



College of Arts & Sciences

ANNUAL REPORT

AY 2023-24

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MISSION

The College of Arts and Sciences is the intellectual heart of the University of South Florida. We are a community of teachers and scholars united in the belief that broadly educated people are the basis of a just, free, and prosperous society. By focusing on the big questions facing all of humanity, we prepare students for successful, socially responsible personal and professional lives. By conducting innovative, interdisciplinary research and scholarship, we advance knowledge in ways that prepare us to address complex social and scientific problems and enhance the quality of life for people and communities.



VISION

The College of Arts and Sciences aspires to be a national model for integrating the humanities, social sciences, and natural sciences into a dynamic, trans-disciplinary entity focused on knowledge generation, global problem solving, skills development, and real-world applications. We will nurture academic success for a diverse population by creating engaged, inclusive learning environments that prepare students for productive personal and professional lives as global citizens. Through innovative, interdisciplinary research, creative activities, and mutually beneficial community partnerships, the College seeks to become a global leader in scholarship that addresses vexing social and environmental challenges and consequently enhances quality of life for all.



Dean of the College of Arts and Sciences

Dr. Magali Cornier Michael was reappointed to serve for a second year as Interim Dean of the College of Arts and Sciences (CAS) for the 2023-24 academic year. A national search for a new CAS Dean was launched in Fall 2023 and the hope is to have a new Dean in place for the 2024-25 academic year.



STRATEGIC PRIORITIES FOR AY23-24



Undergraduate and Graduate Student Success

The 2023-24 academic year saw an even greater return to in-person learning than the previous year, although online courses remain a popular alternative for many (see later section regarding online courses). **Enrollments were once again on the rise, with the University admitting and enrolling a First Time In College (FTIC) class of 6,378 students.** The transfer student population has begun to rebound enrolling 6,200 students, but still lags behind pre-pandemic levels of over 7,000. **CAS continued to be a major contributor to USF's nationally recognized student success initiative.**

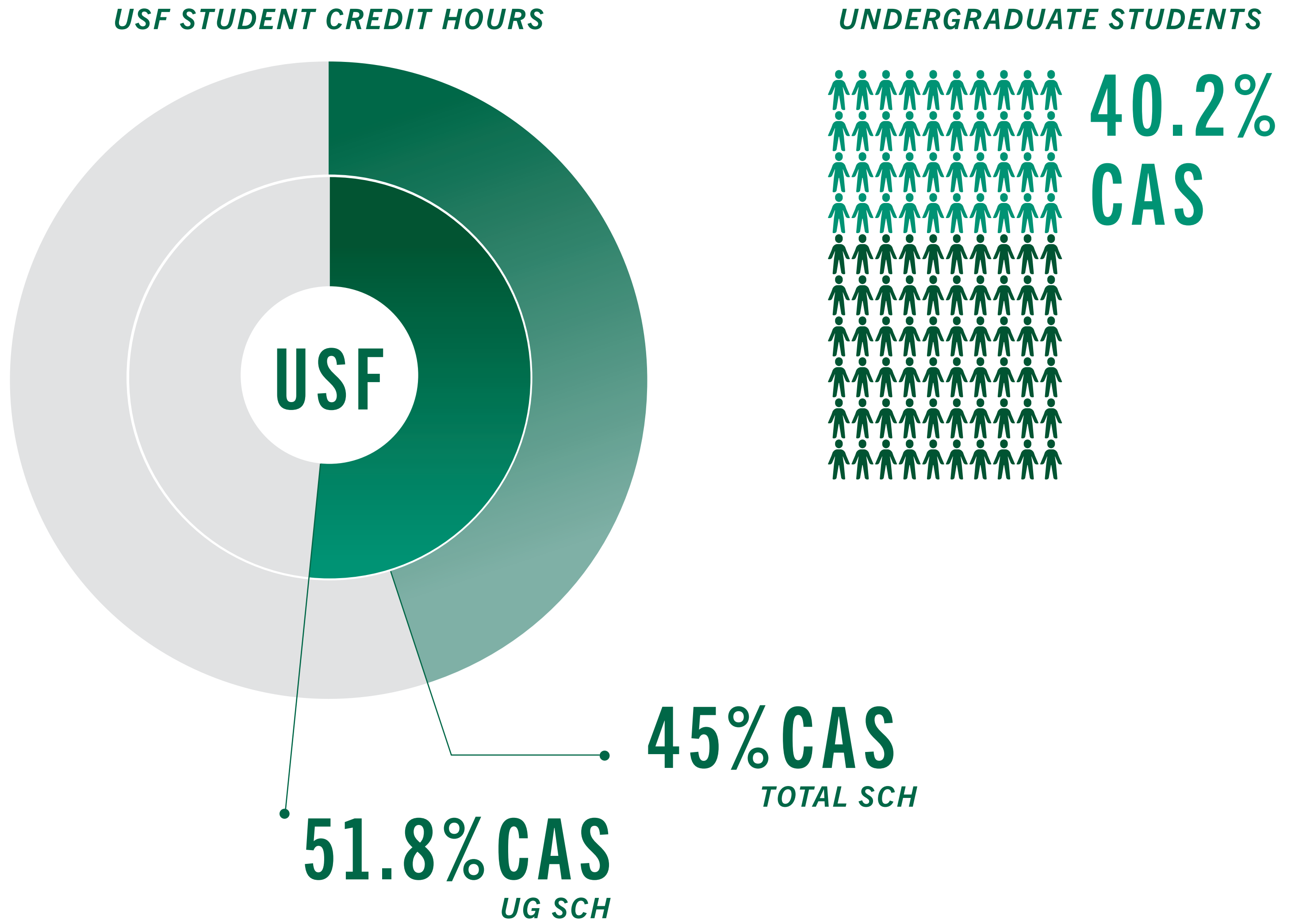
Undergraduate and Graduate Student Success

Faculty continue to incorporate more learning supportive technology into their face-to-face classrooms to provide students with a high-quality student experience. In addition, collaboration of faculty on all three campuses in consolidating curricula and coordinating scheduling has led to greater student and faculty opportunities. However, challenges persist with information systems like Banner, DegreeWorks, Baseline Schedule Search, and Archivum, although building collaborative partnerships with Information Technology and Undergraduate Studies are reducing these problems.



Undergraduate Enrollment

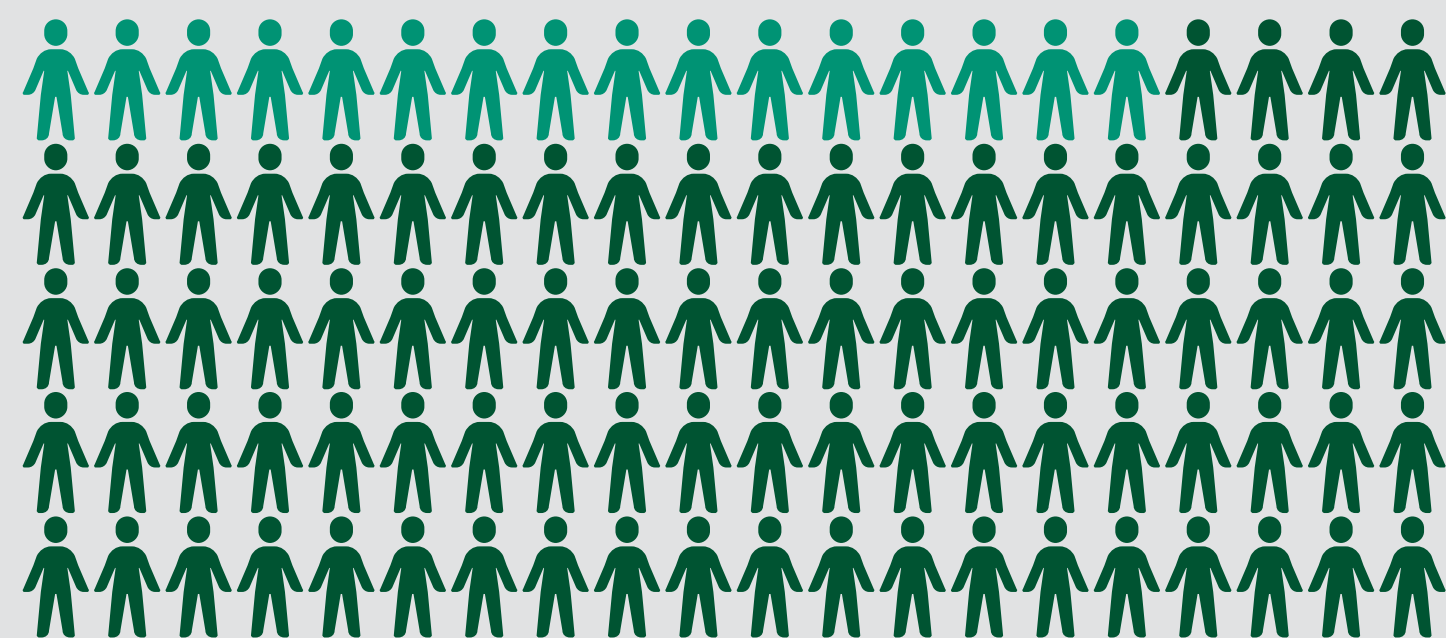
Enrollment in the College has remained strong at all levels, especially at the lower level as a consequence of the surge in FTIC. **The consolidated College of Arts and Sciences produced 572,651 total gross student credit hours (SCH), representing 45% of the total gross University SCH production, and 51.8% of the undergraduate SCH.** The 14,596 CAS undergraduate students also account for 40.2% of the undergraduate headcount as of Fall 2023. These impressive numbers reflect the hard work of advisors and departments that have connected academic majors more closely to a variety of career paths and of faculty who have delivered rigorous and relevant curricula embedded with career transferable skills—all in a supportive environment.



Graduate Enrollment

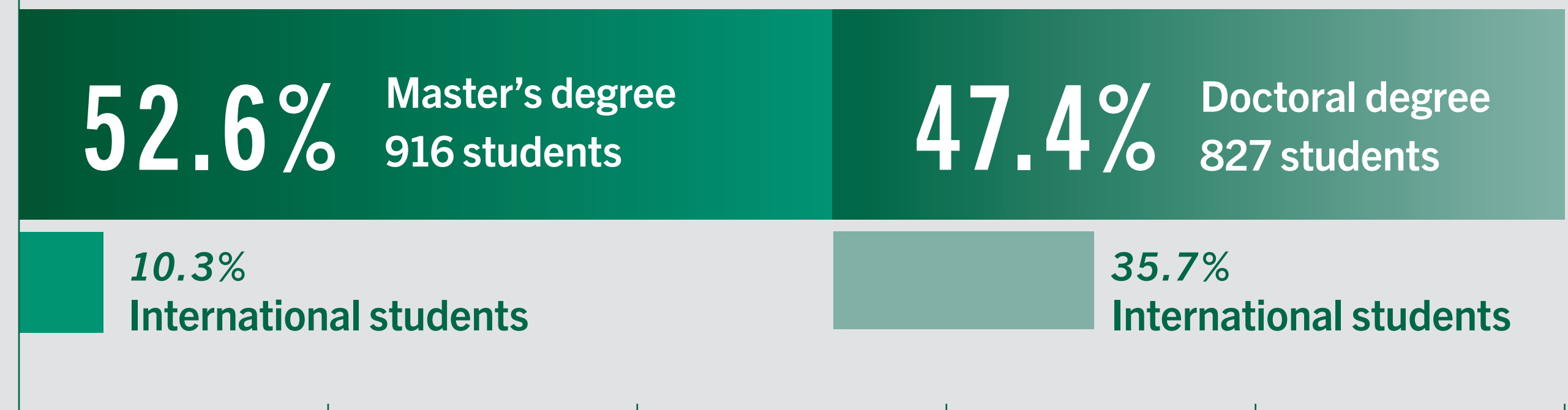
Graduate Enrollment in CAS has remained steady, accounting for 16% of USF graduate student enrollment with 1,743 students in Fall 2023. Overall, the College accounts for about 15.84% of the total graduate gross SCH at USF. The Master’s degree enrollment of 916 (Fall 2023) makes up 52.6% of the college total with our professional programs leading the way (Library and Information Science, Urban and Regional Planning, Public Administration, Digital Media, Cybersecurity, Intelligence Studies, and Mass Communications). Doctoral enrollments, representing 17 programs and 827 students for Fall 2023, showed a modest increase of 1.4% from the previous year. International students now comprise 35.7% of Doctoral enrollment but only 10.3% of Master’s enrollment.

