

## BOARD AND COMMITTEE MEETINGS SCHEDULE

March 27-28, 2025

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, Florida

Virtual Viewing link: <https://mediasite.video.ufl.edu/Mediasite/Channel/-uf-board-of-trustees-march-2025/>

### **Thursday, March 27, 2025**

8:00 a.m. to 9:00 a.m.	Breakfast
9:00 a.m. to 9:15 a.m.	Chairman Meeting Remarks
~9:15 a.m. to 10:40 a.m.	<a href="#">Committee on Facilities and Capital Investments</a> (Brandon (Chair), Corr, Davis, Hosseini, O'Keefe, Ridley, Zalupski)
~10:40 a.m. to 10:50 a.m.	Break (~10 minutes)
~10:50 a.m. to 11:10 a.m.	<a href="#">Committee on Advancement</a> (Cole (Chair), Corr, Davis, Heavener, Lynne, Powers, Zalupski)
~11:10 a.m. to 11:30 a.m.	<a href="#">Committee on Audit and Compliance</a> (O'Keefe (Chair), Brandon, Brinkman, Cole, Hosseini, Patel, Powers)
~11:30 a.m. to 12:00 p.m.	<a href="#">Committee on Governance, Government Relations and Internal Affairs</a> (Hosseini (Chair), Brandon, Cole, Corr, Heavener, Patel, Ridley, Zalupski)
~12:00 p.m. to 1:00 p.m.	Lunch
~1:00 p.m. to 2:30 p.m.	<a href="#">Committee on Academic, Faculty and Student Success, Public Relations and Strategic Communications</a> (Patel (Chair), Brinkman, Cole, Davis, Heavener, Lynne, O'Keefe)
~2:30 p.m. to 3:30 p.m.	<a href="#">Committee on Finance, Strategic Planning and Performance Metrics</a> (Powers (Chair), Brandon, Corr, Hosseini, O'Keefe, Patel, Ridley, Zalupski)
~3:30 p.m. to 3:40 p.m.	Break (~15 minutes)
~3:40 p.m. to 4:00 p.m.	Baby Gator Update Trustee Patrick Zalupski and Vice President Melissa Curry
~4:00 p.m. to 4:30 p.m.	Honors Update Interim Director Melissa Johnson
~4:30 p.m. to 5:00 p.m.	IFAS Update Senior Vice President Scott Angle
6:00 p.m. to 7:30 p.m.	Board Dinner and Tour Honors Village, 1520 Museum Road, Gainesville FL 32611



## BOARD AND COMMITTEE MEETINGS SCHEDULE

March 27-28, 2025

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, Florida

Virtual Viewing link: <https://mediasite.video.ufl.edu/Mediasite/Channel/-uf-board-of-trustees-march-2025/>

### **Friday, March 28, 2025**

8:00 a.m. to 9:00 a.m.	Breakfast
9:00 a.m. to 9:20 a.m.	Hamilton Center Update Director Will Inboden
~9:20 a.m. to 10:50 a.m.	AFSSPRSC: College Dean Updates with Business, Journalism & Communications, Pharmacy Dean Saby Mitra, Dean Hub Brown, Dean Peter Swaan
~10:50 a.m. to 11:05 a.m.	Break (~15 minutes)
~11:05 a.m. to 12:00 p.m.	<a href="#">Board of Trustees' Meeting (Full Board)</a>
~12:00 p.m. to 1:00 p.m.	Lunch



## COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS

### AGENDA

Thursday, March 27, 2025

~9:15 a.m.

