



USF Board of Trustees Governance Committee

Tuesday, August 23, 2022

Time: 9-9:30am

Microsoft Teams Meeting

Trustees: Will Weatherford, Chair; Sandra Callahan, Michael Carrere, Mike Griffin

MINUTES

Chair Will Weatherford welcomed everyone and convened the Governance Committee meeting.

Kiara Guzzo called the roll

Trustee Sandy Callahan
Trustee Mike Carrere
Trustee Mike Griffin
Trustee Will Weatherford

There were no public comments.

New Business Action Items

FL 101 – Approval of May 24, 2022 Minutes

Having no changes to the Minutes Chair Weatherford requested a motion for approval, which was given by Trustee Sandy Callahan and second by Trustee Mike Carrere. Item FL 101 – May 24, 2022 minutes were approved.

FL 102 DSO Board of Directors

Please refer to the BOT Governance Committee website for the list of selected new members.

Chair Weatherford presented.

Next are new appointments to several Direct Support Organizations at USF. Chair Weatherford expressed gratitude towards the individuals involved in the nominations of these candidates as well as these individuals themselves for expressing interest to serve. The following DSOs had nominations for approval:

- a. USF Foundation
- b. USF Institute of Applied Engineering

- c. University Medical Service Association, Inc.
- d. Medical Services Support Corporation
- e. Health Professions Conferencing Corporation
- f. Sun Dome, Inc.

Chair Weatherford requested a motion for approval, which was given by Trustee Carrere and second by Trustee Sandy Callahan. Item FL 102 DSO Board of Directors was approved.

Chair Weatherford again expressed gratitude for the volunteers serving on the University's DSO boards.

FL 103 Approval of President's 2022 – 2023 Goals

Chair Weatherford Presented

Per the President's contract: On or before August 15th of each contract year, the President shall provide the Board Chair with a list of proposed goals and objectives. Once approved by the Board Chair the proposed list of goals and objectives shall be submitted by the President to the Governance Committee of the Board of Trustees for consideration. Following consideration by the Governance Committee, the proposed goals and objectives shall be presented for review and approval by the Board.

Selected goals that emphasize USF strengths or where we can capitalize on a unique opportunity to advance the University. Considered actions that would move USF forward to a top 25 university and position us for AAU eligibility. Achieving these things will enhance the quality of education we provide and enhance the standard of excellence of everything we do.

Goals include specific metrics to track the progress with a mix of qualitative and quantitative metrics.

President Law provided an overview of the goals.

Presidential Goals 2022-2023

- 1) **Academic Excellence & Student Success:** Bolster academic excellence and student success outcomes by focusing on establishing initiatives that prepare graduates to compete in a 21st-century workforce and driving meaningful engagement and alignment with business and industry; maintaining momentum on Performance-Based Funding and Preeminence metrics and USF's trajectory to Top 25 USNWR; and ensuring a campus environment that is diverse and inclusive, while fostering a sense of belonging and supporting freedom of expression.
 - a. Meet or exceed the non-normalized score (87 out of 100 points) USF earned in the 2022 PBF assessment.
 - b. Meet or exceed all Preeminence metrics.
 - c. Implement strategies towards achieving USNWR Top 25 including a focus on class size reductions and increasing the six-year graduation rate, the peer assessment score, and the average spend per student.
 - d. Implement best practices and strategies related to freedom of expression including a new civil discourse orientation module.
- 2) **Great Place to Work:** Further USF's commitment as a great place to work through attracting, retaining, and developing high-quality, diverse faculty and staff, and improved administrative infrastructure and systems that drive operational efficiency, transparency, and inclusivity.

