Notice of Non-Compliance 55-010

Subject: Notice of Non-Compliance for Student Body President Jean Cocco

Date: October 31st, 2014

This shall serve as an official notification that you are in noncompliance with:

301.3.10 Officially present the Activity and Service fee increase request to the University of South Florida Local Fee Committee, in conjunction with the Chair of the Activity and Service Fee Recommendation Committee.

The following is noted to be in noncompliance: Student Body President Jean Cocco did not give the Activity and Service Fee increase request presentation to the University of South Florida Local Fee Committee. The minutes below show only Mr. Aziz, Chair of the Activity and Service Fee Recommendation Committee, gave the presentation. Testimony from SGATO Director Gary Manka and ASBO Director Masha Galchenko also confirmed that Mr. Cocco did not speak at the presentation.

By the power invested in my by Statute 102.6.3 I hereby do promulgate this notice of non-compliance

Alexander Johnson
Attorney General

CC:
Student Body President Jean Cocco
Student Body Vice President Rhondel Whyte
Senate President Andy Rodriguez
Senate President Pro-Tempore Abdool Aziz
Chief Justice Sammy Hamed
Senior Justice Daniel Shapiro
SGATO Director Gary Manka
Local Fee Committee Meeting
Minutes
October 3, 2014
Marshall Student Center, Room 2702

Committee Members:
Scott Besley, Chair; Catherine Batsche (Staff); Gretchen Koehler (Staff); Robert MacLeod (Staff); Jean Cocco (Student); Megan Cross (Student); Corey Ulloa (Student)

Observers: Melody Rainey, SASSC; Jennifer Humphreys, SASSC; Jenna Lillquist, SASSC (minutes); Eric Hunter, Student Affairs; Chris Marks, Campus Recreation; Abdool Aziz, Student Government; Gary Manka, Student Government; Kevin Toso, Budget & Policy Analysis; Jennifer Carter, SASSC; Mark Harlan, Athletics; Yulander Wells, Athletics; Barry Clements, Athletics; Greg Morgan, Athletics; Joe Puccio, Student Health Services; J.J. Larson, SOCAT; Nanci Newton, Center for Victim Advocacy & Violence Prevention; Ann Jaronski, Counseling Center; Masha Galchenko, A&S Business Office; Viancya Williams, OFSL; Keri Riegler, New Student Connections

I. Call to Order – 8:32AM, Scott Besley

II. Roll Call – List passed around requesting names & department or college

III. Approval of Minutes from September 5th Meeting – no changes requested, approved

IV. Comparative Statements
   a. Description of statements, essentially a financial statement / summary
   b. Catherine Batsche: regarding significant changes on A&S statement, line #29 – A&S had additional allocations for programming and other events; same question for Health Fee; facility maintenance had large change in cost to facilities.
      Yulander Wells: Athletics had significant changes to the facilities. Catherine: is that one-time or ongoing? Yulander: Potentially ongoing maintenance.
   c. Scott Besley: some of these are large amounts over $1M, are there any single large items/expenses? Melody Rainey: no, primarily many small expenses; Scott: can we break that down? Melody: ‘other’ can be printing/promotional/lots of other things, do you want to set a threshold for detail reporting ($50K?). Scott: Athletics’ comparative statement is formatted slightly differently. Melody: will
work with Yulander Wells to standardize and send back out; per Scott $100K threshold would be good for reporting back on breakdown of the $1M

d. Catherine Batsche: Salaries for A&S and Athletics stayed fairly level but Health had significant increase, what was purpose? Eric Hunter: programmatic growth, added several new positions due to demand, in health field some of those are costly positions

e. Jean Cocco: $200K Admin OH increase in A&S, can you explain? Melody Rainey: can we come back with detail/explanation?

f. Exhibit LF1605 A&S Comparative Statement
g. Exhibit LF1606 Health Comparative Statement
h. Exhibit LF1607 Athletic Comparative Statement

V. Report on Use of Last Year Fee Increases (none)
No increase last year

VI. Presentation of FY2016 Fee Increase Requests
If time allows, after each presentation questions will be asked by the committee.