President's Room 215B, Emerson Alumni Hall  
University of Florida, Gainesville, FL

#### **Committee Members:**

David L. Brandon (Committee Chair), Christopher T. Corr, Jed V. Davis, Morteza "Mori" Hosseini (Board Chair), Daniel T. O'Keefe, Fred S. Ridley, Patrick O. Zalupski

- 1.0 Call to Order and Welcome ..... David L. Brandon, Chair
- 2.0 Verification of Quorum..... Vice President Liaison
- 3.0 Review and Approval of Minutes..... David L. Brandon, Chair
  - [December 12, 2024](#)
  - [February 14, 2025](#) (subcommittee)
  - [February 25, 2025](#)
  - [March 7, 2025](#) (subcommittee)
- 4.0 Action Items ..... David L. Brandon, Chair
  - [FCI1](#) Construction Projects Budget Amendments ..... Colt Little, Interim Vice President for Construction, Facilities, and Real Estate
  - [FCI2](#) Construction Grant for the 4-H Camp Cherry Lake ..... Scott Angle, Senior Vice President for Agriculture and Natural Resources
  - [FCI3](#) Memorial Statue: Alfred C. Warrington IV ..... Maria Martin, Vice President for Advancement
  - [FCI4](#) Naming: Homer and Dolly Hand Homestead ..... Maria Martin
  - [FCI5](#) Naming: Linda and Ken McGurn Medical Plaza ..... Maria Martin
  - [FCI6](#) Naming: UF Early Childhood Collaboratory at Anita Zucker Hall ..... Maria Martin
  - [FCI7](#) P.K. Yonge Gymnasium Project ..... Sarah Lynne, Trustee and Faculty Senate Chair
- 5.0 Discussion Items..... David L. Brandon, Chair
  - 5.1 Campus Construction Update ..... Colt Little and Cydney McGlothlin, Assistant Vice President for Planning, Design, & Construction
  - 5.2 Digital Twin Buildings ..... Elias Eldayrie, Chief Information Officer and Chimay Anumba, Dean of College of Design, Construction and Planning
  - 5.3 Infrastructure and Funding Update ..... Mark Helms, Assistant Vice President for Facilities Services
  - 5.4 Housing Facilities Update ..... Colt Little and Heather White, Vice President for Student Life
  - 5.5 FCI Subcommittee Update ..... Heather White
  - 5.6 Miscellaneous Projects Update ..... Colt Little, Cydney McGlothlin, Mark Helms, and Trevor Schneider, Assistant Vice President for Real Estate
- 6.0 New Business ..... David L. Brandon, Chair
- 7.0 Adjourn ..... David L. Brandon, Chair



## **COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS**

### **Meeting Minutes**

**Thursday, December 12, 2024**

**President's Ballroom 215B, Emerson Alumni Hall**

**University of Florida, Gainesville, FL**

**Time Convened: 8:55 a.m.**

**Time Adjourned: 10:20 a.m.**

#### **Committee and Board members present:**

David L. Brandon (Committee Chair), John E. Brinkman, Richard P. Cole, Christopher T. Corr, Morteza "Mori" Hosseini (Board Chair), Sarah D. Lynne, Daniel T. O'Keefe, Rahul Patel (Board Vice Chair), Marsha D. Powers, Fred S. Ridley, Patrick O. Zalupski, and Anita G. Zucker.

#### **Others present:**

Kent Fuchs, Interim President; Scott Angle, Senior Vice President for Agriculture and Natural Resources; Melissa Curry, Vice President for Human Resources; Kurt Dudas, Vice President for Strategic Initiatives; Elias Eldayrie, Vice President and Chief Information Officer; Ryan Fuller, Interim Vice President and General Counsel; Joe Glover, Interim Provost and Senior Vice President for Academic Affairs; Taylor Jantz, Senior Vice President and Chief Financial Officer; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; David Kratzer, Senior Vice President for Construction, Facilities, and Auxiliary Operations; Maria Gutierrez Martin, Interim Vice President for Advancement; Stephen Motew, UF Health President and System Chief Executive Officer; David Nelson, Senior Vice President for Health Affairs; David Norton, Vice President for Research; Mary Parker, Vice President and Chief Enrollment Strategist; Brandi Renton, Interim Vice President for Business Affairs; Scott Stricklin, Director of Athletics; James Wegmann, Vice President for Communications; Heather White, Vice President for Student Life; Mark Helms, Assistant Vice President for Facilities Services; Colt Little, Associate Vice President for Enterprise Projects and Senior Counsel; Cydney McGlothlin, Assistant Vice President for Design, Construction and Planning; members of the University of Florida community, and the public.