USF GRADUATE STUDENTS



16%
CAS

CAS GRADUATE ENROLLMENT



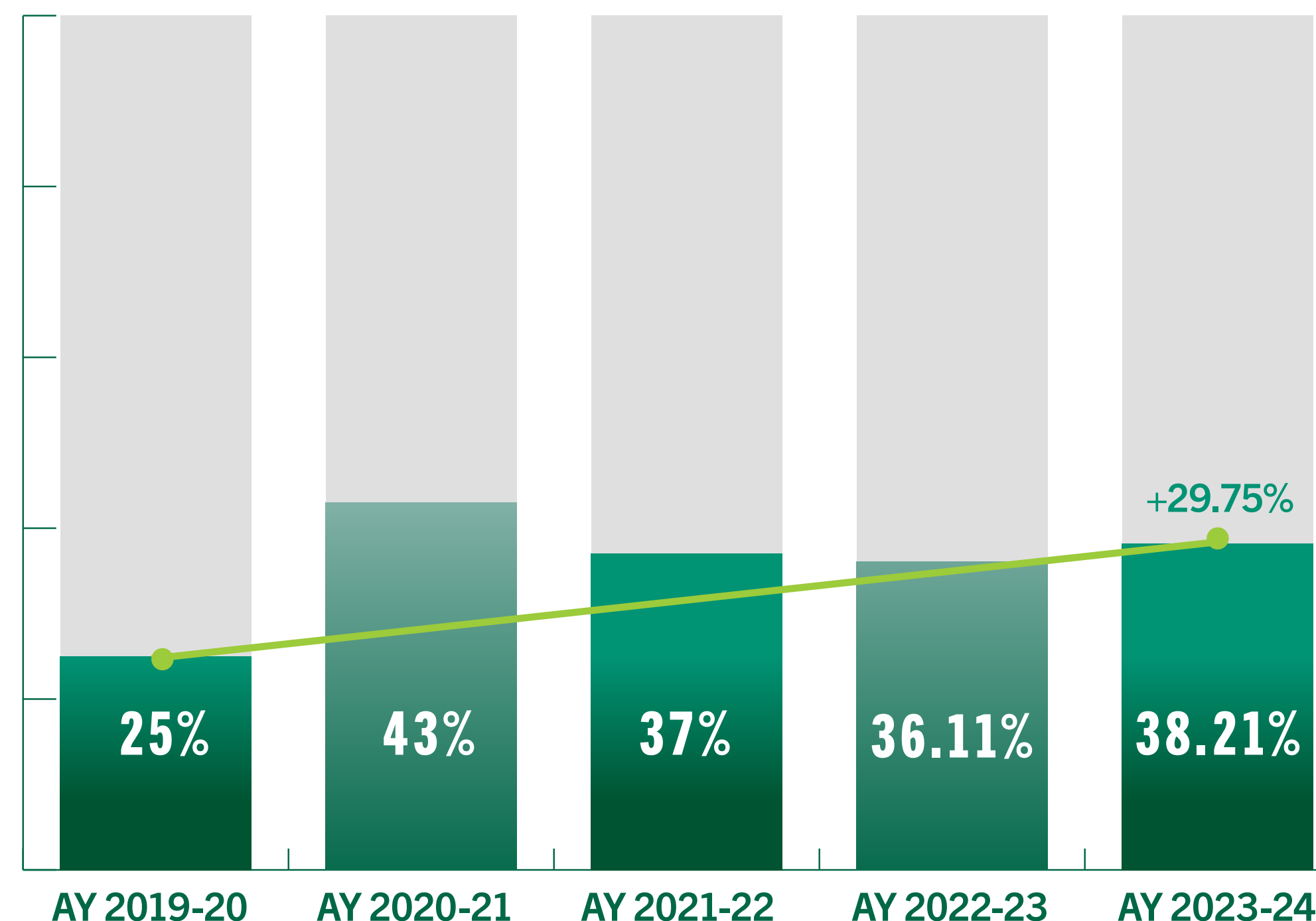
Online Enrollment

In 2023-2024, CAS contributed 38.21% of USF’s total gross online student credit hours (30.07% in Tampa; 4.16% in Sarasota; and 3.97% in St. Petersburg). While the College’s percentage share of the total University online landscape has returned to pre-pandemic levels, the overall volume of online student credit hours in CAS is 29.75% higher than in 2019-2020. This represents demonstrated demand from students for more options in course modalities.

We continue to see a rebalancing of modalities in instructional delivery within the College. Overall, 34.9% of total gross CAS SCH was generated through online instruction, with 35.5% of undergraduate and 25.5% of graduate gross SCH generated through the online mode. This total figure is roughly 2% lower than 2021-2022 but about 9.5% above pre-pandemic levels. The College continues to recognize the importance of balancing student preference and degree progression needs with ensuring the delivery of high-quality online courses. Relatedly, the College is engaging in careful conversations with departments about maintaining a proper distribution of modalities in curricula delivery, based on required processes from both our institutional accreditor and the Board of Governors, and is working with departments for modality expansion if deemed appropriate.



CAS TOTAL GROSS ONLINE SCH





CAS continues its strong partnership with Innovative Education (InEd) to design new or redesign existing online courses to ensure the highest quality for students in line with best practices in online course standards. The goal is to bring all courses in its online inventory into a cyclical re-design and development process at least once every five years as demanded by good practice and the Board of Governors.