a. Athletic Fee (Mark Harlan)
   i. Background/introduction from Mark, when he arrived in March noticed there were several things needing to be addressed.
   ii. Off and running this fall, excited about where we're at right now, give predecessor a lot of credit, in classroom the athletes finished just under 3.0 GPA, academic success was highest it's ever been.
   iii. Need to do more in the community, starts with the Athletic Director.
   iv. Understands that he's here to get student approval for funding, please understand that we are going after our other revenue sources as strongly as possible.
   v. 2,200 donors last year, raised just under $5M; UCF had 4,000+ donors, we're ranked about 10th in annual donors.
   vi. One of Mark Harlan's goals since he's been at USF has been to get to know the student body. He has felt that there's been a disconnect between the student body, faculty/staff, and the 'athletics district'; refers to it as a bridge, trying to get staff on both sides to cross this bridge.
vii. Presentation / PowerPoint / Discussion

1. State mandated salary increases.
   a. Very proud of our staff, wonderful opportunity to reward them.

2. Cost of attendance for student athletes
   a. Has been 2+ years of conversation with the NCAA regarding compensating student athletes. What has emerged is a new dynamic that will go in place this August. All student athletes will be eligible to receive a cost of attendance stipend. This has not been able to be supported in the last 50 years. Federal rate of $4,450 per student athlete, equates to $747,600 of new costs for athletic department in the first year. Expecting to go up 2-3-4% on annual basis. This is the most important thing that we have to take care of this year. Many of Mark Harlan’s colleagues from other institutions are addressing the cost of attendance.
   b. It is a permissive piece, not required, but other schools will be offering and can affect recruitment efforts of athletic coaches.

3. Student body initiatives.
   a. Statistics have shown that students who do not attend their school’s sporting events do not do so as alumni. Important to make it easier and more appealing for students to attend for continued support of athletic programming.
   b. Statement event
   c. Student groups, including the marching band and cheerleaders, have not had anyone come forward to ask for support for them.
   d. Need to do more events to tether students together.

4. Athletic fee request $0.983
Questions from the committee:

1. Scott Besley: Regarding cost of attendance, requested $700K, amount shown was $747K, how will you cover? Mark Harlan: Through other funds, working very hard on solicitation and other opportunities.

2. Scott Besley: Who supports cheerleaders and band now? Mark Harlan: Almost entirely Athletics, plus some donors/endowments; Rocky completely supported by Athletics; band supported by about $20k from Athletics, some support from School of Music but Athletics requests them the most.

3. Scott Besley: For events such as concerts after the game have you thought about sponsorships? Mark Harlan: Yes, keep in mind cost of entertainment alone is easily close to $20K, additional security costs are also required.

4. Scott Besley: 2,200 annual donors, how does the season ticket revenue play into this? Mark Harlan: Season ticket holders are another big part of overall budget, we are working on this and other areas; Scott Besley: 2,200 donors, does that count include season ticket holders? Mark Harlan: Some of them are ticket holders, but these 2,200 are specifically individuals who wrote philanthropic checks; we are forecasting increases in some areas for season ticket holders but decreases in other areas.

5. Catherine Batsche: Regarding cost of attendance and how will that be applied to teams? Mark Harlan: Very restrictive, federal guideline numbers set by Financial Aid office, regardless of sport, applies only to students on scholarship.

6. Gretchen Koehler: Does it apply to all students, could we not do it? Mark Harlan: It is possible, we could not do it if we absolutely did not have the funding. This goes to the heart of the criticism of the NCAA, now they’re saying there needs to be some ‘living wage’, this is part of why the ‘Big 5’ consisting of 64 teams broke
away because they could afford to pay it and wanted that freedom to do so.

7. Gretchen Koehler: Do we have cost of attendance numbers from UCF? Yulander Wells: $1.5M, their stipend per student is a little bit higher than our request because UCF is looking to handle potential increases, they do not have more athletes.

8. Jean Cocco: Where do you see the cost of attendance long-term for our institution? Mark Harlan: Figures given in presentation, we believe the next biggest threat is lawsuits. Title IX implications for football and basketball players has specifically been addressed.