#### **1.0 Call to Order and Welcome**

Committee Chair David Brandon welcomed everyone in attendance and called the meeting to order at 8:55 a.m.

#### **2.0 Verification of Quorum**

Senior Vice President David Kratzer verified a quorum with all members present, except Trustee Heavener who had an excused absence.

#### **3.0 Review and Approval of Minutes**

- **June 13, 2024, August 12, 2024, and November 13, 2024**



Committee Chair Brandon asked for a motion to approve the minutes from the June 13, 2024 Committee Meeting, the August 12, 2024 virtual Committee Meeting, and the November 13, 2024 Committee Pre-Meeting. A motion was made by Trustee O’Keefe and seconded by Trustee Corr. Committee Chair Brandon asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

#### 4.0 Action Items

- **FCI1 Construction Projects Budget Amendments**

SVP Kratzer stated the Construction Projects Budget Report is provided to the Board on a quarterly basis to provide an update on university wide construction activity and highlight any changes to those projects. Any amendments to approved budget thresholds must be presented to the Board for approval. He reviewed the three budget amendments outlined in the action item for approval by the Committee and the Board:

Project #	Project Title	Current Approved Budget	Amendment Request	Source of Funds	Ratified Budget
UF-653	Bruno E. & Maritza F. Ramos Collaboratory (DCP)	\$32,145,291	\$13,775,000	UF Internal Loan	\$46,620,291
			\$700,000	Transfer from UF-653A	
UF-653A	Architecture Building Renovation	\$3,628,019	(\$700,000)	Transfer to UF-653	\$2,928,019
UF-1112	Basic Science Building (3rd Floor Renovation)	\$10,854,147	\$195,853	Interest from Research Bond	\$11,050,000

Committee Chair Brandon asked for a motion to approve Action Item FCI1. A motion was made by Trustee Zucker and seconded by Trustee O’Keefe. Committee Chair Brandon asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **FCI2 UF-689 Hamilton Center Construction Management Team**

Assistant Vice President for Design, Construction and Planning Cydney McGlothlin stated the UF Technical Review Committee conducted interviews in October for the Hamilton Center for Classical and Civic Education construction management Team. The top ranked team selected is the Stellar group. Final negotiations are now complete, and the contract has been signed. This Committee and the Board are asked to give their final approval to execute this contract.

Committee Chair Brandon asked for a motion to approve Action Item FCI2. A motion was made by Board Chair Hosseini and seconded by Trustee Corr. Committee Chair Brandon asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **FCI3 UF-698 Center for Applied Artificial Intelligence Construction Management Team**

AVP McGlothlin stated the UF Technical Review Committee conducted interviews in November for the Center for Applied Artificial Intelligence construction management Team. The top ranked team selected is the Walbridge group. Final negotiations are now complete, and the contract has been signed. This Committee and the Board are asked to give their final approval to execute this contract.

Committee Chair Brandon asked for a motion to approve Action Item FCI3. A motion was made by Board Chair Hosseini and seconded by Trustee O’Keefe. Committee Chair Brandon asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **FCI4 UF-318 Dental Science Building Construction Management Team**

AVP McGlothlin stated the UF Technical Review Committee conducted interviews of the three construction management teams shortlisted for the Dental Science Building project on December 10, 2024. The top ranked team selected is AJAX corporation. Negotiations are ongoing, and if the contract is signed, we are asking for the Committee to approve the initial selection of AJAX Corporation and to delegate authority to the Board Chair to approve the final negotiated fee. If negotiations are not successful, we will begin negotiations with the second ranked construction management team.

Committee Chair Brandon asked for a motion to approve Action Item FCI4 approving the selection of AJAX Corporation and delegating authority to the Board Chair to negotiate the final fee amount. A motion was made by Board Chair Hosseini and seconded by Trustee O’Keefe. Committee Chair Brandon asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **FCI5 Campus District Energy Efficiency Contract Authorization Increase**

Assistant Vice President for Facilities Services Mark Helms stated in August 2022 the Board approved Facilities Services to pursue energy service contracts. He shared updates on the first two segments: (1) Holland Law construction is nearly complete and (2) the Dental Tower investment grades audits have been completed, but this project is now on hold as it has been blended into the overall Dental Science Building renovation project. The third segment is the Cancer and Genetics Research Center with Board approval to not exceed \$4.2 million for investment grade audits. We have found fantastic opportunities, but it will increase our spend by \$1.1 million. This Committee and the Board are asked to give their approval of this proposed amendment not to exceed \$5.3 million total.