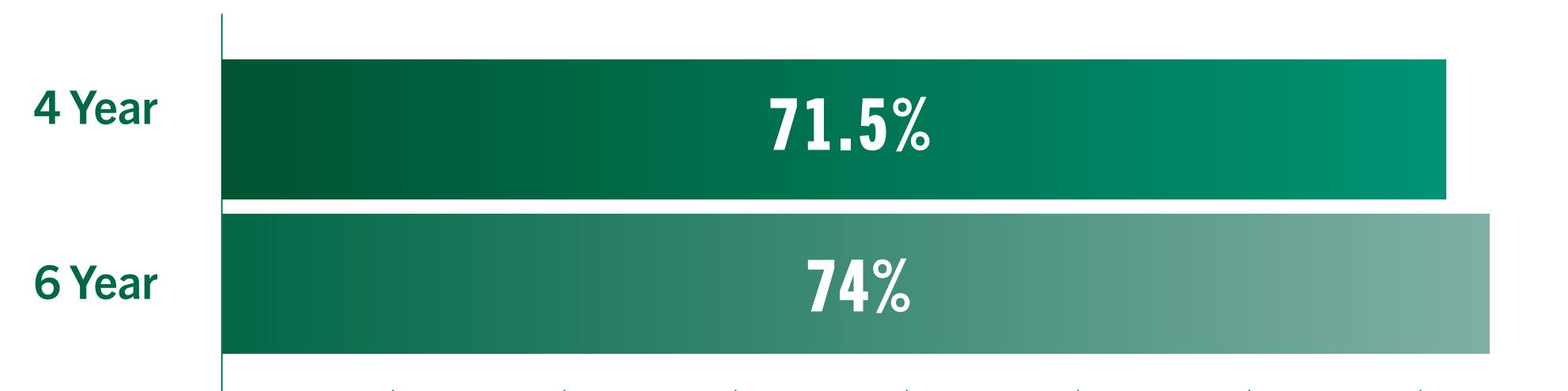


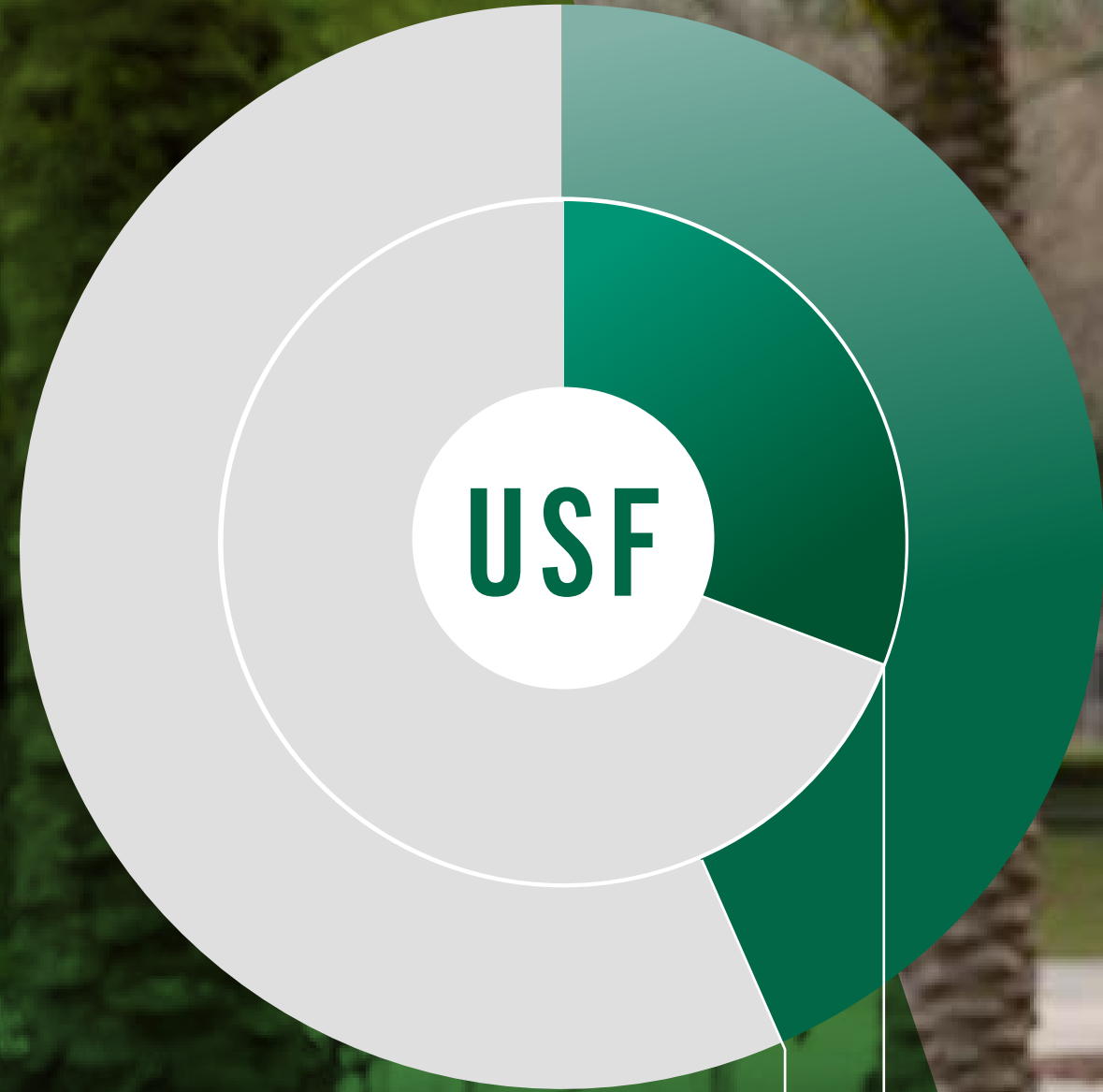
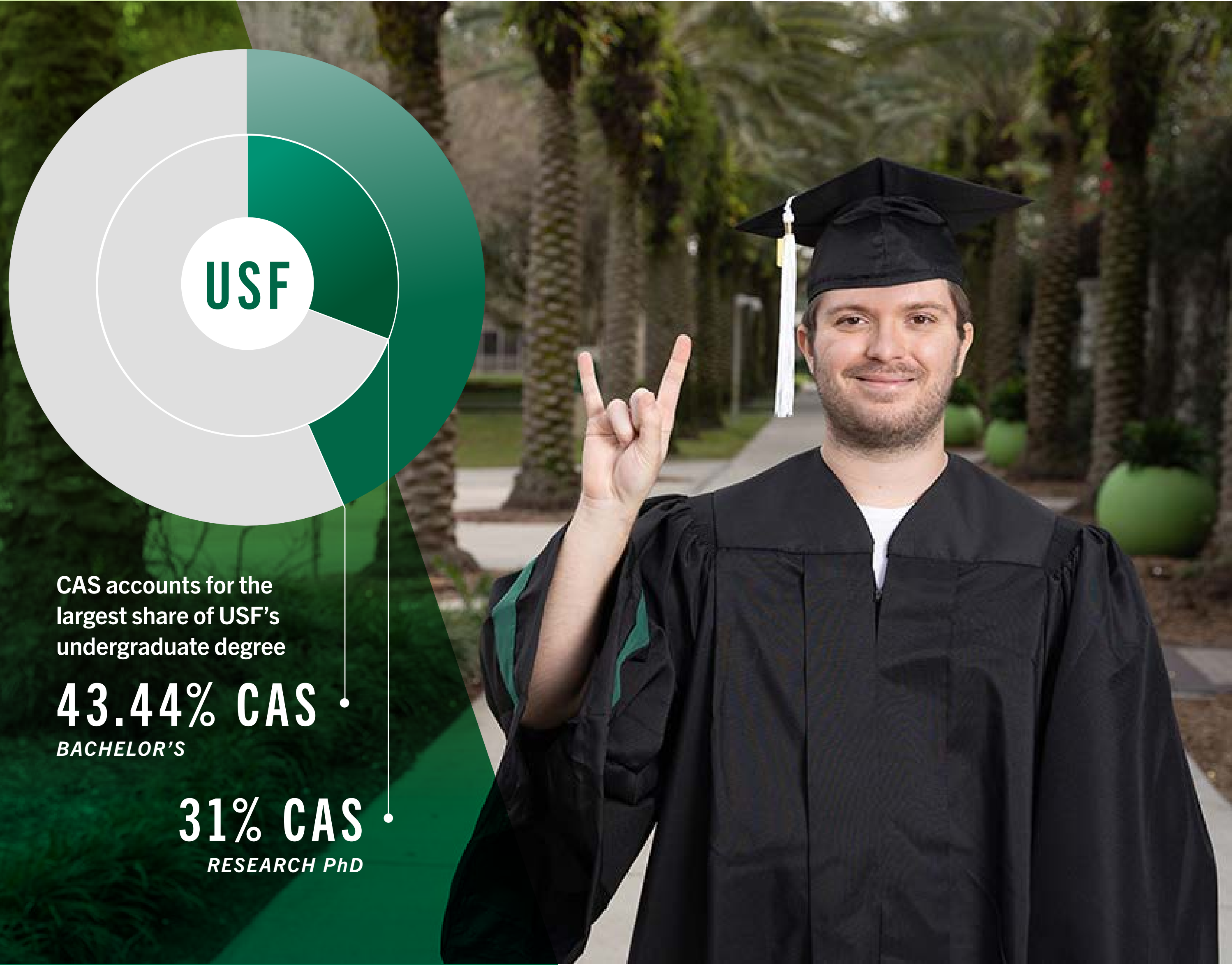
**92.2 %
of FTIC**
FROM FALL 2022

Retention and Performance

Freshmen retention rates continue to be impressive: **CAS retained 92.2% of FTIC from Fall 2022.** This positive result is directly attributed to a proactive advising team and the talented and dedicated faculty teaching introductory courses. **Consolidated four- and six-year graduation rates for 2023-24 were 71.5% (four-year) and 74% (six-year) respectively.** Similarly, two- and three-year Florida College transfer student graduation rates were 41.5% and 64.4% respectively both increases over the previous year. The percentage completion for 2023-24 will not be final until the end of summer graduation but appears to be trending higher. Moreover, the percentage of CAS students graduating without state-defined Excess Hours continued to climb, with over 91.8% completing within state guidelines.

CAS GRADUATION RATES





CAS accounts for the largest share of USF's undergraduate degree

43.44% CAS
BACHELOR'S

31% CAS
RESEARCH PhD

Degrees Awarded

The number of degrees awarded remains strong, paralleling the enrollment and progression figures. While final numbers for this year will not be available until after summer graduation, CAS has already awarded 2,103 bachelor's degrees this fall 2023, (over 4,300 in 2022-2023). With anticipated large spring and summer graduations to come, the total should be similar to last year's total. Likewise, Master's degrees are projected to meet or exceed last year's numbers of 407, while doctoral degrees awarded are on track for well over 100 again this year. **CAS accounts for the largest share of USF's undergraduate degrees, at 43.44% of Bachelor's degrees and 31% of research PhDs conferred in 2022-23.**



Student Engagement and Experience

The College of Arts and Sciences is leading Academic Affairs in the delivery of experiential learning for USF students:

- Undergraduate Student Research experiences: 2,973 out of 4,763 (62.4%)
- Students having Internship experience: 1,208 out of 4,720 (25.6%)
- Service Learning: 2,067 out of 6,475 (31.9%)
- Education Abroad: 518 out of 1,046 (49.5%)
- Student Awards: 32 out of 51 (62.7%)—data lags a year

Academic Program Planning and Review

The College of Arts and Sciences received compliant scores for 88.35% (91/103) of the assessment plans submitted in 2022. 10.68% (11/103) of the non-compliant plans could become compliant with minor revisions and only one plan was missing completely.

CAS faculty submitted a total of 222 course/curriculum/program changes this academic year (190 Undergraduate Proposals and 32 Graduate Proposals) that were evaluated, with the completed proposals transmitted to the University councils. A total of 12 proposals (10 undergraduate and 2 graduate) were rejected. The college also approved 97 Graduate Affiliate Faculty Requests.





FACULTY SUCCESS

Faculty Hiring, Tenure, and Promotion

In AY 2023-2024, 36 new full-time faculty were hired in the College of Arts and Sciences:

- **15 Assistant Professors**
- **1 Associate Professor**
- **1 Professor**
- **19 Instructional Faculty**

Effective August 2023:

- **5 faculty were tenured and/or promoted from Assistant to Associate Professor**
- **9 faculty were promoted from Associate to Full Professor**
- **10 Instructional Faculty were promoted from Assistant to Associate level**
- **7 Instructional Faculty were promoted from Associate to Senior level**



External Awards

CAS FACULTY EARNED A TOTAL OF 47 EXTERNAL AWARDS IN 2023.

<i>RECIPIENT</i>	<i>AWARD</i>	<i>DEPARTMENT</i>
Wells, E. Christian	ASCE Wesley W. Horner Award	Anthropology
Wallman, Diane	Fulbright U.S. Scholar	Anthropology
White, Nancy	Southeastern Archaeological Conference Lifetime Achievement Award	Anthropology
Cai, Jianfeng	AIMBE Fellow	Chemistry
Woodcock, H. Lee	American Chemical Society (ACS) Fellow	Chemistry
Spanopoulos, Ioannis D.	IAAM Fellow	Chemistry
Berry, Keith	NCA Ethnography Division Best Book Chapter Award	Communication
Buzzanell, Patrice	NCA Charles H. Woolbert Research Award	Communication
Buzzanell, Patrice	HRM Journal Excellence in Reviewing Award	Communication
Buzzanell, Patrice	CSCA Communication Studies Article of the Year Award	Communication
Buzzanell, Patrice	ICA Organizational Communication Division Top Paper Award	Communication

Buzzanell, Patrice	Distinguished Purdue Alumni Scholar	Communication
Buzzanell, Patrice	Purdue University Title IX Distinguished Service Award	Communication
Kruzel, Marleah Dean	NCA Health Communication Division Distinguished Article Award	Communication
Leon-Boys, Diana	NCA Feminist and Gender Studies Division Bonnie Ritter Outstanding Feminist Book Award	Communication
Leon-Boys, Diana	NCA Latina & Latino Communication Studies Top Paper Award	Communication
Li, Jianing	APSA Thomas E. Patterson Best Dissertation Award	Communication
Li, Jianing	Mass Communication and Society Journal Paper of the Year Award	Communication
Pal, Mahuya	NCA Organizational Communication Division Outstanding Edited Book Award	Communication
Johnson, Meredith	ACM International Conference on Design of Communication Program Chair's Commendation	English
Johnson, Nathan	ACM International Conference on Design of Communication Program Chair's Commendation	English
Koets, Julia	National Endowment for the Arts Creative Writing Fellowship	English
Maldonado, Jose Angel	NCA Critical and Cultural Studies Division Outstanding Article Award	English
Moxley, Joseph	John Lovas Award	English

Aziz, Zaib	Weatherhead Initiative on Global History Affiliate	History
Aziz, Zaib	Bodleian Libraries Visiting Fellow	History
Biasse, Jean-Francois	Fulbright U.S. Scholar	Mathematics & Statistics
Gayles, Jacob	AFOSR Young Investigator Research Program	Physics
Witanachchi, Sarath	NAI Senior Member	Physics
Chenneville, Tiffany	APA Springfield LGBTQIA+ Policy Congressional Fellowship	Psychology
Clayson, Peter	SPR Early Career Award	Psychology
Ben-Herut, Gil	Fulbright U.S. Scholar	Religious Studies
Ben-Herut, Gil	AIIS Senior Short-Term Research Fellowship	Religious Studies
Mbatu, Richard	Fulbright U.S. Scholar	School of Geosciences
Onac, Bogdan	Fulbright U.S. Scholar	School of Geosciences
Rains, Mark	Society of Wetland Scientists (SWS) Fellow Award	School of Geosciences
Andrews, James E.	American Medical Informatics Association (AMIA) Fellow	School of Information
Dinh, Ly	Lee Dirks Best Short Paper Award	School of Information