9. Jean Cocco: Forecast for strategic plan to get more donors in comparison to UCF? Mark Harlan: No question, yes, we’ve brought some staff in that get it, at the end of the day we need to show people what we do, we need to be transparent and show people what they’re investing in, need to get more people involved

10. Jean Cocco: For concert, how is that going to be planned? Mark Harlan: Would like to work with student leadership to set up a concert that would be on a special day, very willing to work with student leadership.

11. Scott Besley: Regarding Title IX, requests this year are substantially different from last year, with regard to the request for a new women’s team, has that issue been resolved? Mark Harlan: We’re right on target right now, in next 2 years we’re going to have to add a new women’s team, we’re alright now.

12. Corey Ulloa: For $4,450, what difference do you think it will make to the athletes themselves? Mark Harlan: This was a big topic of conversation, for some of our young people that can make a big difference, will work closely with them to make sure that they spend it appropriately, will go to help support their day to day living, want to be clear that this is a straight check to the student athletes.
b. A&S Fee (Abdool Aziz)

i. Presentation / PowerPoint / Discussion

1. Discussion of fee, paid for student activities
2. State mandated salary increases.
3. Requests presented last year, these were absorbed because there was not a fee increase.
4. Community Development & Student Engagement: New initiatives, looking to expand existing and add more summer programming to keep students engaged during summer session.
5. Campus Recreation: USF Health student activity center, capital replacement, P3, recreation center coordinator
6. Goal is to have more integrated activities, improve/enhance facilities, increase student success

ii. Questions from the committee:

1. Gretchen Koehler: Some portion is for the USF Health side of campus – what specifically is that? Chris Marks: USF Health has received a CITF allocation for a recreation center, traditionally it has been an issue for USF Health to get over to Campus Recreation facility on this side of the campus.

2. Catherine Batsche: Is USF Health recreation center restricted to USF Health student use? Chris Marks: No, but realistically not too many non USF Health students will be able to get back and forth to that part of campus in timely manner.

3. Jean Cocco: Are we certain of the timing? Chris Marks: This has been pushed back, anticipating late March / early April opening (2016).

4. Jean Cocco: Any student surveys done regarding impact of center over there? Chris Marks: USF Health has done some, not sure about impact.

5. Catherine Batsche: Scott Besley, can you explain about impact of CITF fees? Chris Marks: USF Health submitted their own CITF
request, not a student fee but a state fund request. Per Eric Hunter, based on credit hour, Tallahassee takes a small portion from every tuition dollar and pools it and schools make requests, most allocations are every 2-3 years, last allocation was originally going to be a $25M allocation, USF Health being its own campus was able to complete a separate request; Gretchen Koehler: All USF Health students pay same fees that all other students pay, no separate allocation of fees for USF Health – with exception of OPS individual being requested here there’s no funding that goes to any of their programming.

6. Scott Besley: Regarding NSC, what is the student leader pay vs. intern? Keri Riegler: $7,500 actually for student leaders currently employed by NSC, have grown student leader opportunities by over 300%, right now we are working at a deficit in our current budget in order to accommodate current campus initiatives; $10K to assist NSC in getting word out about their programming, a while back we had a staff person doing this but due to some staffing changes we have had to shift this funding, looking to bring that position and exposure back.

7. Scott Besley: Is $7,500 for student leader pay spread across 26 students and $10K for one person the entire year? Keri Riegler: Yes. Scott Besley: Can you relate that to the $25K for the summer programming, would it go to any salary payment? Keri: No, those funds go to direct costs of the additional summer programming, i.e. marketing, events costs, etc.

8. Scott Besley: How much is the cost for fall and spring for same programming currently and how much would it be if you get this allocation? Melody Rainey: Right now there is no budget. Scott Besley: What would be the amount that would be spent for comparable events/expenses for fall and spring? Melody Rainey: some major events in fall and spring are one-time per semester
such as Homecoming. Robert MacLeod: Seems like it's safe to say whatever you're going to do in the summer is going to be tame compared to fall or spring.

9. Jean Cocco: Do we have an idea of what programming we're going to do? Keri Riegler: We are looking to create some more concerts, Bulls Nite Out, Movies on the Lawn, a scaled down version of Week of Welcome, looking to mirror them now. Jean Cocco: Could we get a break-down of what that programming would look like?