Committee Chair Brandon asked for a motion to approve Action Item FCI5. A motion was made by Board Chair Hosseini and seconded by Trustee O’Keefe. Committee Chair Brandon asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **FCI6 Lease of Space**

Associate Vice President for Enterprise Projects and Senior Counsel Colt Little stated we are currently in negotiations between three potential sites in downtown Miami of 20,000-25,000 square feet of space for a 10-year term. Primarily this space will house the College of Business’s South Florida MBA program, currently located in Miramar, FL, which will provide them with a central location to do more industry outreach and connect to a different cohort of potential students. Additionally, we anticipate this will afford us other educational opportunities to the large South Florida population, as well as more engagement with alumni and donors in the area. Committee Chair Brandon asked the Committee to approve this Lease of Space action item with an amendment to delegate authority to the Board Chair to make the final negotiations and approval, as negotiations are currently ongoing between the three potential sites.

Dean Saby Mitra added that by moving the College of Business MBA program from Miramar on the outskirts of Miami to downtown Miami would give UF the opportunity to access to other types of companies (financial services, analytics, FinTech) and for potential opportunities of other colleges to locate some of their specialties in the South Florida area.

Committee Chair Brandon asked for a motion to approve Action Item FCI6 with the amendment to delegate authority to the Board Chair to make the final negotiations and approval. A motion was made by Trustee O'Keefe and seconded by Trustee Zucker. Committee Chair Brandon asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **FCI7 Naming: Paul M. Lyrene Blueberry Research Building**

Interim Vice President Maria Gutierrez Martin provided an overview of the proposed honorary naming and biography of Dr. Paul M. Lyrene, an Emeritus Faculty member of IFAS and patent developer of 23 named varieties of blueberries. In recognition of the generous and significant impact made by Dr. Lyrene to UF, we seek to name the Blueberry Research Building the Paul M. Lyrene Blueberry Research Building. This proposed naming meets all the requirements and is aligned with the UF Namings & Memorials Policy.

Committee Chair Brandon asked for a motion to approve Action Item FCI7. A motion was made by Trustee Zucker and seconded by Trustee O'Keefe. Committee Chair Brandon asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

## **5.0 Discussion Items**

- **5.1 Campus Construction Update**

AVP McGlothlin stated there are currently 40 major projects and 507 minor projects currently underway, for a total of \$2.2 billion. She highlighted the progress and anticipated completion dates for some of the major projects:

- Construction phase: Whitney Laboratory for Marine Bioscience (June 2025), Inner Road projects (June 2025), DCP Ramos Collaboratory (October 2025), Architecture renovation/remodeling (April 2025), Honors College Residential Facilities (June 2025), Holland Law ESCO projects (February 2025), Basic Science 3<sup>rd</sup> floor renovation (February 2026)
- Design phase: Dental Science Building, Thompson Center for Earth Systems (TESI), Flavet Outdoor Recreation, Hamilton Center for Classical and Civic Education, Chemical Engineering renovation/remodeling, Center for Applied Artificial Intelligence

She closed with a summary of our deferred maintenance, totaling \$148 million for 131 projects.

- **5.2 Alachua County Animal Resource Shelter**

AVP Little stated we are currently in negotiations of a 30-year term sublease of approximately 10 acres of state-owned land to Alachua County. This land currently houses the IFAS Swine Unit, which would need to be demolished and relocated. The county is proposing to build a 30,000 square foot animal resource shelter facility and would be responsible for all construction, operation, and maintenance. Negotiations are also ongoing for a potential partnership with the College of Veterinary Medicine and Alachua County to use the facility to collaborate on education opportunities for students.

