USF Board of Trustees Meeting
September 10, 2024
St. Petersburg Campus – 9:30 am

Chair Will Weatherford welcomed everyone to the Board of Trustees meeting at the USF St. Petersburg campus.

Chair Weatherford commented on the first few weeks of classes and the outstanding job of the USF leadership on their reliable commitment in welcoming the students.

Rankings

- Forbes - Ranked USF # 41 in America's Top Colleges.
- Princeton Review – Ranked USF # 38 as a Value Public University.
- USF News and World Report Ranking – TBD

Chair Weatherford encouraged everyone to attend the groundbreaking ceremony for the new on campus stadium during Homecoming weekend on October 18th. There will be several activities that weekend, and this will be a memorable occasion.

The Chair reported that the USF Bulls Football team kicked off the season with a win against Bethune Cookman. The football team also played an impressive game against University of Alabama.

The Women's Volleyball team had an impressive win against the University of Florida.

Chair Weatherford commended the USF student athletes and their coaches for their continued success this season.

Chair Weatherford asked Brittany Dix to call the Roll.

Trustee Sandra Callahan
Trustee Mike Carrere
Trustee Rogan Donelly
Trustee Suryakanth Gottipati
Trustee Michael Griffin
Trustee Oscar Horton – did not participate
Trustee Lauran Monbarren
Trustee Shilen Patel – did not participate

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Trustee Rick Piccolo – did not participate
Trustee Melissa Seixas
Trustee David Simmons
Trustee Will Weatherford

A quorum was established.

Student Presentation

USF St. Petersburg student Dana Smith shared her experience at USF. Dana, a resident of Clearwater, Florida is a member of the Judy Genshaft Honors College as a student and ambassador. She's in her 3rd year at USF and a Psychology student with a special interest in cognitive aging. She is working to achieve a minor in Spanish and Public Health, but her most personal aim is expanding cognitive care and awareness of cognitive impairment to those over 65. She's writing a Thesis on Grandparent Grandchild Interaction Frequency and applying to Graduate School.

Chair Weatherford thanked Dana for her presentation and sharing her journey at USF. He commended her for her exceptional communication skills which are sure to take her far in life.

President's Report

President Law provided an update which highlighted the following:

- Classes started August 26th. The President welcomed students and families to USF.
- There were 68,000 applications to USF, which is a 5% increase from last year and a record high for USF. There were 6,700 spots available.
- There are 130 first year medical students in Morsani College of Medicine. It's their academically strongest class ever with MCAT scores placing this cohort among the top 3% among freshman classes nationally.
- Housing - The Residence halls are full across all three USF campuses. We welcomed a record capacity of 7,500 students.
- Atala Hall is the new housing facility at the USF Sarasota Manatee campus.
- USF welcomed 300 new faculty members. This is an increase of 29% over last year. 35% of the new faculty came from other AAU institutions.

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- On July 30th there was a grand opening for the USF Taneja College of Pharmacy.

- The USF On-Campus Stadium Groundbreaking is scheduled for October 18. All are encouraged to attend.

- The Fletcher Redevelopment Project Update – Stage 1 was to select a partner for our redevelopment. There were 14 replies. We will narrow it down to 4 firms, post to the short list, and move on to stage 2.

- Accreditation Update – We have provided the Reaffirmation Compliance Certification Report to SACS. The Commission's on-site visit is scheduled for February 18th – 20th. This will be across all three campuses and USF Health downtown.

- Quality Enhancement Plan will be submitted to the Commission on January 7, 2025, along with a Focus Report addressing any other issues.

President Law asked Vice President for Student Success, Cindy DeLuca to provide an update on USF students.

Vice President Cindy DeLuca

Vice President DeLuca reported that the campuses are filled with energy and enthusiasm to welcome another high achieving class to USF.

- USF received more than 68,500 freshman applications for FTIC and transfer students, which is a new record.

- Our regional campuses welcomed more than 6,900 new undergraduate students this summer and fall. This is an 18% increase from last year.

- The new class enters USF with an impressive academic profile. The average high school GPA was 4.22. The average ACT score was 28.2, and the average SAT score was 1306.

