College of Behavioral & Community Sciences

Fall 2023
Faculty & Staff Assembly

October 13, 2023

UNIVERSITY of SOUTH FLORIDA

Agenda

- Welcome
  - Introducing New Faculty and Staff
- Dean's Report and Q&A
- USF Faculty Senate Updates
- Faculty Council Report
  - Tenure & Promotions Announced
  - Curriculum Committee Report
  - Diversity & Inclusion Report
  - Research Council Report
- Faculty Research Presentation

Welcome New CBCS Faculty and Staff

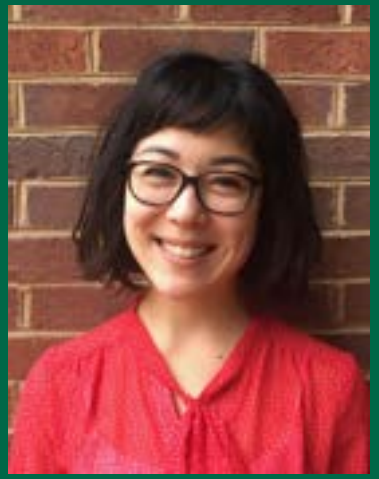
Leah Worthey, PhD
Assistant Professor
Child & Family Studies

Everette Coffman, PhD, LMFT, LMHC
Visiting Assistant Professor of Instruction
Child & Family Studies

Brianna Laureano, PhD, BCBA-D
Assistant Professor of Instruction
Child & Family Studies

Gerald Imaezue, PhD
Assistant Professor, CSD

Michelle Kapolowicz, PhD
Assistant Professor, CSD



Natalie Pak, PhD, CCC-SLP
Assistant Professor, CSD

Sherry Ralston, AuD, PASC, CCC-A, FAAA
Assistant Professor of Instruction & Clinic Director, CSD

Marie Sepulveda, MS, CCC-SLP
Assistant Professor of Instruction, CSD

Charlotte Purcell, SLPD, CCC-SLP
Assistant Professor of Instruction, CSD

Kristina Kelley, MA, CCC-SLP
Assistant Instructor, CSD

Thomas Loughran, PhD
Professor, Criminology

Bonnie Brown, PhD
Visiting Assistant
Professor of Instruction,
Mental Health Law & Policy

Andrew Fiscella, PhD
Visiting Assistant
Professor of Instruction,
School of Aging Studies

Nik Lampe, PhD
Assistant Professor,
Mental Health Law & Policy

David Kilmnick, PhD
Assistant Professor of Instruction,
School of Social Work

Jennifer Roth, MSW, LCSW
Assistant Instructor, School of Social Work

Lacey Anne Karpisek, LCSW, MSW, CPH, MPH
Visiting Assistant Instructor, School of Social Work

Maria Paradiso, MSW
Assistant Instructor, School of Social Work

Acknowledging faculty who moved to a new position

Heather George, PhD
Professor & Division Director, CFS

Erol Ozmeral, PhD
Assistant Professor, CSD

Jessica Rice, PhD
Assistant Professor of Instruction, CFS

Meka McCammon, PhD, BCBA-D
Assistant Professor of Instruction, CFS

Jungmee Lee, PhD
Assistant Professor of Instruction, CSD

Kelli Gorajec, MA, CCC-SLP
Assistant Professor of Instruction, CSD

Breun Belcher-Roemmich, MSW, LCSW
Assistant Instructor, School of Social Work

Laura Conover, PhD
Assistant Professor of Instruction, CSD

Cary Hopkins Eyles, MA
Visiting Assistant Instructor, Criminology

Aaron Norton, PhD
Assistant Professor of Instruction, MHLP

New CBCS Staff

Dean's Office	
Marcia Burt	Learning & Development Facilitator
Nikki Gallucci	Fiscal & Business Analyst I
Brandon Glaze	Unit Research Administrator
Blanca Pauliukevicius	Director, Budget & Finance
Jennifer Smagacz	Learning & Development Facilitator
Jenna Solomon	Learning & Development Facilitator
Mental Health Law and Policy	
Valentina Arcila	Academic Services Administrator
River Peterson	Staff Assistant
Gloria Roby	Unit Research Administrator
Social Work	
Petya Figueiredo	Academic Program Specialist
Lianna Hernandez	Academic Services Administrator
Heather Land	Learning & Development Facilitator
Felipe Rodriguez	Learning & Development Facilitator
Valentina Zambrano Bastidas	Academic Program Specialist
Communication Sciences & Disorders	
Jennifer Francisco	Research Project Manager
Myriam Vazquez Ramos	Clinical Research Associate