Board Chair Hosseini made a motion to delegate authority to the Board Chair to conduct final negotiations and bring this item back to the Board for its final approval at a future meeting. Trustee Ridley seconded. Committee Chair Brandon asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **5.3 10-year Proposed ESCO Funding Model**

AVP Helms stated over the past 8 years, the UF Facilities team has strategically changed to match our growing institution by: (1) utilizing partnerships with Duke Energy to generate energy through solar centers to reduce our campus carbon footprint and (2) using ESCO partnerships to address deferred maintenance and infrastructure renewal through Performance Contracting. We need to continue to find solutions to reinvest in our facilities and leverage existing dollars to drive us forward. To achieve our goal of becoming the leaders in maintenance and operations at a national level, just like our institution, we need to create an annual recurring fund to support detailed feasibility assessments, investment grade audits, and future ESCO projects supporting ongoing energy reductions and deferred capital investment projects.

Board Chair Hosseini thanked Committee Chair Brandon, SVP Kratzer, and AVP Helms for their hard work. This Board has raised the bar, and this model allows us to take action now to set up the university for the next 50 years. He asked if this would become an action item at a future meeting and Chief Financial Officer Taylor Jantz confirmed it will be in the FSPPM Committee this afternoon. Committee Chair Brandon echoed the Board Chair's comments and added the way we are approaching some of our long-held problems will set up the university to be a leader not just in Florida, but nationwide.

- **5.4 Housing Master Plan Update**

Committee Chair Brandon stated this Housing Master Plan proposal is a collaboration between housing, finance, and construction to add 2,500 net beds over 10 years, as well as renovate a considerable number of our current housing facilities.

Vice President Heather White stated more than 70% of undergraduate beds and 100% of graduate beds are in buildings that are 60+ years old, with \$400 million in capital renewal needs. New construction remains a priority to support strategic priorities, grow residential offerings for first-year students, and provide essential swing space to support renovation. The proposed 10-year implementation strategy (new construction, renovation, and demolition) will make nearly 50% of our housing inventory new or renovated and address 70% of our \$400 million capital renewal needs by fall 2035.

CFO Taylor Jantz noted there is not a free flow of funds from the university to housing or vice versa. Which means for housing to be able to build capacity, they have to rely on their rates to generate funding. To achieve the Board's vision to become a top public university, increase housing capacity, and focus on capital renewal means we should be providing the top housing for our students as well. Later this afternoon, the FSPPM Committee and the Board will be asked to approve a 3.5% rental rate increase through FY2031. This increase will accomplish two main components: (1) it will give us bonding capacity to procure the necessary financing to start new construction and increase capacity of our beds and (2) it will provide a capital renewal fund renovation and restoration of older housing facilities. As well as staying below the 20% market rate threshold set by the Board Chair.

Board Chair Hosseini asked why many of the projects are projected to be completed so far out and CFO Jantz replied that we are constrained by our financing capacity. Board Chair Hosseini requested for CFO

Jantz to create another plan to see what our finances would look like if we increased by an additional 3% and CFO Jantz agreed. Board Chair Hosseini emphasized the importance of getting this done sooner rather than later, as well as surveying students on their wants and needs and universities with successful housing nationally prior to building the next housing unit. Student feedback is critical.

VP White closed by proposing a subcommittee be formed to address graduate student housing and Board Chair Hosseini approved. Interim President Fuchs and Interim Provost Glover agreed and emphasized the importance of addressing graduate housing. Trustee Lynne agreed to be a member of the subcommittee. Trustee Brinkman added he welcomes collaboration on this much needed housing change.

#### **6.0 New Business**

There was no new business to come before the committee.

#### **7.0 Adjourn**

There being no further discussion, Committee Chair Brandon adjourned the meeting at 10:20 a.m.



**COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS  
SUBCOMMITTEE ON GRADUATE STUDENT HOUSING**

**Meeting Minutes**

**Friday, February 14, 2025**

**University of Florida, Gainesville, FL**

**Time Convened: 10:02 a.m.**

**Time Adjourned: 10:59 a.m.**

**Subcommittee members present:**

David L. Brandon (Chair), Rafael Cruzado, Tina Horvath, Colt Little, Sarah D. Lynne, Cydney McGlothlin, Marsha D. Powers, Kevin Senior, Bill Starkey, Nicole Stedman, and Heather White.