- There are 680 students enrolled in the Judy Genshaft Honor's College across all three campuses. There are 54 national scholars.

- The incoming undergraduate cohort is 59% female and 41% male.

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- USF has seen an increase in all ethnicities across all three campuses. Our students are from 45 states and 66 countries. 75% are in-state students and 25% are out-of-state students.

- The popular majors for the incoming class are Biology, Health Sciences and Computer Science.

- There are over 7,500 students living in the resident halls this year. We are at 94% capacity for ONE USF including our new resident hall on the USF Sarasota – Manatee Campus, Atala Hall. FTIC accounts for 50% of our students living on campus.

Vice President DeLuca gave special acknowledgement to Susan Kimbrough, the Director of Housing at USFSP for her leadership and the large number of summer cohort she served.

A special acknowledgement also went out to the Assistant Vice President for Admissions, Martin Smith and his team for their tireless efforts and thoughtful strategic approach to assisting students; as well as the Financial Aid Team for their excellent support working overtime to overcome the challenges associated with the new FAFSA.

Vice President DeLuca reported that during the fall BOT meeting last year, a strategic enrollment project was introduced. She thanked Associate Vice President for Strategic Enrollment Management, Stephanie Harff for her hard work leading a multi-campus institutional stakeholder group and authoring this very important document.

She thanked the Board of Trustees, President Law, Provost Mohapatra, and the Leadership Team for their unwavering support and for funding the critical initiative of the new strategic enrollment project. She also wholeheartedly thanked the dedicated work of the Student Success Teams on all three campuses who worked diligently to engage our Bulls.

Vice President DeLuca reported that student engagement has been tremendous. The students are ready to be physically present and support one another. Last week there were 5,739 students who attended the opening season football game, which was the most attendees for a home opener since 2021. We are looking forward to the September 21st football game against the University of Miami as well as the Homecoming game against UAB on October 19th.

Vice President DeLuca concluded her report. Chair Weatherford opened the floor to the Trustees for questions.

Chair Weatherford asked if there were any interesting trends that we're seeing from enrollment or applications this year than what we've seen in the past.

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Vice President DeLuca replied stating the 18% increase in enrollment as it relates to the Strategic Enrollment Plan.

Chair Weatherford commented on the changes in majors over the past few years. Majors are of strategic importance to our state and country.

Trustee Carrere had a question relating to the mixed incoming class of 59% female to 41% male in the incoming class at USF this year and how it compares to other SUS institutions and AAU Universities.

We're compared with other SUS institutions, but the data was not available to compare to other AAU Universities. The Vice President will research the information. There is currently a trend in the increase of female enrollment at most universities.

Trustee Seixas had a question relating to USF's 25% out-of-state students. How do we compare with other universities?

USF trends a little higher in international students than other SUS institutions.

Trustee Seixas commented that it's beneficial to have the statistics of USF's ability to draw future talent.

Chair Weatherford thanked President Law and Vice President DeLuca for the report and proceeded with the agenda.

New Business – Action Items (Minutes and Consent)

FL 101 – Approval of Minutes

1. June 4, 2024, BOT Meeting
2. June 4, 2024, Budget Workshop

There were no questions or revisions to the minutes. Chair Weatherford requested a motion to approve. The motion was given by Trustee Seixas, and seconded by Trustee Carrere. The June 4, 2024, BOT Meeting and Budget Workshop minutes were both approved.

Consent Agenda (FL 102 – FL 120)

Governance Committee Approved Items

FL 102 – USF Foundation, Inc.
FL 103 – University Medical Service Association, Inc.