New CBCS Staff

Child and Family Studies	
Tatiana Acosta	Academic Program Specialist
Kristine Appel	Fiscal & Business Analyst I
Dawn Baker	Social & Behavioral Researcher
Wendy Belfield	Human Services Practitioner
Shambria Campbell	Human Services Program Specialist
Yma Campozano	Human Services Practitioner
Marissa Cunningham	Fiscal & Business Analyst I
Rachel Davis	Behavior Analyst
Noe Erazo	Program Planner Analyst
Telisha McKenzie	Administrative Specialist
Analia Nunez	Community Outreach Caseworker
Alaina Pacetti	Human Services Practitioner
Klarismar Perez Sanchez	Fiscal & Business Assistant
Mariya Qaderi	Human Services Program Specialist
Amanda Tamagni	Learning & Development Facilitator
Edgardo Valentin	Manager Fiscal & Business Admin
Gregory Wance	Academic Services Administrator

Dean's Report and Q&A
Dean Julie Serovich

CBCS Budget Overview

2024 University Allocation

2024 Allocation from the State

- $16.2 million for all salary increases.
  - Including $5 million for strategic salary increases
- $9.6 million for student success initiatives.
  - Includes expanded mental health and career services; advisors, admissions, and enrollment management
- $16.6 million for faculty recruitment and retention.
  - $6.3 million went to medicine

2024 Allocation from the State

- $11.8 million for infrastructure.
  - Including building operations, public safety, and general facilities
- $14 million directly appropriated to medicine.
  - Fund to study hyperbaric oxygen therapy on veterans with brain injuries.
- $23.4 million for President’s strategic initiative fund.

CBCS Budget Overview

Responsibility Based Budgeting

Responsibility Based Budgeting: The Basics

- All income will flow directly to the colleges. Examples include:
  - Tuition (70% by instruction, 30% by enrollment; 100% graduate)
  - State appropriations
  - Facilities and Administration (F&A)
  - Auxiliaries
  - Grants and Contracts
  - Fees
  - Investment Income
  - DSO transfers

Responsibility Based Budgeting: The Basics

- Colleges will pay for all direct expenses they incur such as:
  - Salaries
  - Tuition Waivers
  - Scholarships, Fellowships
- Colleges will also be taxed on services by usage. For example:
  - Academic/Student Affairs (SCH)
  - Information Technology (Employee headcount)
  - Facilities (Weighted square feet)
  - Sponsored Project Administration (Research Expenditures)

Questions

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Other Updates & Questions

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USF Faculty Senate Updates

Fawn Ngo, Criminology

Faculty Senate Overview

- The Faculty Senate is the primary faculty advisory body to the University of South Florida President, Provost , and Senior Vice President for USF Health on all matters that pertain to the academic climate of the university.
- The Senate has the responsibility to review and make recommendations on all matters pertaining to the welfare of the university, focusing particularly on those pertaining to the academic mission

USF Faculty Senate

Executive Leadership Team

JENIFER JASINSKI SCHNEIDER	BRIAN CONNOLLY	RICHARD MANNING	ROBIN ERSING	STEPHEN STARK	PATRIANN SMITH
PRESIDENT	*VICE PRESIDENT*	*SECRETARY*	*SERGEANT AT ARMS*	*MEMBER AT LARGE*	*PARLIAMENTARIAN*

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Faculty Senators from CBCS

- Tina Dillahunt-Aspillaga – CFS (2023-2026)
- Steve Surrency– CSD (2022-2025)
- Fawn Ngo – CRIM (2021-2024)
- TBD– MHLP
- Debra Dobbs – SAS (2021-2024)
- Nan Sook Park – SSW (2021-2024)
- CBCS At-Large Members

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USF Faculty Senate Councils & Senate Executive Committee

USF UNIVERSITY OF SOUTH FLORIDA.