Rodriguez, Cheryl	AAA Association of Black Anthropologists Dr. Ira E. Harrison Legacy Award	School of Interdisciplinary Global Studies
Scourfield McLauchlan, Judithanne	APSA-PSA International Partnerships Award	School of Interdisciplinary Global Studies
Scourfield McLauchlan, Judithanne	Fulbright Specialist	School of Interdisciplinary Global Studies
Scourfield McLauchlan, Judithanne	UBT International Award: Honorary Degree Leadership Excellence	School of Interdisciplinary Global Studies
Hordge-Freeman, Elizabeth	ASA Race, Gender and Class Distinguished Contribution to Scholarship Book Award	Sociology and Interdisciplinary Social Sciences
Applequist, Janelle	NCA Applied Communication Division Bill Eadie Distinguished Scholarly Article	Zimmerman School of Advertising and Mass Communications
Bell, Travis	NCA Communication and Sport Division Top Overall Paper Award	Zimmerman School of Advertising and Mass Communications
Ramirez, Artemio	NCA Human Communication and Technology Division Top Paper Award	Zimmerman School of Advertising and Mass Communications
Watson, Ryan	BEA Festival of Media Arts-Narrative Award of Excellence	Zimmerman School of Advertising and Mass Communications

Source: <https://awards.research.usf.edu/honorees/>

Internal Awards

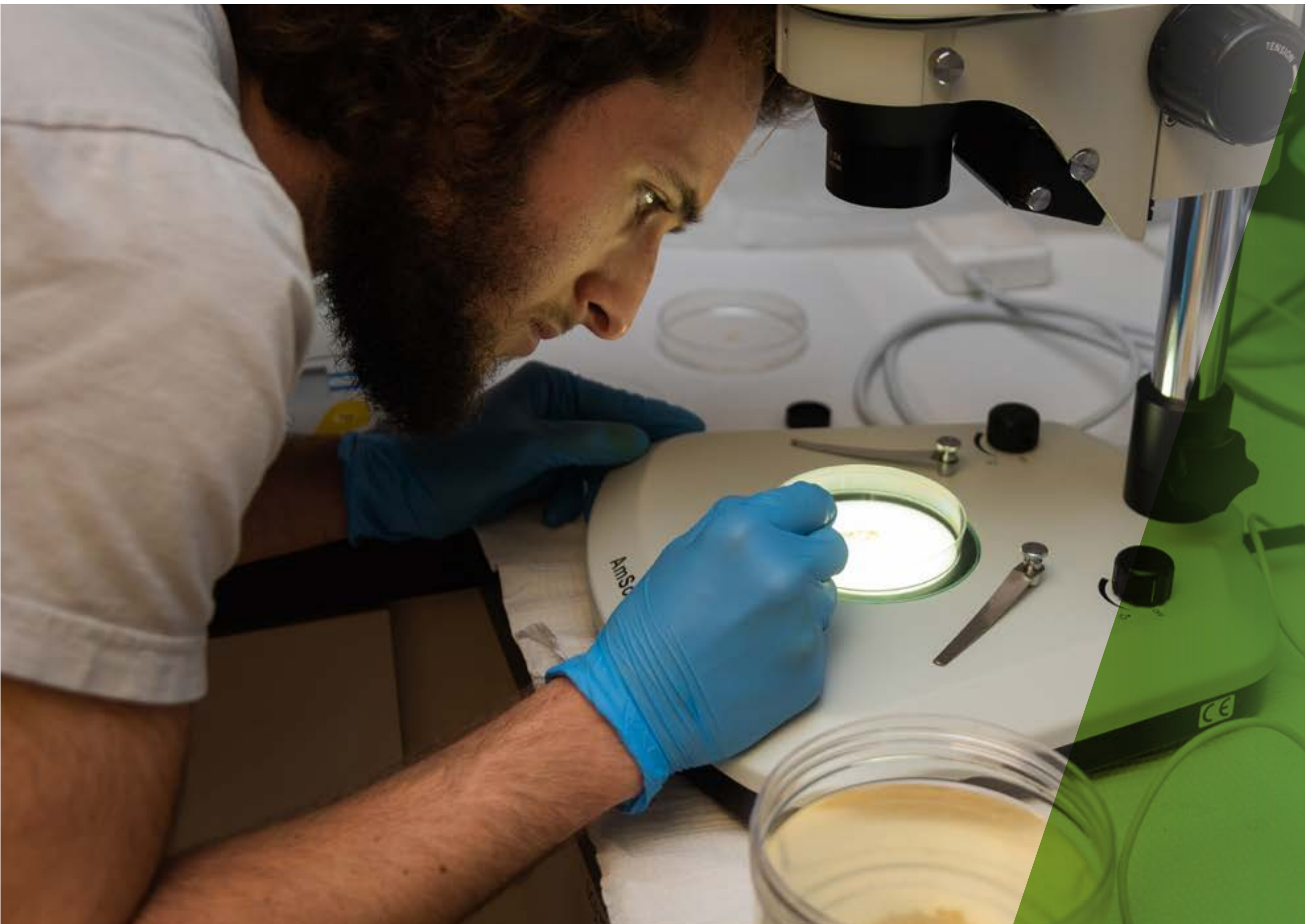
CAS FACULTY EARNED A TOTAL OF 41 INTERNAL AWARDS IN 2023.

<i>RECIPIENT</i>	<i>AWARD</i>	<i>DEPARTMENT</i>
Baker, Bill	Distinguished University Professor	Chemistry
Farhadi, Adib	Distinguished Service	Religious Studies
Evans-Nguyen, Theresa	Conference Planning Grant	Chemistry
Grieb, Margit	Conference Planning Grant	World Languages
Knight, Jennifer	Conference Planning Grant	History
Wells, Christian	Conference Planning Grant	Anthropology
McHale, James	Conference Planning Grant	Family Study Center
Padilla, Beatriz	Conference Planning Grant	Institute for the Study of Latin America and the Caribbean (ISLAC)
Collins, Jennifer	Conference Planning Grant	School of Geoscience

Irwin, Julia	Creative Scholarship Grant	History Department
Madrigal, Lorena	Creative Scholarship Grant	Anthropology
O'Leary, Heather	Creative Scholarship Grant	Anthropology
Allukian, Kristin	Excellence in Research, Pre-Tenure	English
Mooney, Susan	Excellence in Research, Tenured	English
Ben-Herut, Gil	Faculty International Travel Grant	Religious Studies
Brescia, Pablo	Faculty International Travel Grant	World Languages
Courtney, Emily	Faculty International Travel Grant	Psychology
Coy, Anthony	Faculty International Travel Grant	Psychology
Funke, Peter	Faculty International Travel Grant	School of Interdisciplinary Global Studies
Jacobson, David	Faculty International Travel Grant	Sociology
Kusenbach, Margret	Faculty International Travel Grant	Sociology
Lisenkov, Sergey	Faculty International Travel Grant	Physics

McBrien, Jody	Faculty International Travel Grant	School of Interdisciplinary Global Studies
McCracken, Jill	Faculty International Travel Grant	English and Women's and Gender Studies
Reyes, Vanessa	Faculty International Travel Grant	School of Information
Ruva, Christine	Faculty International Travel Grant	Psychology
Woods, Lilia	Faculty International Travel Grant	Physics
Slavov, Chavdar	New Research Gant	Chemistry
Van Der Vaart, Arjan	Proposal Enhancement Grant	Chemistry
Clayson, Peter E.	Faculty Outstanding Research Achievement Award	Psychology
Eswara, Prahathees	Faculty Outstanding Research Achievement Award	Molecular Biosciences
Himmelgreen, David	Faculty Outstanding Research Achievement Award	Anthropology
Melonçon, Lisa	Faculty Outstanding Research Achievement Award	English
Wilson, Steven R.	Faculty Outstanding Research Achievement Award	Communication

Scourfield McLauchlan, Judithanne	Outstanding Community Engaged Teaching Award	School of Interdisciplinary Global Studies
Basu, Ambar	Outstanding Graduate Faculty Mentor	Communication
Tang, Christian	Outstanding Undergraduate Teaching Award, Exemplary	Chemistry
Fields, Kimberly	Outstanding Undergraduate Teaching Award, Exemplary	Chemistry
Kopytoff, Larissa	Outstanding Undergraduate Teaching Award	History
Riordan, James	Outstanding Undergraduate Teaching Award	Molecular Biosciences
Elshorbany, Yasin	Outstanding Undergraduate Teaching Award	School of Geosciences



RESEARCH AND SCHOLARSHIP

Proposals and Awards FY2024 YTP

CAS faculty have continued a high degree of research and scholarship excellence (see Table 2). CAS faculty submitted 128 proposals (76 nonfederal and 52 federal proposals). Faculty have requested over \$34 million—~\$25 million in federal support and ~\$9 million in non-federal support. CAS faculty received 196 awards with 101 non-federal and 95 federal. The corresponding awards dollars received is \$22.6 million, with \$7 million being non-federal and \$15 million federal. Active award dollars include the total amount of award dollars received thus far for a particular grant.

	<i>NON-FEDERAL</i>	<i>FEDERAL</i>	<i>TOTAL</i>
Proposals Submitted	76	52	128
Dollars Requested	\$9.6 M	\$25 M	\$34.6 M
Awards	101	95	196
Dollars Awarded	\$7.3 M	\$15 M	\$23.5 M

Source: ORI Reporting Database

Research Expenditures and F&A



As of FY 2024 March closeout, CAS research expenditures have reached ~\$16 million with federal comprising over \$12 million of these expenditures. The College has one of the largest distributions of federal expenditures in Academic Affairs.

The College of Arts and Sciences' effective F&A rate remains one of the highest at USF with an average F&A rate of 31%, projecting ~4.5 million in indirect costs.

 **~\$16 MILLION**
RESEARCH EXPENDITURES

 **CAS**
F&A RATE



Innovation

During FY2023, CAS secured 16 patents, highlighting the College's commitment to research and innovation.





Additional Research Highlights

- 83 patents over four years
- 34 AAAS Fellows
- 2 Sloan Fellows
- 5 ACLS Fellow
- 1 National Academy of Sciences Member
- 1 Guggenheim Fellow
- FY 24 projected total expenditures of \$22M (\$16M represented as federal)
- FY 24 projected federal expenditures:
 - » \$6.3M National Institutes of Health
 - » \$4.5M National Science Foundation
 - » \$3.2M “other federal” (e.g. U.S. Department of Energy, Department of Defense, etc.)
- FY 23 - Allocated \$1M to enhance research infrastructure including laboratory renovations and research core facilities
- FY 23 - 34 books, 730 publications, and 20 book chapters published

Expanding the Humanities Institute

Humanities Institutes or Centers within R-1 universities serve as the core infrastructure for research in the Humanities and all areas that intersect with the Humanities; serve faculty and students; and function as a bridge between universities and their surrounding communities. USF's Humanities Institute does amazing work but is severely understaffed with one director and one staff member and thus cannot do more in its current state. Comparative analysis indicates that R-1 universities the size of USF have much larger Humanities Institutes and so we have been working to expand the USF Humanities Institute. We began with a strategic plan and now are working on resources to make that plan possible. We have secured and renovated additional space adjacent to the Institute's current offices to allow for expansion. In addition, we have placed the DeBartolo Endowed Chair in Liberal Arts within the Humanities Institute, reconfiguring it as a rotating chair for which tenured faculty apply and will engage in overseeing a major project for the Humanities Institute during his/her tenure. We will also add an Assistant Director for the 2024-25 academic year. In addition, we are working on fundraising for the Institute and are in the process of securing substantial support.