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FL 104 – Medical Services Support Corporation
FL 105 - USF Health Professions Conferencing Corporation
FL 106 – USF Sarasota-Manatee Campus Board Members

Finance Committee Approved Items

FL 107 – Legislative Budget Requests (LBR)
FL 108 – 2024-25 University E&G Carryforward Spending Plan
FL 109 – Fixed Capital Outlay Budget
FL 110 – Reallocation of CITF Funds
FL 111 – Authorized Signers/USF Bank Accounts
FL 112 – Expenditure Approval Authorization Levels

ACE Committee Approved Items

FL 113 – Tenure as a Condition of Employment
FL 114 – USF Textbook & Instructional Materials Affordability Annual Report
FL 115 – BOG Regulation – Self-supporting and Market Tuition Rate – College Credit Programs Annual Report
FL 116 – B.S. Design New Degree Program – CIP Code 50.0401
FL 117 – Tampa Campus Master Plan Amendment

Audit & Compliance Committee Approved Items

FL 118 – Approval of FY25 Internal Audit Work Plan

Chair Weatherford reported on behalf of the Governance Committee. After a thorough review of the items, the Committee recommended approval.

Trustee Griffin reported on behalf of the Finance Committee. After a thorough review of the items, the Committee recommended approval.

Trustee Seixas reported on behalf of the ACE Committee. After a thorough review of the items, the Committee recommended approval.

Trustee Callahan reported on behalf of the Audit and Compliance Committee. After a thorough review of the items, the Committee recommended approval of the Audit Workplan as presented.

UFF Representative

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UFF President Steve Lang provided an update and highlighted the following:

- USF Sailing Team – Hosting the Championship
- President's Goals and Performance Indicators
- USF becoming AAU
- The Legislation
- Competitive Faculty Salaries and Recruitments
- General Education
- New Faculty Contracts

Chair Weatherford thanked Dr. Lang for his report.

Public Remarks

The Chair introduced Professor Adriana Novoa- She was given 3 minutes to speak.

Adriana introduced herself as a professor and a proud mother of a new USF student. She expressed concerns regarding freedom of speech on campus.

Chair Weatherford thanked Adriana for expressing her concerns. They are appreciated and respected.

Chair Weatherford commented that we have a responsibility to protect and serve our students as well as a responsibility to protect and defend the First Amendment. Chair Weatherford commended the President and others for keeping the campus safe and commented that the Board is pleased with the current procedures.

There were no other public comments. The Chair requested a motion to approve the Consent Agenda items.

The motion was given by Trustee Callahan and seconded by Trustee Seixas. The Consent Agenda items FL102 – FL 119 was approved.

New Business – Action Items

FL 119 – Certification of Women's Lacrosse

Women's Lacrosse will begin competition in the upcoming academic year (2024-25) and for NCAA purposes it needs to be recognized as a varsity sport by USF. NCAA bylaw 20.2.4.7 gives more specific requirements. Sections (a), (c), (d), and (e) of the relevant bylaw will be satisfied throughout the year. Therefore, the appropriate approval is needed for (b) to completely satisfy 20.2.4.7 of the NCAA's requirements.

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Vice President Michael Kelly presented.

Vice President commented on the 520 student athletes at USF. The Women's Lacrosse program is set to begin intercollegiate competition and need the Board's approval per NCAA requirements.

Vice President Kelly introduced the Women's Lacross Head Coach Mindy McCord. Coach McCord has been coaching for 28 years and was recruited from Jacksonville University where she started a Women's Lacross program. She led that program to the Sweet 16.

Coach McCord provided an update on the progress of the USF Lacrosse team. She thanked the Board, President Law, Vice President Kelly, and USF for the growing opportunity for women's sports. She thanked them for their support in adding Women's Lacrosse to be a championship caliber program. There are currently 40 players who are excited to represent this great University. The coach reported that they are currently in a 4th recruiting class. Vice President Kelly asked the Board for a formal approval.

Chair Weatherford commented that we're honored to have Coach McCord in attendance today and coaching the USF Women's Lacross Team. The Chair also commended Vice President Kelly on his efforts to continue to diversify women's sports at USF.

Chair Weatherford requested a motion to approve. The motion was given by Trustee Carrere and second by Trustee Monbarren, and approved.

FL 120 – USF President's 2023-2024 Evaluation

Section 4.1 of the President's Contract outlines the evaluation process and provides that the President shall initiate the evaluation process by providing the Board Chair and Governance Committee a self-appraisal of the President's performance from July 1 of the previous contract year and ending on June 30 of the following year.

Chair Weatherford and President Law presented FL 120 and FL 121. The Chair indicated he would ask for two separate motions to approve.