Faculty Senate Council Representatives from CBCS

Academic Planning & Budget Council (new)

- Academic Affairs TBD

Educational Policy & Issues

- Roberta O'Malley

Student Admissions

- Maayan Lawental

Graduate Council

- Bill Haley – SAS (2022-2025)
- Linda Callejas (2022-2025)

Publications Council

- Matthew Foster – CFS (Chair, 2022-2025)

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Faculty Senate Council Representatives from CBCS

General Education
- Manisha Joshi – SAS (2025)
- Cathy Rogers – CSD (2024)

Honors & Awards
- Lisa Hansel (2023-2025)

Research Council
- Marilyn Stern – CFS (2019-23)

Undergraduate
- Nasreen Sadeq – SAS (2024)
- Andrea Smith – CSD (2023)

Library Council
- Ráchael Powers – CRIM (2021-2024)

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Faculty Senate Council Representatives from CBCS

Technology in Instruction & Research

- TBD

Faculty Issues

- TBD

Racial Justice

- TBD

USF Sarasota-Manatee

- TBD

Faculty Senate Updates

Legislative Updates

1) Post-Tenure Review

- ❖BOG Approval of Post-Tenure Regulation 10.003
- ❖Workgroup Recommendations approved by BOT
- ❖Review and revision of the process
- ❖Department Unit Criteria approved
- ❖Random selection of first round (20%) of faculty
- ❖Selected faculty were notified

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Faculty Senate Updates (continued)

2) DEI Legislation – SB266 Post-secondary Education

- Was signed into law; The bill's tenets are wide-reaching—from regulating the Gen Ed curriculum and prohibiting DEI expenditures to the hiring process
- USF's Office of the General Counsel prepared Faculty Guidance on SB 266 addressing three broad areas within the law:
  - (1) state prohibitions on expenditures related to diversity, equity, & inclusion
  - (2) powers & duties of university presidents related to faculty employment;
  - (3) updates to the requirements of the state's general education curriculum for bachelor's degree programs
- Many of the components of SB266 require additional information and regulations from the BOG

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Faculty Senate Updates (continued)

Other Updates

3) New laws for Health: Across USF Health, several new laws impact healthcare and healthcare providers.

4) Still watching: Florida House Bill 7 (HB 7), known as the Stop Woke Act. A federal court issued a preliminary injunction prohibiting the Florida(BOG) and USF from enforcing HB 7.

5) Responsibility Center Management (RCM) Budget Model and Implementation: The new budget allocation model is toward implementation.

6) AI at USF: The Provost assembled a workgroup to address AI at USF; a website was created to offer suggestions for syllabi & citing generative AI

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Faculty Senate – Staying Updated

Updates from Senators

– Senators are asked to share updates with departments/colleges

Faculty Senate Website

– Link: https://www.usf.edu/faculty-senate/

– The news tab has blog posts with meeting recaps and current updates on specific items

Faculty Senate Twitter

– @USF_Fac_Senate

– The focus on information sharing

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Faculty Council Updates
Matt Foster, Chair

CBCS Faculty Council 2023-2024

Department	Full Member	Email	Full Member Term	Alternate	Email
CCJ	Fawn Ngo	fawnngo@usf.edu	2022-2024	Mateus Rennó Santos	rennosantos@usf.edu
CSD	Marian Lowther	lowtherm@usf.edu	2022-2024	Natalie Mikkelson	nmikkelson@usf.edu
CFS/RHMC	Matthew Foster (Chair)	mefoster@usf.edu	2022-2024	Tom Massey	massey@usf.edu
SAS	Kathy Black	vmolinari@usf.edu	2023-2025	Daniel Meng	meng@usf.edu
SSW	Chris Simmons	csimmon4@usf.edu	2022-2024	Jerome Galea	jeromegalea@usf.edu
MHLP	Nicoletta Zenn (Vice Chair)	nzenn@usf.edu	2022-2024	Kathy Moore	kamoore@usf.edu
DEI	Laura Rodriguez Lopez	lrodri11@usf.edu	2023-2025		
Curriculum Committee	Nicoleta Zenn	nzenn@usf.edu	2022-2024		