Updates on Centers and Institutes

The USF College of Arts and Sciences centers and institutes kept faculty, students, and community partners engaged and active this year. Our Centers and Institutes continue to create a community of scholars and scientists to leverage areas of expertise and solve challenges that face our community. Dr. Charles Stanish, IASCE Executive Director and head of the CAS centers and institutes, worked on creating promotional materials for the CAS centers and institutes. The materials, which are compiled as a packet, feature each center or institute prominently, summarizing their goals, vision, and major research areas, as well as how people can provide monetary support.



There were many noteworthy achievements this year by centers and institutes:

THE CENTER FOR SUSTAINABLE DEMOCRACY

- The Center for Sustainable Democracy began work mid-fall semester 2023 and already has secured a \$156,000 federal grant from the U.S. Department of State and Embassy and Consulates in Brazil for a “Journalism and Democracy Immersion Program” and led the two-week program in January-February 2024 with 15 Brazilian journalists. The Center also collaborated on the first of three nationwide representative surveys of Latino and Hispanic voters in November/December 2023 with the Jack Gordon Institute for Public Policy at Florida International University. The Center also co-sponsored three Democracy & Citizenship Speakers Series events with CAS as well as presented or moderated at 9 conferences or invited presentations.



THE IM/MIGRANT WELL-BEING RESEARCH CENTER (IWRC)

- IWRC Director Dr. Elizabeth Aranda co-edited two volumes of the journal *American Behavioral Scientist*, featuring 10 of the papers from the Im/migrant Well-Being: A Nexus for Research & Policy Conference held in February 2023. The Center also co-founded the Im/migrant Well-Being Scholar Collaborative, or [The Collaborative](#), a network of centers and institutes that supports and trains immigration scholars to translate their research for use by policy-makers and the general public. The IWRC also launched the podcast, *Im/migrant Lives*, inviting scholars to address pressing issues related to immigration and immigration policy.



Urban (In)Flux:
The Impact of Russian Emigres, Alliances, and Legacies on Urban Processes and Space in Tbilisi

FEATURING THE FOLLOWING SPEAKERS



Suzanne Harris-Brandts
Carleton University



Joseph Salukvadze
Tbilisi State University



David Sichinava
Carleton University

SPONSORS:
 USF World/GNSI
 Institute for Russian, European and Eurasian Studies
 School of Public Affairs



THE INSTITUTE FOR RUSSIAN, EUROPEAN, AND EURASIAN STUDIES (IREES)

- IREES just concluded a three-year \$250,000 grant from the U.S. Russia Foundation in Washington DC and recently received a three-year \$1,000,000 grant from the Minerva Research Initiative of the U.S. Department of Defense. IREES collaborates with university and community partners on events and programs, including a multi-year collaboration with the J3 International Division at U.S. Special Operations Command (USSOCOM), called the Forum on Russian, European, and U.S. Security (REUSS Forum). In addition, IREES is a founding member of the Creative Horizons series, an ongoing collaboration with the Melikian Center for Russian, East European and Eurasian Studies at Arizona State University and the Havighurst Center for Russian and Post-Soviet Studies at Miami University in Ohio. The series showcases the work of artists and writers from the former Soviet Union and Eastern Europe.

THE INSTITUTE FOR DIGITAL EXPLORATION (IDEX)

- IDEX incubated several research projects on digitization and visualization of cultural heritage, led by senior scholars and graduate students, resulting in multiple publications. Teams conducted remote sensing fieldwork in Greek and Roman archaeological sites in Sicily in partnership with the Ludwig Maximilian University of Munich, while continuing to manage a field school in archaeology in Sicily (ARCHLabs) and another in Malta (Melite Civitas Romana). A total of eight USF History graduate students participated in the fieldwork. IDEX also secured contracts for professional services rendered at local institutions such as the John and Mable Ringling Museum of Art of Sarasota, Holocaust Documentation and Education Center of Dania Beach, and Hillsborough County Sheriff Office.





THE CENTER FOR JUSTICE RESEARCH & POLICY (CJRP)

- CJRP celebrated the release of The Handbook of Evidence-Based Criminal Justice Practices, edited by Center Co-Directors Drs. Edelyn Verona and Bryanna Fox. A total of 11 chapters in the handbook were authored by center leaders and affiliates. The center also hosted a lunch and learn with Dr. Daniel Nagin from Carnegie Mellon University and a student research showcase. The CJRP continues to work on Phase 2 of its evaluation of the Community Assistance and Life Liaison (CALL) program in St. Petersburg, FL, aiming to provide a supplemental qualitative analysis of the real-time implementation, acceptability, and fidelity of the CALL program. The center's research efforts have resulted in multiple publications.



THE INSTITUTE ON BLACK LIFE (IBL)

- IBL opened Black Heritage Month by hosting its annual conference, co-hosted this year with the Office of Veteran Success. The conference theme was 'Black Life and the Military' and panels addressed the historic role of the military in Black life, including career and professional development opportunities, upward mobility, and challenges with racial injustice and health and mental well-being.



THE INSTITUTE FOR THE STUDY OF LATIN AMERICA AND THE CARIBBEAN'S (ISLAC)

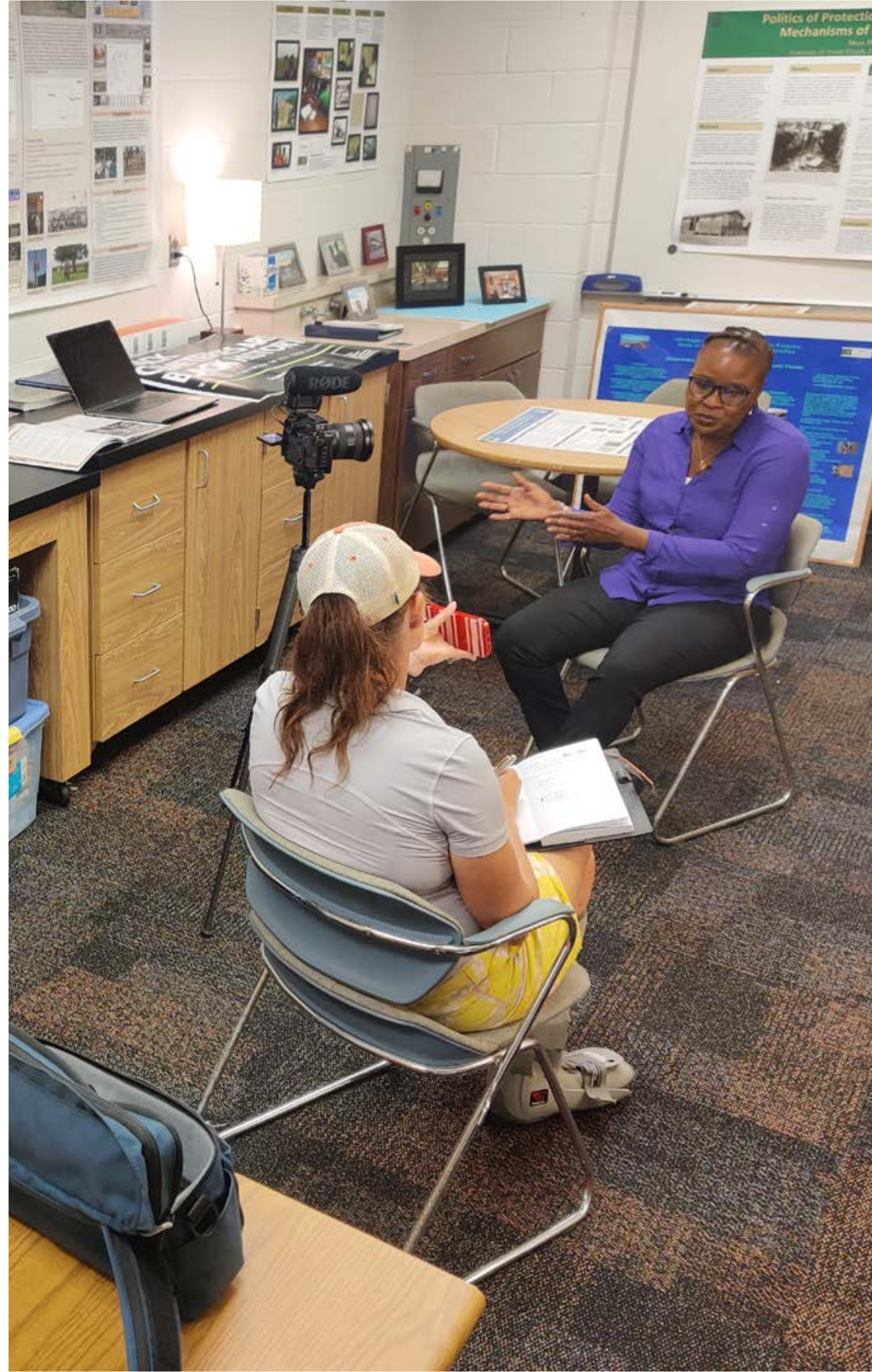
- ISLAC director and faculty gave lectures and presentations to local and international organizations with a global audience and published widely in specialized journals. Partnerships include collaborations with interdisciplinary groups, such as the USF College of Public Health's Salud Latina initiative. ISLAC also worked on a planning grant to design a certificate on Research Methods Training for Public Health Practice in Latin America and created small research grants to support collaborative work between faculty and students. ISLAC partnered with several USF offices to celebrate Hispanic Heritage Month, holding both academic and mentoring events. In addition, ISLAC hosted a symposium in spring 2024, bringing experts together to showcase research and teaching on Latin American, Caribbean, and Latino issues.

THE INSTITUTE FOR THE ADVANCED STUDY OF CULTURE AND THE ENVIRONMENT (IASCE)

- IASCE hosted two significant lectures in 2023-2024: “Ancient Maya Reservoirs by Dr. Lisa J. Lucero (January of 2024) and “Bronze Age in Northern Germany and Southern Scandinavia” by Dr. Stefanie Schaefer-Di Maida (April 2024).

THE LIVING HERITAGE INSTITUTE (LHI)

- LHI was launched in January 2023 and its Black Cemetery Network (BCN) program received national coverage, including the July 30, 2023 re-airing of a 60 Minutes segment entitled “Grave Injustice” with Scott Pelley. In addition, LHI held community-public facing events, such as the “Legacies in Place, Memories in Mind” event honoring Tampa’s Memorial Park cemetery. The LHI and BCN also joined forces with the Institute for Digital Exploration (IDEx), for a [pilot program](#) focused on preserving Mt. Carmel Cemetery, a historically Black cemetery in Pasco County, via 3D digitization techniques. LHI also opened an office on the USF St. Petersburg campus.





THE HUMANITIES INSTITUTE (HI)

- HI welcomed its third cohort of its year-long Faculty Fellowship Program. Jennifer Dukes-Knight (HTY), Matt Knight (LIB), Elizabeth Ricketts-Jones (ENG) along with their graduate intern, Jerry Rumph, developed an Irish Studies initiative and hosted a regional Irish Studies conference on the USF St. Petersburg campus. Meredith Johnson was named the first DeBartolo Endowed Chair at the Humanities Institute with a research project focusing on community and workplace wellness. The 5th Annual Undergraduate Humanities Research Conference featured presentations from over 125 students, and 12 of those students went on to present at the Richard Macksey National Undergraduate Humanities Research Symposium at Johns Hopkins University this March. HI also hosted a number of incredible guest scholars and writers, including Leila Chatti.



