many distinctiveness success stories across our units, colleges, campuses, and region.

EMBRACING OUR DIFFERENT PERSPECTICES
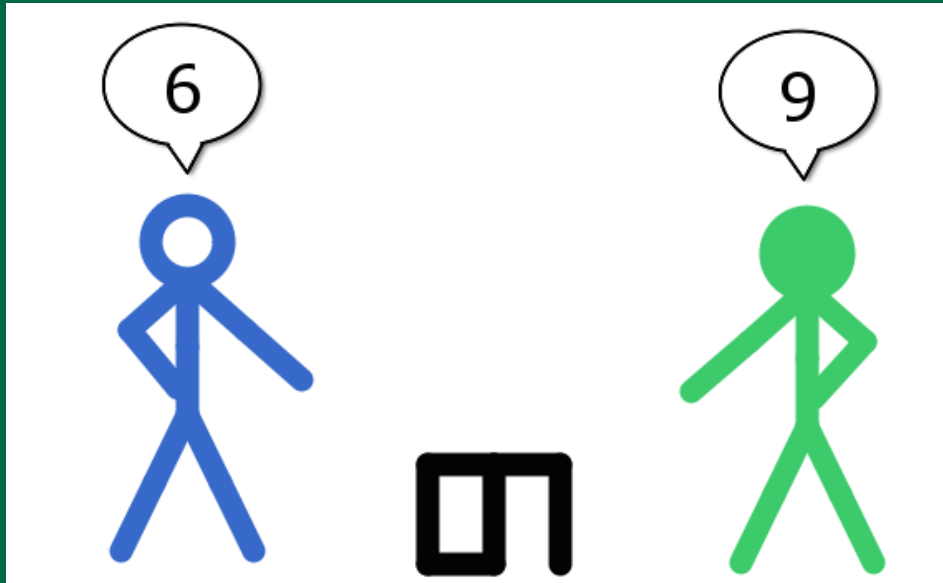
What Does A Welcoming and Belonging ONE USF Looks Like?

- Where all can be themselves without judgement

- Open to everyone

- Safe for everyone

- Where people can ask difficult questions and be truthful.

- Where mislabeling does not occur.

- Where respect and freedom are abundant

- A person that cares about the humanity, dignity and rights of others.

- We don't "Freeze People in Time" When you freeze people in time, you don't see the person as they truly are. You see a snapshot of that person, a limited picture that doesn't capture the whole person.
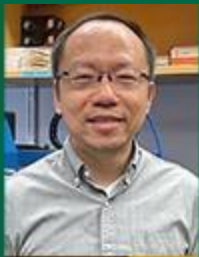
BE
Bold.

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Questions?

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Survey