10. Jean Cocco: Regarding the SG Coordinator position, what is the workload now compared to 2-3 years ago? Gary Manka: Right now we have a Director, Assistant Director, and two Graduate Advisors. SG has over 90 student employees. SG has increased our role within their governance. Mandated to have 3-5 interviews for each position hired and the staff are required to sit in on every interview. SGATO also co-advise every event. Right now the quality of work we’re doing is just average because the time demand is just too much, we are simply understaffed for the amount of work being demanded, staff working 60hrs and GA’s working 30 hours, only supposed to work 20.

11. Scott Besley: P3 – please explain. Abdool Aziz: Public Private Partnership, Andros project, private portion is the building of the structures. Haven’t found the Private portion/company that will invest in it. Eric Hunter: The reason the coordinator is there in FY15/16 is because building opening date is anticipated to be in FY16/17 and staff are needed ahead of opening to plan/coordinate opening/design of facility.

12. Gretchen Koehler: Regarding OMA Assistant Director promotion, what level is it coming from or going to? Jennifer Carter: Going to an Associate Director. OMA somewhat short-staffed and brought on more programming, so the need has arisen for an
Associate Director. Estimated a 20% increase including benefits, in addition to state-mandated increase.

13. Corey Ulloa: Can you tell us about breakdown of OMA staff now?
   Jennifer Carter: Director, Assistant Director, and Coordinator

14. Catherine Batsche: Please explain OFSL expansion of growing demands. Viancca Williams: regarding demands we are looking at having GA focus on outreach and external, over the years OFSL has gotten demands to expand. Currently also short staffed. Last year added on a BSB, some additional programming to meet the needs and spread out beyond the fraternity and sorority community, but staff is also very overworked as well. Catherine Batsche: Spread out beyond fraternity and sorority community, what does that mean? Viancca Williams: Programming will be not just for fraternity and sorority community but will be partnerships between fraternities and sororities and the entire campus. For example, OFSL is being asked to look at how we can help to do campaigns and support federal mandates. We need to look at how we can accommodate these.

15. Robert MacLeod: Is this a 20-hr/12-mo position? Viancca Williams: Yes.

16. Corey Ulloa: In last few years we have seen many new Greek organizations brought to campus. Do you think slowing down that growth and focusing on existing programming might help?
   Viancca Williams: Unfortunately not, the demand for being a member of a fraternity or sorority is growing. The PanHellenic Council expanded by 14% alone. In order to keep chapter sizes at a manageable level we need to continue to expand the number of fraternities and sororities on campus so that no one fraternity or sorority is overburdened. The largest right now is 166 members which is way too big.
17. Jean Cocco: Would that additional increase for CampU pay for additional session? Keri Riegler: It would cover transportation, additional lunches, experiences, would allow us to take additional 80-100 students.

c. Health Fee (Eric Hunter)

i. Presentation / PowerPoint / Discussion

1. At the outset wanted to introduce the professionals in the room, to help explain growth in the need for health professionals.

2. State mandated salary increase.


   a. Health field in general, salaries for a health professionals have increased.

   b. Administrative specialists, long-term staff left and we needed to realign our support structure.

   c. SHS significant increases:

      i. Joe Puccio: Student demand for services has been increasing significantly, had to examine and redesign how we interact with students for scheduling, over the course of past year have realigned call center and front desk to have one person overseeing to streamline efficiency of services.

      ii. Client Services Assistant: Joe Puccio: Aligned to enhance services provided to students, compared to USF Health as well and found staff was underpaid and SHS is seeking to realign.

      iii. Dietician was underpaid when compared to market. Wellness Education, SHS share in salary.

      iv. Psychiatrist has been on staff nearly 30 years, looked at what she was being paid compared to other areas, grossly underpaid. When SHS tried to
hire another psychiatrist at the same rate there were zero applicants. When the new psychiatrist was hired, we had to hire at almost $35K more than psychiatrist currently on staff.