Strengthening the CAS Partnership with U.S. Commands

This past year, the CAS continued its historic nine-year partnership with U.S. Central Command and the Near East South Asia Center for Strategic Studies to host bi-annual joint conferences on topics directly related to national security and our national defense strategy. In addition, CAS faculty have begun a new initiative involving U.S. Central Command to establish a center on Human Dynamics and Predictive Analytics. This initiative has resulted in several workshops that have led to a US CENTCOM Request for Information (prelude to funding call) for USF human dynamics and predictive analytics efforts.



STAFF, ALUMNI, AND COMMUNITY ENGAGEMENT

Human Resources: Building Career Paths and Integration into Embedded Services

With the creation of a career path for Department Managers, CAS Human Resources (HR) has now focused on continuing to build a career path for Academic Program Specialist and Unit Research Administrators. This involves collaboration with Central HR to create tiers. An example of this would be Academic Program Specialist I, Academic Program II, Senior Academic Program Specialist. The same would apply for Unit Research Administrators (URA I- URA II, Sr. URA). CAS HR has also increased the base salary for the Unit Research Administrators to align more with market equity within USF.

CAS HR has also become part of the Embedded Services mandated by the University leadership. Embedded Services is designed to provide customized HR support to each department. The HR embedded services aim to replace the previous system of separate HR support teams for each department and instead provide a dedicated team of HR professionals to work directly with each department. The goal of this change is to streamline HR processes and improve the employee experience by offering consistent, compliant, and personalized service.



Efforts to Promote a Diverse and Inclusive Community



One of USF's and the College of Arts and Sciences' top goals is to provide students "a diverse and inclusive community for learning and discovery." CAS continues to value and champion diversity writ large and works with its departments and faculty to do so. Moreover, the College remains committed to diversity throughout the recruitment and selection process for new faculty. In accordance with USF Human Resources Guidelines, all personnel involved in the faculty search process are thoroughly trained and every effort is made to develop a diverse applicant pool throughout the process. CAS also supported the fall and spring "I Belong: USF Weeks," which featured lectures, workshops, and community-building events across all three campuses.



Development

As of April 1, 2024, CAS has achieved an impressive 87% (\$8,735,657) of its ambitious \$10,000,000 fundraising target. Projections indicate further contributions in the final quarter, affirming the CAS Development team's trajectory to meet its annual fundraising goal by the close of the fiscal year on June 30, 2024. Over 1,000 donors have rallied behind the College, bolstering student success, research, and initiatives to enrich experiences and provide exceptional opportunities for our USF community and beyond.

Through collaborative efforts with the CAS Office of Communication and Marketing, Development has successfully connected with thousands of alumni and donors, fostering engagement with the College. These initiatives provide invaluable opportunities for involvement with students, faculty, and global scholars, offering a firsthand glimpse into pioneering research initiatives that have meaningful and lasting impact on our communities and the global landscape.

We extend our gratitude to our generous donors who support initiatives that are important to them and help propel the College's mission forward. Their boundless generosity is the cornerstone of our success. Below we highlight several instances of private contributions that have made a substantial difference:

\$3,000,000 from Honey Rand to support the Humanities Institute, English Department and Communication Department

\$1,640,000 from Jonathan Stav to establish an endowed scholarship in Psychology

\$1,000,000 from Steven and Meghan Tauber to establish the Steven and Meghan Tauber Endowed Scholarship

\$300,000 from Wally Borman to establish the Walter Borman Fellowship to benefit doctoral students in Industrial Organizational Psychology

\$254,000 from Leo and Anne Albert Charitable Trust to support the Leo and Anne Albert Research Fund in Chemistry

\$100,000 from Carolyn Strange to support the Jim Strange Fund in Religious Studies

\$26,000 from Charles Michaels and Cynthia Shaff-Hadel to establish the Col. Charles E. Michaels USMC & Cynthia Shaff-Hadel Scholarship

\$20,000 from Four Oaks Plantation, LLC to support the School of Geosciences

\$20,000 from Sylvia Carra-Hahn and William Hahn to support the Center for Justice Research & Policy and Frontiers of Knowledge Program

\$9,000 from The Frank E. Duckwall Foundation to support the Zimmerman School

\$7,500 from the Gerald and Karen Kolschowsky Foundation to support Cancer Cell Biology and Biochemistry Research

\$5,000 from Kelly and Court Addington to support the Addington Family Study Abroad Scholarship

\$5,000 from Donna Longhouse to support the Donna Longhouse Liberal Arts Endowed Scholarship

\$5,000 from Anna Perrault to support the Blackwell/ Perrault Endowed Scholarship in the School of Information

\$3,000 from John and Catherine Teti to support the Frontiers of Knowledge Program

\$2,200 from William Burkett to support the USF Fund for the College of Arts and Sciences

\$2,000 from Leslie Valdez to support the Billy Lee Newland Memorial Endowed Scholarship

\$1,000 from Alain Volentik to support the Geology Field Station Building

\$1,000 from Charles Mudd to support the Urban and Regional Planning Program

\$1,000 from Dionel Cotanda to support the Frontiers of Knowledge Program





Dean's Student Leadership Society

The Dean's Student Leadership Society (DSLS) is an impressive group of students within the CAS who promote pride in liberal arts education and strengthen the identity of CAS as leaders on campus. DSLS serves as an integral link between students, faculty, donors, alumni, and members of the Tampa Bay community. DSLS started the year with 31 members in fall 2023 and inducted 26 new members in spring 2024. DSLS members have contributed to or attended more than 50 events through the 2023-24 academic year. Throughout the year, DSLS students assist with stewardship initiatives, such as sending hand-written thank you notes to donors, participating in digital media campaigns, and joining campus tours with VIP guests. Gatherings with alumni, donors, and community members are richer with the DSLS members there to provide student perspectives.



Members of the DSLS exercise their own leadership skills as well, often serving as volunteer coordinators, executive board members, or critical points of contact. DSLS runs a mentorship program for CAS freshmen in the fall, offers professional development workshops for graduating seniors in the spring, and provides year-round networking opportunities for all USF students. Each year, students involved in DSLS pioneer new events, solve complex challenges, and prove themselves as trusted partners.

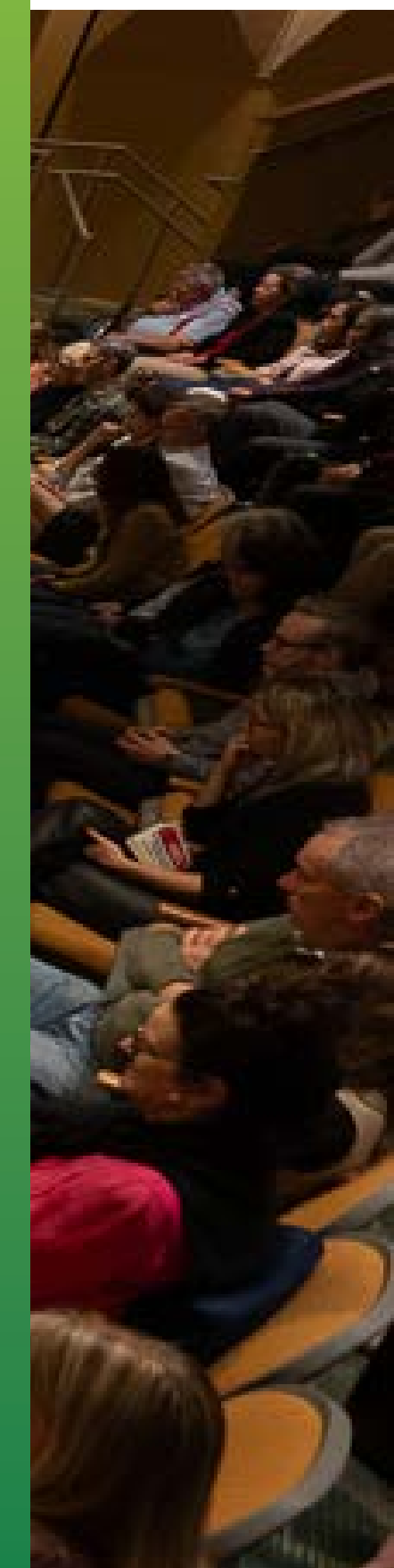


Conferences and Events

The CAS Events team supports the operation and growth of the College and showcases the extraordinary depth of knowledge across disciplines. Since July, the CAS Events team supported approximately **45 events** that included lectures, workshops, academic conferences (1-3 days), and alumni networking opportunities. Included below are some of the highlights:

FRONTIER FORUM

Frontier Forum, the College's premier lecture series since 2010, has hosted notable public intellectuals. Students, faculty, staff, and members of the Tampa Bay community have had the wonderful opportunity to learn from many accomplished speakers, across varying disciplines. The 2023-2024 Frontier Forum featured speakers included PBK Visiting Speaker Dr. Cathleen Kaveny (Boston College) and two-time Pulitzer Prize-winning novelist Colson Whitehead.



TRAIL BLAZERS

Trail Blazers has a 45-year history of hosting lively discussions with the College's leading faculty. Supporters and alumni gain exclusive access to faculty members' latest research and have the opportunity to engage in thought-provoking conversations about issues that matter to them. The 2023-2024 series featured the following faculty members and topics of discussion:

"PUSHED TO EXTREMES: THE POWER OF CULTURE IN VIOLENT EXTREMIST GROUPS"



ZACHARIAS PIERI

Associate Professor, School of Interdisciplinary Global Studies (SIGS)

"BEER: A GLOBAL JOURNEY THROUGH THE PAST AND PRESENT"



JOHN ARTHUR

Professor, Department of Anthropology

"THROUGH THE WALL, THIS POEM: ENACTING POETRY ACROSS COMMUNITIES"



NATALIE SCENTERS-ZAPICO

Assistant Professor, Department of English

"QUANTUM LEAP: UNVEILING THE FUTURE OF COMPUTING AND ITS POTENTIAL EFFECTS IN OUR LIVES"



LILIA M. WOODS

Professor, Department of Physics



CONFERENCES

- Urban Food Sovereignty Summit
- American Conference for Irish Studies Southern Regional Conference
- Institute on Black Life Annual Conference
- ISLAC Global Symposium
- Annual Conference of the Interdisciplinary Center for Hellenic Studies (ICHS): The Modern Reception of Ancient Greek Texts



BANQUETS AND RECEPTIONS

- CAS Faculty Town Hall with Provost Prasant Mohapatra and Welcome Back Reception
- Library and Information Science at USF 50th Anniversary
- DSLS Etiquette Luncheon
- Geology Alumni Society Banquet
- CAS Staff Appreciation
- Department of Chemistry Annual Alumni and Scholarship Banquet, Solving Mysteries Through Chemistry
- CAS Length of Service Awards
- DSLS Induction Ceremony
- The Zimmerman School Awards Reception
- CAS Faculty Appreciation Celebration
- Center for Justice Research and Policy (CJRP): Using Evidence to Improve the Criminal Justice Response + Justice Research and Policy (CJRP) Research Showcase