Governance

- The CBCS Faculty Council is responsible for ensuring that the faculty's role in the shared governance process of CBCS is consistent with the USF Faculty Senate principles of shared governance.
  - Faculty members have the principal responsibility for originating policy in the following areas:
    - *Academic & Scholastic Policies*
    - *Academic Ethics*
    - *Research*
  - *Faculty members collaborate with the administration to make recommendations in the following areas:*
    - *Policies and Procedures for Appointments*
    - *T&P Review, Discipline & Termination*
    - *Student Conduct & Activities*
    - *Budgetary Review & strategic planning*
    - *Review/Selection of Academic Administrators*
  - CBCS Governance Document – CBCS Intranet https://intra.cbcs.usf.edu/FacultyGovernance/

Faculty Council Activities/Updates

- Continue to support CBCS Committees
  - Diversity and Inclusion – Dr. Laura Rodríguez López (Chair)
  - Curriculum – Dr. Nicoleta Zenn (Chair)
  - Tenure & Promotion – Dr. Jennifer Lister (Chair)
  - Research Council – Dr. Marilyn Stern (Chair)
- Attend to Faculty Concerns

Tenure and Promotions
Jennifer Lister, Associate Dean

Tenure and Promotion
Recognition and Updates

Chae Jaynes, Criminology

Awarded Tenure and Promoted to Associate Professor

Jerome Galea, School of Social Work

Awarded Tenure and Promoted to Associate Professor

Michelle Arnold, Communication Sciences & Disorders

Awarded Tenure and Promoted to Associate Professor

Supraja Anand, Communication Sciences & Disorders

Awarded Tenure and Promoted to Associate Professor

Bryanna Fox, Criminology

Promoted to Full Professor

Hongdao “Daniel” Meng, School of Aging Studies

Promoted to Full Professor

Debra Dobbs, School of Aging Studies

Promoted to Full Professor

Ráchael Powers, Criminology

Promoted to Full Professor

Nicoleta Zenn, Mental Health Law & Policy

Promoted to Associate Professor of Instruction

Melissa Thompson, School of Social Work

Promoted to Associate Instructor

Pam Alvarez, School of Social Work

Promoted to Associate Professor of Instruction

Andrea Smith, Communication Sciences & Disorders

Promoted to Senior Instructor

Linda Callejas, Child and Family Studies

Promoted to Research Associate Professor

Cathy Sowell, Child and Family Studies

Promoted to Associate in Research

CBCS Tenure & Promotion Applications

T&P Applications for 2023-24

- Tenure & Promotion to Associate Professor: 4
- Promotion to Full Professor: 1
- Research Associate: 1
- Research Professor: 1
- Instructor: 3
- Mid-tenure review: 3