FL 121 – USF President's 2024-2025 Goals

President Law provided a summary of accomplishments. A video and PowerPoint were shown which highlighted the following:

- AAU Membership Recognition
- Record Breaking Research and Innovation
- Historic Rankings – USF has been In the Top 50 for 5 years
- Unwavering Commitment to Student Success
- Academic Excellence

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- Unprecedented Philanthropy
- Record Levels of State Support
- On Campus Stadium – Opening 2027
- Growing Community Partnerships
- Building a World-Class Medical and Research District in Tampa Bay: USF Health
- Supporting USF's People – 'Best Place to Work' Noted in Forbes and Newsweek
- Presidential Goals – 2023-2024
  - Academic Excellence and Student Success
  - Institutional Growth
  - Organizational Culture
  - Financial Stability and Transparency
- Presidential Goals -2024-2025
  - Advancing PBF, PE and AAU Metrics
  - Advancing USF as a Great Place to Learn and Work
  - Advancing USF's Competitive Advantage

President Law commented that we are going to continue to challenge ourselves as we move forward.

Chair Weatherford commented that he worked closely with the President on establishing these goals and they are all in alignment with the USF Strategic Plan. We are not only setting goals for her but for the entire institution.

Vice Chair Griffin commented that the results speak for themselves. President Law is an incredible leader. We knew in the beginning she would raise the bar with us. She is the right leader at the right time. The Vice Chair acknowledged that he's in approval of President Law receiving 70% of the recommended bonus.

Chair Weatherford commented that 70% of the President's bonus is dictated by the Board and 30% is at the Chair's discretion.

Trustee Carrere commented on President Law's experience as an attorney and afterwards serving as BOT Chair at USF. Her past experiences have prepared her to be an extraordinary leader today. She puts the right person in the right position and allows them to do their job. She's outstanding at getting the best out of people. She has a great group of educators at USF. Trustee Carrere congratulated President Law on the goals that she has achieved.

Trustee Simmons commended President Law on the slogan 'Be Bold'. There has been immense enthusiasm by the faculty for the idea that we should be aiming high. This has brought the university together. The faculty continue to look forward to working with the President and moving in a bold direction.

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Trustee Monbarren complimented President Law on doing a fantastic job serving as President. She appreciates the fact that she always leads with the word "we" and not "me".

Trustee Gottipati commended the President on doing a phenomenal job leading the University of South Florida.

Trustee Callahan commented that USF is very fortunate to have President Law in the role of President. She's looking forward to seeing where we go in another year with these ambitious and comprehensive set of goals.

Trustee Seixas commented that she couldn't imagine leading a university of this size. This is like running a government and a community while paying attention to the citizens' inputs and needs and keeping a close eye internally and externally. President Law has managed to do all those things and continues to be a great leader.

Chair Weatherford commented that some of the goals put forth are not easily achievable. He considers some of them as stretch goals and some are aspirational goals. We are being bold by holding ourselves to a high standard. He commented we are finally seeing the fruits of labor that have gone on for many years.

Chair Weatherford acknowledged that we are compensating and rewarding the President for a job well done setting the standard and raising the bar. The Chair requested a motion to approve the USF President's 2023-2024 Evaluation.

Trustee Griffin motioned to approve, with a second from Trustee Seixas, and item FL 120 The President's 2023-2024 Evaluation was approved.

Chair Weatherford requested a motion to approve USF President's 2024-2025 Goals. Trustee Simmons motioned to approve, with a second from Trustee Griffin, and item FL 121 The President's 2024-2025 Goals were approved.

FL 122 – USF President's Contract

Under the USF Presidential Contract, the Board is responsible for annually reviewing presidential compensation as part of the President's annual evaluation, which is initially carried out by the Governance Committee. This initial review considers the structure and level of Presidential compensation for alignment with market data and the President's performance.

General Counsel, Gerard Solis presented.

The item presented was previously discussed at the Governance Committee meeting. General Counsel Solis provided the data researched by HR Chief Officer Angie Sklenka, in the interest of transparency as it relates to the President's compensation.