LECTURES, PANELS AND POSTER SESSIONS

- Frontier Forum
- Trail Blazers
- CAS Democracy and Citizenship Speakers Series
- The USF Humanities Institute Presents: “An Evening with Silvia Moreno-Garcia Interview with Carmen Alvarez”
- “A New Conversation About America’s Map” with Dr. Mohsen Milani and Dr. Thomas P.M. Barnett
- Urban (In)Flux: The Impact of Russian Emigres, Alliances, and Legacies on Urban Processes and Space in Tbilisi
- CAS Undergraduate VVS Research Fellowship Symposium
- Ancient Maya Reservoirs: How Past Water Crises offer Lessons for Future Water Needs
- Jain Community Lecture
- Sigiriya: The Architectural and Aesthetic Marvels of Sri Lanka’s “Lion Rock”
- R. Kent Nagle Lecture Series: “Easy, Hard, and Impossible: The Limits of Computation”
- Institute for the Advanced Study of Culture and the Environment presents Bronze Age in Northern Germany and Southern Scandinavia





MEETINGS, WORKSHOPS, ASSEMBLIES, AND TRAINING SESSIONS

- “I Belong” USF Week
- “What Lies Beneath - The Search for Unmarked Burial Grounds in Hillsborough County” Exhibit Opening
- Dean’s Advisory Council
- Zimmerman School Advisory Council
- CAS Spring Assembly
- CAS Fall Assembly
- New Faculty Orientation



COMMUNICATIONS AND MARKETING

Communications and Marketing



The College of Arts and Sciences Office of Communications and Marketing (OCM) focused this past year on implementing communication strategies to improve both awareness and visibility of the College, while also providing new and unique ways to share the story of CAS. From April 2023 – April 2024, the communications and marketing team produced more than 100 total stories and 160+ dedicated projects in support of this strategic goal. Some highlights of this past year include:

WELCOMING NEW TEAM MEMBERS

This year the OCM hired and onboarded three new team members to support its mission of providing more robust support and promotion of CAS departments, schools, centers, and institutes. These new hires included an additional graphic designer, an additional marketing and communications officer, and a videographer/photographer.

Renaming the College's newsletter: CAS Chronicles

OCM increased the frequency of stories shared on the CAS website at a monthly cadence. To better aid in improving overall awareness of the College's newsletter, a complete rebranding and renaming was completed. The newsletter's email marketing platform graphic and social media assets were also updated with this new name to reflect the update.

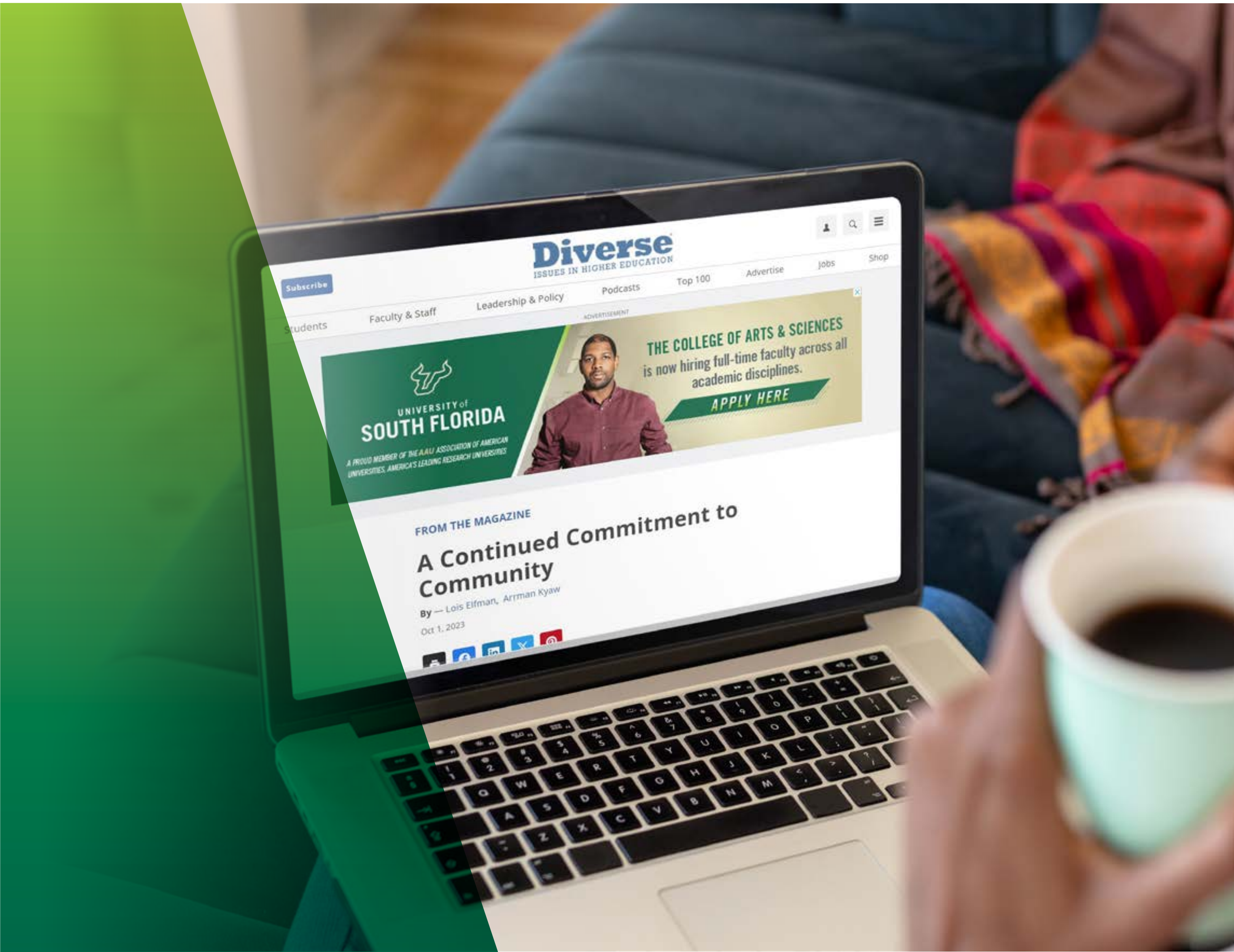




Amplifying Visual Storytelling

With the hiring of a full-time multimedia producer in June 2023, the OCM has been able to increase its video presence, producing a total of 30 new videos this past year. A consistent timetable has been established to ensure frequent production of engaging video content such as student spotlights, event highlights, research overviews, and commemoration of celebratory months. Each of these videos has also been repurposed to the format required for resharing on the College’s social media pages to expand engagement.





Social Media Outreach: Faculty Recruitment Campaign

The OCM assisted with the recruitment of new faculty through the creation of campaign materials for digital banners, e-newsletters, and social media advertising. OCM also engaged in two paid boosted posts to increase reach of the campaign. The boosted posts on the CAS LinkedIn pages proved to be more successful than relying on original posts shared with partner organizations, something the OCM aims to test again in the coming year.

Increasing Cross-Collaboration with UCM

Collaboration and regular meetings with University Communication Marketing (UCM) teams at Tampa, St. Pete, and Sarasota Manatee campuses have been reimplemented this past year. This regular communication between teams ensures cross-collaboration, cross-posting of noteworthy news, and opportunities for partnership to strengthen reach and amplification of CAS news. These regular engagements have also aided in ensuring media training opportunities are regularly shared among CAS faculty to provide training resources and prepare faculty to engage with the media.





Cultivating New Promotional Items

The OCM expanded upon its offerings of CAS-branded promotional items to include a regular stock of products such as t-shirts, folders, 'Stress Bulls' (stress balls), drawstring bags, canvas tote bags, stickers, sticky notes, lanyards, lapels, and pens. These items are used at CAS events to further promote and build affinity for the College. The OCM also worked with CAS Departments to provide originally branded items as needed. OCM also partnered with Development to produce two strategic marketing materials used in aiding with the philanthropic goals of the College.

Academic & Public Media Promotion

We continue to work with faculty to promote their research through various academic and news outlets, including both local and national media. The office began actively tracking media mentions in May of 2022 to help identify research topics of interest and faculty frequently called upon for comment on timely local and global issues. As of April 2024, CAS faculty have been mentioned or identified in the media 397 times.

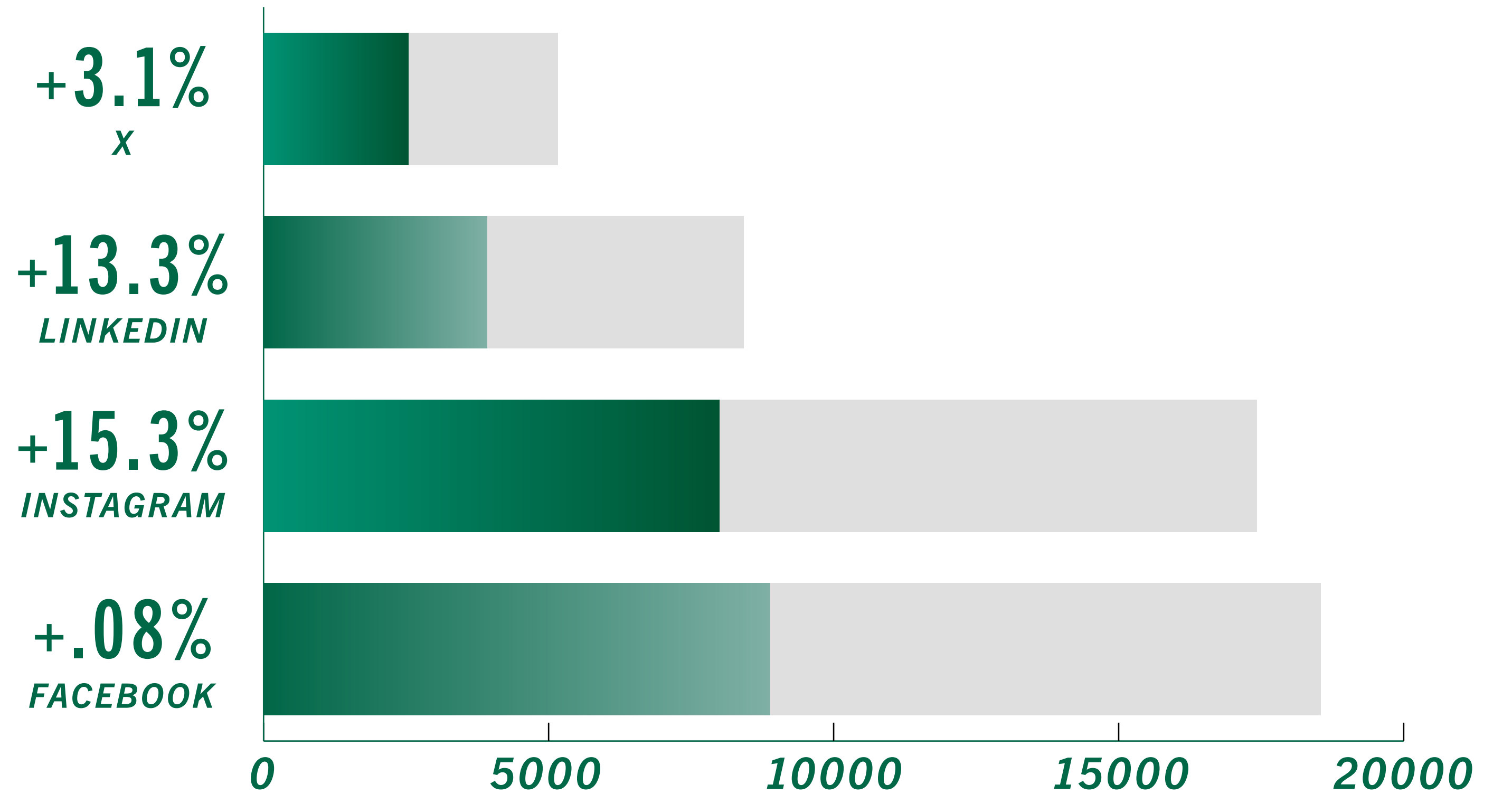
FROM MAY 2023 TO APRIL 2024, 164 INDIVIDUAL MEDIA OUTLETS HAVE MENTIONED OR FEATURED CAS. TOP MEDIA OUTLETS INCLUDE THE FOLLOWING:

<i>NATIONAL</i>	<i>LOCAL/REGIONAL</i>
CNN	Tampa Bay Times
The New York Times	WFTS (ABC)
The Discovery Channel	Bay News 9
National Geographic	WTVT (Fox)
The Washington Post	WFLA (NBC)
The Associated Press	WUSF (NPR)

Social Media

FOLLOWERS

From May 2023 to April 2024, the College’s social media presence continued to grow. Across platforms [Facebook, Instagram, X, and LinkedIn], we have gained over 2,000 new followers – tripling last year’s new audience base (632). Per last year’s report, our goal was to double our audience – exceeding the year’s expectations.