1. Begin year one of Oracle implementation to stabilize the infrastructure around talent planning; streamline processes and build efficiencies for predictive workforce planning; and proactive and predictive to promote diversity, equity, and inclusion best practices.
 2. Launch and promote an Employee Success Center to ensure employee growth and retention.
 3. Increase employer brand through global recognition of workplace environment.
 4. Complete leadership searches for the Provost and the Vice President for Diversity, Equity, and Inclusion.
- 3) **In Pursuit of Excellence:** Elevate and promote USF's pursuit of excellence by advancing the university's regional, statewide, and national reputation through efforts in planning for an on-campus stadium; brand positioning and marketing; engagement with community, alumni, legislative stakeholders, and business and industry; planning and development of new facilities and strategic initiatives on branch campuses and USF Health; and continued implementation of USF's 2022-2027 Strategic Plan.
- a. Continue to monitor the effective implementation of the University's Strategic Plan.
 - b. Empower university leaders to meet their strategic goals.
 - c. Continue to assess feasibility of on-campus Stadium.
 - d. Enhance USF's national reputation by completing a brand research project to develop positioning and messaging to support future marketing and communications.
 - e. Increase engagement with the Tampa Bay community through targeted outreach, especially to highlight USF's efforts around diversity and inclusion.
 - f. Complete the due diligence and begin the design phase on the College of Nursing expansion and the Sarasota-Manatee campus Nursing Stem Building.
 - g. Obtain approval from the Board of Governors to construct the USF Sarasota-Manatee campus Housing and Student Center Project.
 - h. Launch President's Global Leadership Council to activate high achieving global USF alumni to engage with USF around issues and activities of international significance.
- 4) **Research:** Evaluate the needs/gaps of the Office of Research to better meet the changing university landscape.
- a. Meet or exceed USF's rankings in the top 10% for total research expenditures.
 - b. Drive new proposals by faculty and optimize funding levels to increase active research awards.
 - c. Assess decentralized vs. centralized research models.
- 5) **Budget Model:** Implementation of the university's new budget model to ensure a strong, sustainable, and adaptable financial base by identifying, carrying out, and maintaining best practices of judicious resource management.
- a. Finalize the new funds flow model, including developing the 5-year financial plan that aligns with the university's strategic plan.
 - b. Identify internal efficiencies to address cost containment to invest in strategic growth areas.
- 6) **Legislative Support, Fundraising & Commercialization:** Maximize external revenue streams through fundraising/philanthropic targets, research, and other auxiliaries.

- a. Continue strong community and legislative relations to bolster awareness of the unique and personalized strengths across each campus to increase advocacy and secure additional recurring state investments.
- b. Raise \$125 million or more in total gifts and commitments.
- c. Diversify, commercialize, and monetize USF intellectual property by expanding beyond patents to data licensing, trademarks, copyrights, and actively engaging consultants to identify suitability for licensing and any infringements.

Chair Weatherford commented that the goals themselves are broad based but there is a lot of specificity underneath. He also commended the President for working hard.

Trustee Callahan commented that there is plenty of challenge in the goals but they do address our strategic plan. Commended both President Law and Chair Weatherford for their work in coming up with these goals.

Chair Weatherford called for a motion, which was given by Trustee Griffin and seconded by Trustee Callahan. The President's 2022 – 2023 Goals were approved unanimously.

New Business – Information Items

Board Self-Assessment Review

Chair Weatherford presented.

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 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. The survey results are posted in Diligent for discussion.

Chair Weatherford highlighted some of the results from the survey including:

82% of the board strongly agreed that we are knowledgeable mission, vision, and strategic priorities of USF. It is incumbent on us as Trustees and administration to ensure everyone has a strong understanding.

There was also great feedback on diversity in the survey. Although we do not control who gets appointed, our DSOs are a great opportunity to prime individuals who may be future trustees at USF.

Chair Weatherford encouraged Trustees to ask for opportunities to engage if that is of interest to them.

Trustee Jasinski Schneider asked what the action steps are with this review. Chair Weatherford commented that it is more for knowledge and that as Chair, he will follow-up on certain items.

Trustee Carrere commented having more in person meetings on core issues would be productive, although understood that it is not always feasible.

Having no further business Chair Weatherford adjourned the meeting.