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He provided the Central Human Resources Department of Compensation 2024 Annual Presidential Market Review to present to the Board members. He highlighted the following:

- At USF a significant portion of the President's contractual compensation is at risk. It's unique in the higher education landscape.
- Annual Review - No adjustments have been made to the President's Contract since March 2022.
- The Market Data suggests updating the base compensation of President Law's to match UCF's President Alexander Cartwright. This will also match the bonus potential which is not guaranteed.
- Deferred Compensation is key to the President's Base Compensation.
- Deferred Compensation is 100% at risk based on the President's Contract terms included in the contract.
- There was one adjustment to the Deferred Compensation. It was at 20% and it's now at 25% to account for retro activity.

Chair Weatherford thanked General Counsel Solis and Chief Human Resources Officer Angie Sklenka for their factual research as it relates to the President's contract and compensation. He then opened the floor to questions from the Board members.

Having no questions from the Board, Chair Weatherford requested a motion to approve the President's amended Contract. The motion was given by Trustee Callahan and seconded by Trustee Simmons, and the President's contract was approved.

FL 123- BOG Statement of Free Expression

Trustee Weatherford provided an overview.

At the January 2022 Board of Governors meeting, the Board approved the Civil Discourse Final Report. To promote civil discourse in the State University System, the Board of Governors, the presidents of Florida's twelve public universities, adopted a "Statement of Free Expression" in 2019. The Board's Statement of Free Expression was endorsed by the twelve state universities as a vehicle to establish, maintain, and support a full and open discourse and the robust exchange of ideas and perspectives on all university campuses. Board of Governors Chair Syd Kitson established the Board's Civil Discourse Initiative during his January 2021 "State of the System" address.

The BOG has set forth several expectations, recommendations, and best practices to the University Leadership, the University President, and Academic, Student, and Administrative Affairs to ensure compliance with section 1004.097, Florida Statutes, the Campus Free

Expression Act, including reaffirmation of the State University System Free Expression Statement.

As part of the Board of Governor's Civil Discourse Recommendations, the Board of Governors recommends that the leadership of each university board of trustees annually review and endorse the Board's Statement of Free Expression and commit to the Principles of Civil Discourse.

The USF Board of Trustees reviewed and endorsed the BOG Statement of Free Expression at the March 8, 2022, full board meeting.

Trustee Simmons questioned if there were two components to the BOG Statement of Free Expression: a statement of principles and a series of statements at the end affirming that other SUS Universities have a time and place as well as a manner of limitations. He wanted to know if we were provided with any additional context with regards to limitations.

USF General Counsel Solis commented that USF is not responsible for what other institutions do, and this Board can only be accountable for USF.

Chair Weatherford requested that the Board review and endorse the statement of free expression. He asked for a motion to approve. The motion was given by Trustee Simmons and seconded by Trustee Monbarren. Item FL 123- BOG Statement of Free Expression was approved.

FL 124 – Post Tenure Faculty Review

In accordance with the Board of Governors Regulation 10.003 Post-Tenure Faculty Review, "the chief academic officer shall report annually to the university president and board of trustees on the outcomes of the comprehensive post-tenure review process." Additionally, "beginning January 1, 2024, and continuing every three years thereafter, each university must conduct an audit of the comprehensive post-tenure review process for the prior fiscal year and submit a final report to the university's board of trustees by July 1.

Provost Prasant Mohapatra and Chief Internal Auditor Virginia Kalil presented.

The Provost shared a PowerPoint - *Post Tenure Review of Faculty art USF (2023-2024)* which highlighted the following:

- USF Post Tenure Review Regulation Development Timeline
- Composition of USF Post - Tenure Review Planning Workgroup
- Operational Details for the First Year of Implementation
- Overview of Post - Tenure Review Ratings

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Trustee Simmons had a question relating to the performance improvement plan, in terms of how they're structured to make a one-year time period make sense.

The Provost referred to #3 on the Overview of Post – Tenure Review Ratings. The process is not as fast in most cases. They're customized and must be looked up one by one to discuss the honor in which achieved.