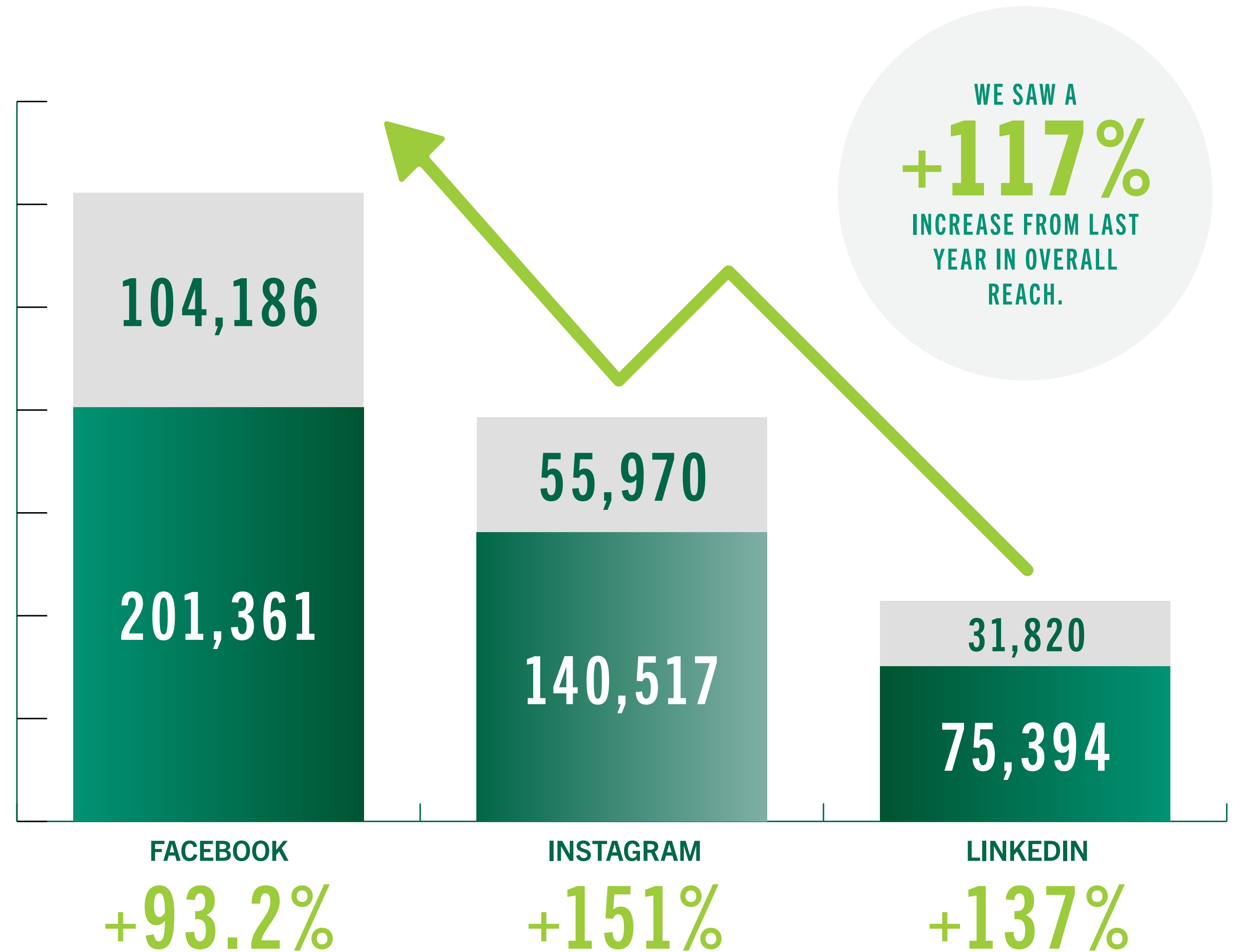


Social Media

REACH

With this significant increase in our audience, our platforms' reach has also improved. Last year's total reach was 192,100 accounts – this year's reach went up to 417,272.

These increases are largely due to the sheer amount of posts we have made this year: more than double from the previous year. Increasing and diversifying posts has helped us gauge what content performs best on each platform and boosted our average engagement rates above the education industry's average.



Technology

The CAS Technology team successfully completed the transition from Windows 7 to Windows 10 across all machines, ensuring compatibility and security for the College's computing infrastructure. To date, we implemented our new asset management tracking system. We aim to continue working with the 23 academic units to build out our asset database and track the attractive assets provided by the College.

We are also focusing on streamlining processes related to employee onboarding and offboarding, as well as enhancing efficiency in the procurement and deployment of machines. We are actively working with IT to migrate over 150+ web applications onto Microsoft's Azure Cloud environment and continue to work closely with our academic units to provide services in the digital space, CMS web consulting, and general technical support.

Furthermore, our team remains dedicated to establishing a stable foundation for faculty and staff procurement of computer equipment and software. By eliminating redundancies and partnering with other academic units, we aim to optimize resource utilization and capitalize on cost-sharing opportunities, ultimately enhancing the College's overall technological ecosystem.





**EMBRACING
EXCELLENCE
IN OUR FUTURE**



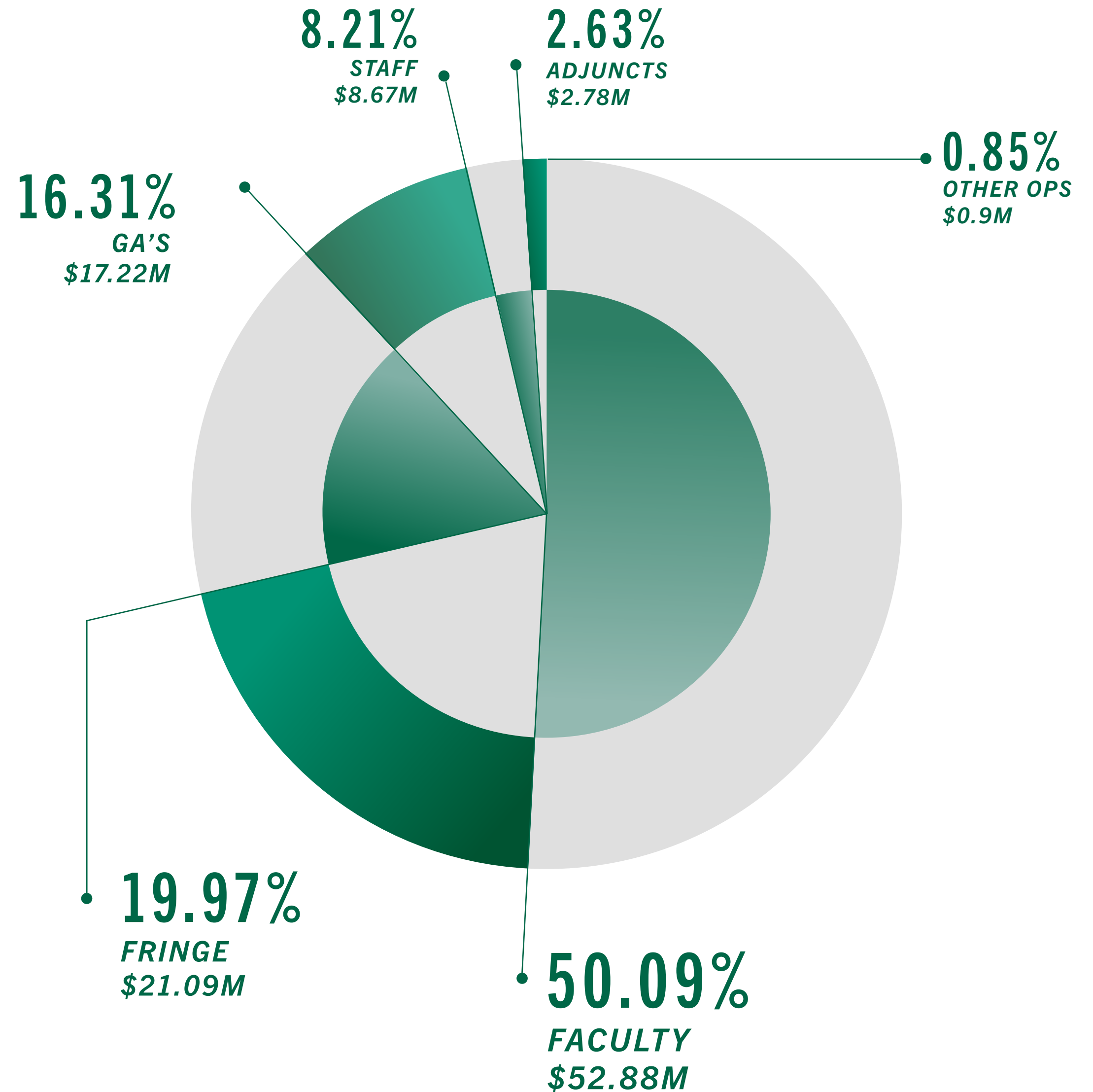
New University Leadership

As we look to the future, USF continues to go through transformational changes under its relatively new President Rhea Law and Provost Prasant Mohapatra. The College of Arts and Sciences looks forward to continuing the work of aligning itself with the USF Strategic Plan as well as many of the goals USF has regarding increased commitment to student success, research excellence, and community engagement and involvement, all of which dovetail with the College's mission.

Aligning Resources with Strategic Priorities

In Fall 2023, the College received \$2.4M in new recurring funding to help build instructional and academic advising capacity. With the new funding, and utilizing reallocated existing resources, the College has embarked on an aggressive faculty recruiting effort to hire 33 new tenure-line faculty and 28 instructors all with start dates of August 2024. In addition, three additional academic advisors have been hired to improve upon the College’s student success goals.

CAS most recently presented a request for additional funds with the intent of continuing to make investments in research and teaching faculty. The College should receive a response to that request sometime in June.





UNIVERSITY of
SOUTH FLORIDA
College of Arts & Sciences