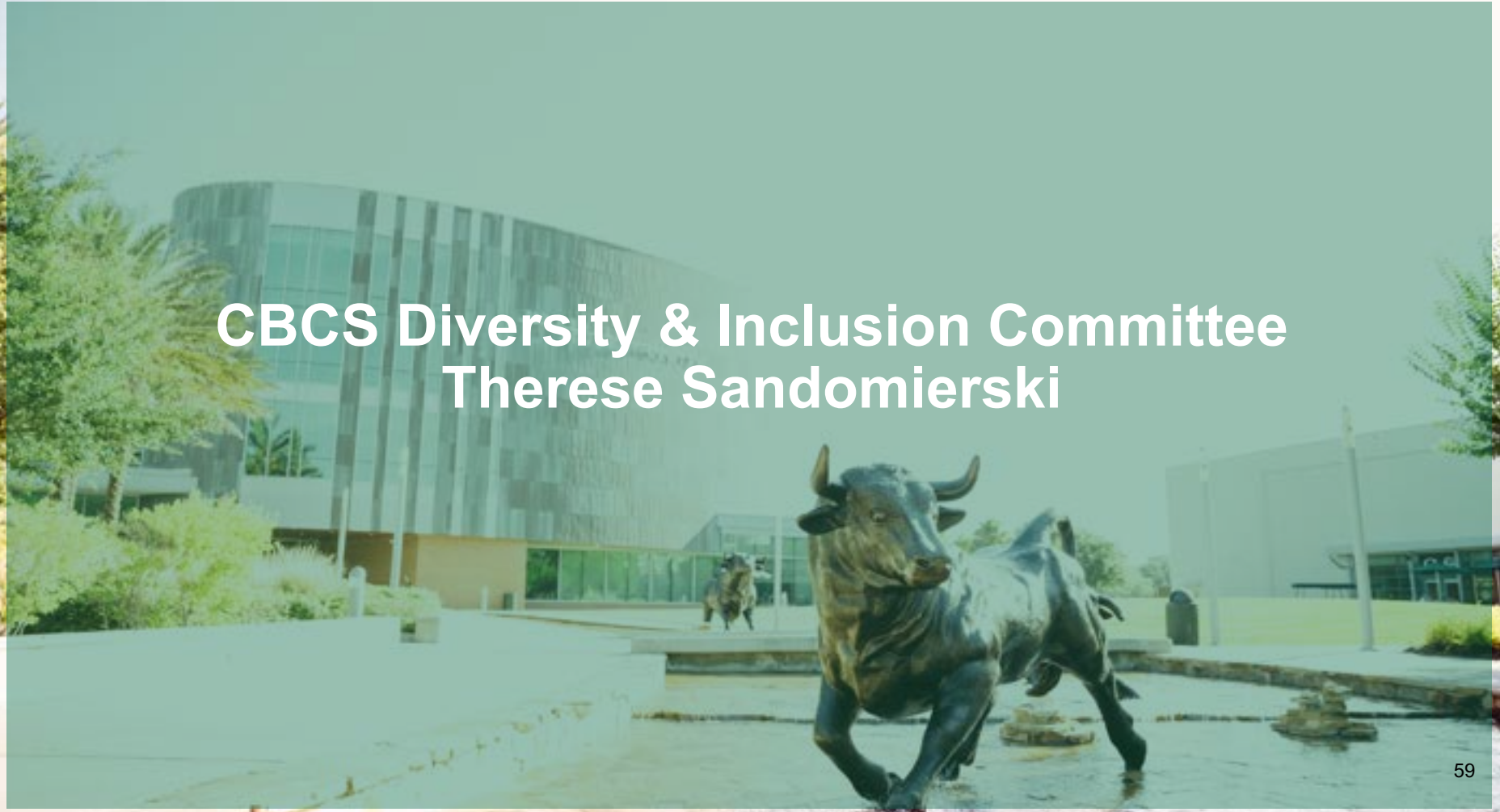
CBCS Curriculum Committee
Jennifer Lister, Associate Dean

Curriculum Committee Charge

- Meet monthly in fall and spring semesters.
- Review all proposals for new undergraduate/graduate courses and programs, including minors and certificates.
- Review all substantive undergraduate/graduate catalog, course, and curriculum changes.
- Make recommendations to the USF Undergraduate and Graduate Councils regarding action on proposals.
- **Note:** All course and curriculum changes must be submitted in Curriculog by **Monday, December 4, 2023 by 5pm**.
- Gen Ed course recertification also underway: 2 courses to review

Curriculum Committee 2023-2024

- Mental Health Law & Policy – Nickie Zenn, Chair
- Child & Family Studies – Vickie Buckles (Fall only)
- Communication Sciences & Disorders – Steven Surrency
- Criminology – Chae Jaynes
- School of Aging Studies – Amy Corbin
- School of Social Work – Vickie Lynn



CBCS Diversity & Inclusion Committee
Therese Sandomierski

CBCS Diversity & Inclusion Committee Members

Faculty/Staff Members

- Laura Rodríguez López, CFS-FCIC, **Chair**
- Shambria Campbell, CFS-FCIC-CARD, **Co-Chair**
- Therese Sandomierski, CFS-FCIC-PBIS, **Secretary**
- Catia Cividini-Motta, CFS
- Kerianne Beckford, Dean's Office
- Yazmin Castellano, CFS- FCIC-CARD
- Kwang-Sun Blair, CFS
- Lori Rogovin, School of Social Work
- Kathy Black, School of Aging Studies
- Amber Oderinde, Criminology

Student Members

- Asha Fuller
- Christina Mu
- Emma Walker
- Max Llinas
- Shreeya Deshmukh
- Jay Soto
- Monique Bell
- Catelaine Laguerre

Committee Focus (2023-2024)

- Climate Surveys
  - CBCS Climate Survey: Analysis in progress; executive summary expected in November.
  - Student Climate Survey: Administration targeted for November/December.
- DEI Initiatives
  - DEI Plan Template: Review in progress; committee copy available in November.
  - College Improvement Initiatives
  - DEI Town Hall 2024
- Committee Leadership & Membership

CBCS Research Council Update

Howard Goldstein, Associate Dean for Research
Marilyn Stern, Research Council Chair