d. Student Outreach & Support, asking for Case Manager. Student Outreach has become much more prominent, J.J. Larson has made significant efforts to grow office and working with faculty in particular. Last staffing increase yielded 62% increase in students provided with intervention and outreach services, referrals maintaining 18-20% increase annually; J.J. Larson: One of the things that we are continuing to do is broaden outreach to faculty and staff. As of today SOS is at 93% increase over last year’s referrals. Current staff size: Director, Case Manager, 1 OPS staff, also coordinate services through larger community, staff is not sufficient to handle amount of referrals.

e. Center for Victim Advocacy & Violence Prevention
   i. Requesting full-time Victim Advocate. These services are not just one-time services but ongoing services.
   ii. 370 new individuals served in FY13/14 plus 150 carried over from prior year.

f. Counseling Center: Requesting full-time psychologist; Ann Jaronski: Currently fully accredited but we are currently 5 lines/positions below standards, Counseling Center is asking for this to keep our accreditation.

ii. Questions from the committee:

1. Scott Besley: Under state mandated salary increases, list of 5 assistant professors? Joe Puccio: Those are physicians in Student Health Services. They are on faculty in the College of Medicine;
none of the faculty are tenure-based faculty, College of Medicine faculty sign a contract that they cannot earn tenure, all are within Department of Pediatrics.

2. Scott Besley: Amounts on market based salary increase table is $75K, how many positions are included in market based adjustments? Ann Jaronski: Some from UFF adjustment allowances. Melody Rainey: Total on fee summary includes benefits but presentation slide does not.

3. Scott Besley: How do you determine market base for adjustments? Eric Hunter: SHS uses data from USF Health or from community; Joe Puccio: Looks at length of service and other comparatives within USF Health and TGH. Scott Besley: Regular faculty would argue that they are substantially more below market. Joe Puccio: In College of Medicine salary lines are all comparable regardless of funding source. Gretchen Koehler: Faculty clinicians have key difference of clinical practice.

4. Catherine Batsche: Are people in SHS Associate Professors? Joe Puccio: They are clinical faculty. Catherine Batsche: If a person got promoted from Associate Director to Director, funding should come from source of promotion, but what happens with SHS? Joe Puccio: SHS is not part of UMSA. Jean Cocco: Why is SHS not part of UMSA? Joe Puccio: All SHS services are provided in SHS, not in USF Health, and because SHS is funded by fees USF Health does not get any money generated by SHS, those funds go back into SHS.

5. Catherine Batsche: Regarding psychologist line, are APA interns able to provide services in clinic? Ann Jaronski: Yes, we have three this year will have four next year.

6. Gretchen Koehler: On the slides we had talked about maintaining accreditation, already five below but only asking for one position? Ann Jaronski: Longer term plan has been to ask for one per year,
you’ll see me back here every year asking for one more, current year’s accreditation letter continues to slap on wrist for not having full staff. Catherine Batsche: Do APA interns count toward that staffing? Ann Jaronski: Staffing models are interesting, they do count to some extent.

7. Robert MacLeod: Surprised at size of SOCAT staff, do you take or partner with interns? J.J. Larson: We have looked at it but there are requirements for intern clinical contact so our attraction is very narrow for clinical interns.

8. Jean Cocco: Curious why it took 18 months to hire psychiatrist? Joe Puccio: Low response due to low salary offered.

d. Scott Besley: Everyone included $2K for mandated increases, does that include last year’s increase? Melody Rainey: Yes. Scott Besley: What that does then is take $0.762 of total fee request for state mandated salary increases. Jean Cocco: Will we see this again next year? Melody Rainey: Have not heard anything yet about new mandated increases.

e. Would like for student members to look at fees and requests and talk to students, and faculty members please do the same.

VII. Upcoming Meeting Schedule

a. Oct. 10 MSC 2702 8:30-10:30AM

b. Scott Besley: The College of Business is making an historic announcement at 10AM, if possible could we meet at 8AM? Robert MacLeod: no, even 8:30 will be difficult; per Scott Besley we will stick with 8:30.

VIII. Concluding Remarks/Adjournment

a. Jean Cocco: Thank you to all presenters.

b. Scott Besley: Next week the committee will discuss each of the fees, so each area should have a representative present to answer additional questions that might arise; if things go perfectly we could be done next week.

c. Adjourned 10:33AM