**Others present:**

Members of the University of Florida community, and the public.

**1.0 Call to Order and Welcome**

Subcommittee Chair David Brandon welcomed everyone in attendance and called the meeting to order at 10:02 a.m.

**2.0 Verification of Quorum**

Vice President Heather White verified a quorum with all members present.

**3.0 Discussion Item**

• **Overview of Graduate Student Housing**

Subcommittee Chair Brandon advised the subcommittee was formed by Board Chair Mori Hosseini. The subcommittee charge is to investigate graduate student housing on and around campus and explore reasonable options to report back to the Board.

Vice President Heather White reviewed the subcommittee members including Graduate Student Council President Kevin Senior; Graduate School Dean Nicole Stedman, Board of Trustee chairs of the Facilities and Capital Investments Committee and Finance, Strategic Planning and Performance Metrics Committee; Trustee and Faculty Senate Chair Sarah Lynne; Student Life Vice President Heather White, Construction, Facilities and Real Estate Interim Vice President Colt Little; Chief Financial Officers Office Assistant Vice President and Treasurer Bill Starkey; Housing Senior Director Tina Horvath; Housing Director of Finance Rafael Cruzado; and Planning, Design and Construction Assistant Vice President Cydney McGlothlin.

Housing Senior Director Tina Horvath provided an overview of the existing graduate housing options in 3 communities including Corry Village (216 apartments, opened in 1959, 1 and 2 bedroom units), Diamond Village (200 apartments, opened in 1965, 1 and 2 bedroom units), and Tanglewood Village (208 apartments, opened in 1973, studio, 1 and 2 bedroom townhouses, 1.3 miles from campus).

The current occupancy in these communities, at 94 percent, reflects: 565 apartments rented, 32 prepped for renovation and 16 are used by Housing Conference Services which allows for visiting fellows, faculty, and students a short term by night option, and 11 used by Baby Gator for the UF Early Childhood Collaboratory at Diamond Village. Minor renovations and repairs occur in all units (flooring, cabinetry, etc.) once a unit is vacated. All buildings in Diamond and Tanglewood Villages are scheduled to have roofs replaced.

Graduate students have the flexibility to stay in the lease but must submit a Notice of Intent to Vacate form 60-days prior to the move-out date. There is a current housing waitlist of approximately 985 graduate students. When a unit becomes available, Housing staff makes about 20 calls before the offer for the unit is accepted, None of the graduate housing communities are at 100 percent capacity - The Continuum is at 84 percent. Trustee Marsha Powers asked where the current 985 graduate students are currently living and what they are paying. Ms. Horvath advised she would work with the Graduate School and provide an update at the next meeting.

Rental rates were reviewed for these communities which show the rent charged to graduate students is 40 percent below market rates within one mile of campus.

<b>Village</b>	<b>Apartment Type</b>	<b>Monthly Rental Rate</b>
Corry Village	1 Bedroom Unrenovated	\$589
	1 Bedroom	\$764
	2 Bedroom Unrenovated	\$658
	2 Bedroom	\$836
	2 Bedroom Deluxe	\$906
Diamond Village	1 Bedroom	\$764
	2 Bedroom	\$836
Tanglewood Village	Efficiency Unrenovated (Studio)	\$623
	Efficiency (Studio)	\$641
	1 Bedroom Unrenovated	\$715
	1 Bedroom	\$764
	2 Bedroom Unrenovated	\$785
	2 Bedroom	\$836
	2 Bedroom Townhouse Unrenovated	\$857
	2 Bedroom Townhouse	\$906

In addition to these housing options, the University is also in a public private partnership (P3) with The Continuum owned by Providence. This partnership was put into place during a good market with low interest rates. Providence operates the facility, manages leases and maintains the property that is an official graduate and professional housing partner with UF.

Rental rates for The Continuum were shared.