2023-2024 Council Representatives		
Council Member	Appt. length	Representing
Marilyn Stern (Chair)	2 years	CFS/RMHC
Michelle Arnold	3 years	CSD
Kristin Kosyluk	2 years	Mental Health Law & Policy
Daniel Meng	3 years	School of Aging Studies
Jerome Galea/Dasha Rhodes	3 years	School of Social Work
Lindsay Boggess	3 years	Criminology
Howard Goldstein	Ex officio	CBCS Dean's Office
Janet Reyes	Ex officio	CBCS Research Administrators

Internal Awards & Grant Due Dates

Update for fall grant proposals:

- International Collaboration Grant Awards due: October 27th & March 8th
- CBCS Internal Grants due: November 3rd
- Special Opportunity Grant funds available

  -Time-sensitive requests for research funding; not meant to supplement departmental/individual RIA support

  -Request form can be found on the CBCS research website under 'Faculty Research Opportunities'. https://www.usf.edu/cbcs/research/faculty-research-opportunities.aspx

Report on CBCS Contract & Grant Activity

	2019-20	2020-21	2021-22	2022-23
Proposals Submitted	$95,345,894 (135)	$92,777,968 (133)	$79,530,508 (111)	$101,059,682 (135)
Grant Awards	$29,769,017 (134)	$31,444,211 (147)	$29,320,807 (127)	$34,913,467 (168)
Total Expenditures	$27,256,242	$27,837,271	$27,844,976	TBD
Overall F&A Rate	12.7%	15.1%	16.5%	TBD

Faculty Presentation:

Kwang-Sun Blair, Kimberly Crosland, Catia Cividini-Motta, Rose Iovannone, & Jeffery M. Williams

Development and Pilot Testing of a Virtual Prevent-Teach-Reinforce Coaching Model (*e*PTR Coach) for Children with or At-Risk for Disabilities

Kwang-Sun Blair, Kimberly Crosland,
Catia Cividini-Motta, Rose Iovannone, &
Jeffery M. Williams

*e*PTR Coach Project Overview

4-year research funded by Institute of Education Sciences (IES)

(2023-2027)

Funding amount – $2.0 M

Training building-level school personnel as coaches to lead a team-based Prevent-Teach-Reinforce (PTR) process for students with or without disabilities in need of intensive behavior interventions

Integration of the efficacious school-based PTR intervention model, behavioral coaching for educators, and telehealth model

Context

Behavioral challenges in K-5 students with disabilities or at-risk for disabilities

Personal, social, academic, and legal consequences of persistent problem behavior

High number of children with EBD and ASD educated in self-contained or separate settings

Challenges Faced by Teachers

- Inadequate preparation for evidence-based function-based interventions
- Limited resources and support
- Stress and burnout

School-Based Behavioral Coaches

- Demonstrates a large positive impact on instructional practice & student outcomes
- Bridges the research-to-practice gap
- Increases accessibility, contextual fit, team openness, & teacher buy-in

Prevent-Teach-Reinforce (PTR)