Chief Internal Auditor Virginia Kalil provided an update on the results from the internal audit. A PowerPoint was presented– *Post Tenure Faculty Review*, which highlighted the following:

- Board of Governors BOG Regulation 10.003 Post Tenure Faculty Review
- Scope and Objectives
- Overall Conclusion
- Results

Chief Internal Auditor Kalil was happy to report that in the conclusions there were no findings, and no non-compliance existed. There was a very good review process established, which was in compliance with BOG regulations. She reported that the Provost and his workgroup put together a very comprehensive process in a very short amount of time. Chief Internal Auditor Kalil concluded her presentation and asked for the Board's approval.

Chair Weatherford requested a motion to approve. The motion was given by Trustee Callahan, seconded by Trustee Monbarren and item FL 124 – Post Tenure Faculty Review was approved.

FL 125 – Foreign Influence Annual Report

The October 2023 Board of Governors (BOG) Guidance: Activities with Foreign Countries of Concern and BOG Regulation 9.012(9) require USF to submit an annual report to the Board of Governors (BOG) of all grants, partnerships, agreements, and contracts between our university and any colleges or universities based in a foreign country of concern or with foreign principals (the "Foreign Influence Annual Report"). The reporting period for this report is fiscal year 2024 (July 1, 2023 – June 30, 2024).

Chief Compliance Officer, Caroline Fultz-Carver presented. A PowerPoint was presented – *Foreign Influence Annual Report*, which highlighted the following:

- Foreign Principle
- Foreign Countries of Concern (FCOC)
- Summary

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- Foreign Influence Compliance Partners

Chief Compliance Officer Fultz-Carver thanked everyone for their assistance and support on the Foreign Influence Annual Report.

Chair Weatherford thanked the Chief Compliance Officer for her presentation and opened the floor to questions from the Board members.

Vice Chair Griffin had comments regarding four legacy agreement contracts that were scheduled for termination in December. The Vice Chair is in full support of early termination if permitted.

Trustee Carrere asked for examples of why USF is ending these contracts and relationships.

Chair Weatherford explained that the countries on the list for termination were once viewed as our allies and places where we developed academic and professional partnerships. Now as a state and country we're moving in a different direction. We are changing our posture as a nation on how we view these relationships.

Trustee Carrere asked if there was a chance of USF getting penalized.

Trustee Simmons commented that this is relatively minor. Our biggest impact is our ability to recruit Graduate Student Researchers, as most of the talented student researchers were from China.

Chair Weatherford requested a motion to approve. The motion was given by Trustee Seixas, seconded by Trustee Simmons, and item FL 125 – Foreign Influence Annual Report was approved.

New Business – Information Items

FL 126 – Board Self-Assessment Review

Pursuant to USF BOT Policy 07-001, Governance Policy, "in addition to the powers and duties outlined in Board of Governors Regulation 1.001, the Board is responsible for defining and regularly evaluating its responsibilities and expectations as outlined in the Board of Trustees Operating Procedures."

Section 4 of the Southern Association of Colleges and Schools Commission on Colleges 2018 Principles of Accreditation requires governing boards to define and regularly evaluate their responsibilities and expectations as a Board. The Board's responsibilities are defined

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in Article IX, Section 7 of the Florida Constitution, the Board's Operating Procedures, Board regulations, and state law.

The biennial Board of Trustees' Self-Evaluation survey was administered electronically in July.

Chair Weatherford was pleased to acknowledge that there was 100% participation by the BOT members.

Trustee Seixas commented that it is a testimony to the university that the Trustees are surveyed and require feedback to provide opportunity for improvement.

The Chair commented that we are striving to be better as an institution and as a Board. He encouraged the Trustees to spend time with the President, Provost, USF Leadership and Deans.

The Chair commented that if there is a topic that interests a Trustee and they would like to take the initiative and get more involved, to let him know. All Trustees have areas of interest and bring different skill sets to the table.

BOT Roundtable Discussion

Trustee Simmons provided an update on a couple of items from the BOG and the Council of Faculty Senates.

Chair Weatherford thanked Trustee Simmons for providing the update from the BOG and Council of Faculty Senates.

Having no further business, Chair Weatherford thanked everyone for their participation and adjourned the meeting.

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