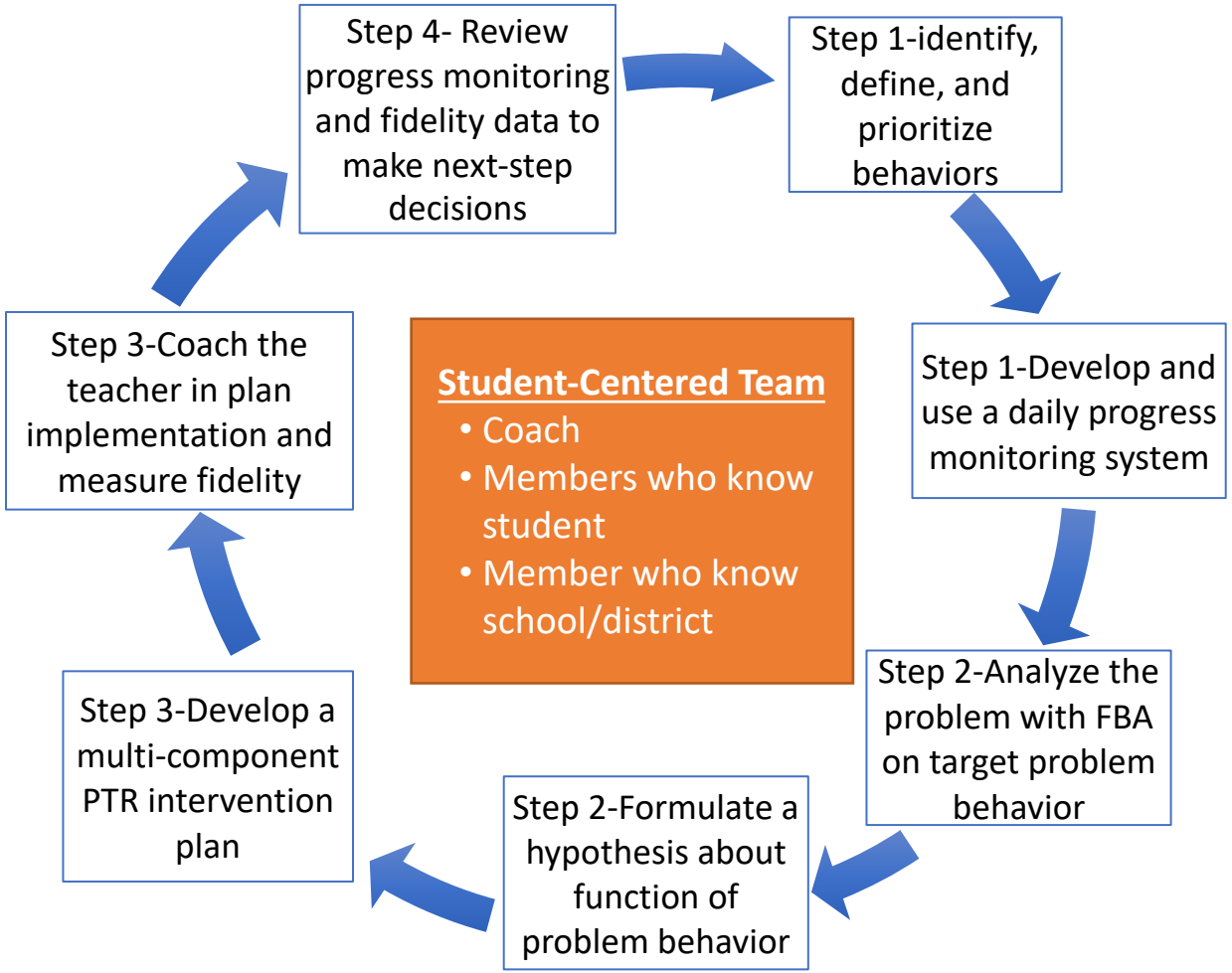
Manualized Tier 3 FBA/BIP (function-based intervention) process

4-step collaborative teaming process facilitated by a coach

Tested with 2 RCTs and 10 single-case design studies in schools

515 children with or without disabilities demonstrating improved behaviors, social skills, and academic engagement

PTR 4-Step Process



ePTR Coach

- Enhanced PTR model
- Trains school-based coaches
- Provides virtual collaboration tools for coaches, teachers, and team members
- Enables real-time coaching during live video observations
- Uses virtual platforms (MS Teams & Sibme)

Why Virtual Coaching?

- Educational landscape changing
- Technological advancements
- Accessibility, efficiency, and flexibility
- Instant access to coaching support
- Timely guidance during classroom sessions
- Coaching support customized
- Student reactivity reduced
- Reach and impact enhanced

Why Use Virtual Platforms?

- Video conferencing tools built-in
- Screen sharing for observation and modeling
- Chat and document collaboration tools
- Coaching sessions recorded and played back
- Shared calendars for scheduling
- Centralized storage for coaching resources
- Improved security and privacy controls
- Tailored coaching platforms

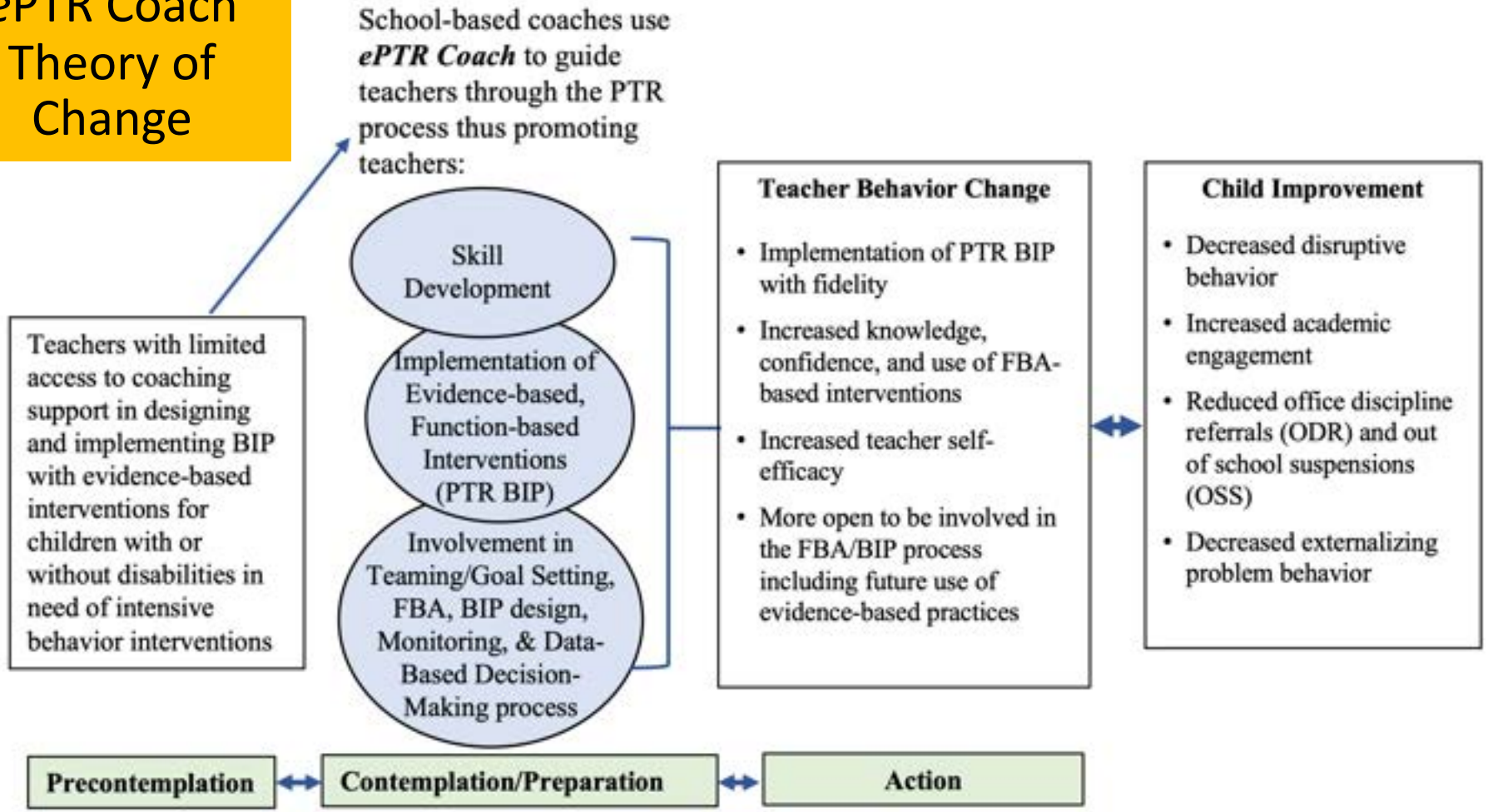
Sibme

- Enables video observation, conferencing, and feedback tools
- Coaching features:
  - Goal setting and coaching plans
  - Live observation of classroom teaching
  - Annotating videos with time-stamped comments
  - Video conferencing for pre- and post-observation meetings
  - Surveys, self-assessments, and coaching plans
- Analytics and reporting on coaching activities

*e*PTR Coach Materials

- Coach Manual
- Teacher Guide and Strategies Tip Sheets
- Automated assessment and data collection tools
- Video libraries
- Virtual platform user guide
- Coach training slides and scripts
- Computers
- Wide-angle webcams
- Bluetooth headsets with microphones
- Bluetooth adapters

*e*PTR Coach Theory of Change



*e*PTR Coach Research Plan

- Phase 1 (Year 1): Development
- Phase 2 (Year 2): Feasibility Testing & Model refinement
- Phase 3 (Years 3-4): Field Study – Evaluation of the potential efficacy and const analysis

Questions I Comments?

Thank you!

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