<b>Apartment Type</b>	<b>Max Occupancy*</b>	<b>Square Footage</b>	<b>Monthly Rental Rate</b>
Studio   1 bathroom	2 residents	416	\$1,175
1 Bedroom   1 bathroom	2 residents	495	\$1,500
1 Bedroom   1 bathroom	2 residents	548	\$1,525
2 Bedroom   2 bathroom	4 residents	730	\$1,820 (\$910 / bedroom)
2 Bedroom   2 bathroom	4 residents	768	\$1,870 (\$935 / bedroom)
4 Bedroom   4 bathroom	4 residents	1,354	\$3,520 (\$880 / bedroom)

UF has staff on-site, programming and promotes this housing option to graduate and professional students. This community capacity is 571 beds and features amenities including furniture, fitness center, business center, and swimming pool. Rent is calculated per resident and common spaces are shared. The current occupancy is approximately 84 percent. It was noted by several committee members that the occupancy rate versus the number on the waitlist was interesting and should be explored.

Subcommittee Chair Brandon asked if a P3 option could be possible at the current Maguire Village location once the land is cleared and what would an expected rental rate structure look like. Interim Vice President Colt Little advised it is possible but with the current market and interest rates high, the monthly rental rates are likely to be higher than what The Continuum currently charges. He advised he will work with UF Associate Vice President of Finance and Treasurer Bill Starkey to produce proforma numbers to share with the subcommittee at the next meeting. Interim VP Little added a P3 does not solve debt capacity for the institution.

Subcommittee Chair Brandon mentioned questions were asked about Maguire Village which closed in summer of 2023 but still stands. Interim VP Little advised the legacy buildings of Maguire Village and UVS were deemed uninhabitable. The cost to bring up to standards, environmental considerations, remediation, and abatement far exceeded the cost to build a new structure. The demo will happen within a couple of months, but it takes time to do a total evacuation of the site due to environmental hazards among other issues. Associate Vice President for Planning Design and Construction Cydney McGlothlin added additionally, they are trying to salvage pieces to use in other places and donating what they can to Gainesville community projects. Trustee Sarah Lynne added it is helpful to have this information to share and wants to be kept up to date. She added her enthusiasm for the discussions and ideas. She wants to ensure feedback from groups along the way is shared.

Benchmarking across the state university system was provided. Of the 12 state institutions, only the University of Florida and Florida International University have dedicated graduate housing. Some of the other institutions do allow for graduate students to stay on campus but they do not have dedicated units. Trustee Marsha Powers asked what percent of the graduate students do live on campus in those institutions. Trustee Sarah Lynne asked what our peers outside of Florida had for graduate housing. Subcommittee Chair Brandon asked for peers to include our top ten competitors and include cost of rent and their graduate stipend information. Graduate School Dean Nicole Stedman advised they do have data and will work with VP White and team to provide an update at the next meeting. Mr. Senior shared his stipend does help him pay for off campus rent. Trustee Lynne asked the committee to consider alternate solutions including making stipends more competitive and given across the board. Subcommittee Chair Brandon asked for direct stipend numbers be included in information.



Dean Stedman emphasized the need to have the student voice central heard and to include students at IFAS' twelve research and education centers (RECS) across Florida. She recommended the committee surveys graduate students to find out what their needs are. All agreed and added various information to include on the survey. Mr. Senior agreed REC is difficult and there may be other issues outside of housing.

Subcommittee Chair Brandon echoed Trustee Lynne's comments and made it clear he wants to uncover all the possible solutions and be totally transparent throughout the process. Trustee Powers agreed and added this is an important issue we need to find a way to solve that is reasonable for everyone.

#### **4.0 New Business**

There was no new business to come before the committee.

#### **5.0 Adjourn**

The committee discussed their next meeting date and Subcommittee Chair Brandon adjourned the meeting at 10:59 a.m.

**COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS****Pre-Meeting Minutes****Virtual Meeting****Tuesday, February 25, 2025****Time Convened: 8:51 a.m.****Time Adjourned: 9:07 a.m.****Committee and Board members present:**

David L. Brandon (Committee Chair), John E. Brinkman, Richard P. Cole, Christopher T. Corr, Jed V. Davis, Morteza “Mori” Hosseini (Board Chair), Sarah D. Lynne, Daniel T. O’Keefe, Rahul Patel (Board Vice Chair), Marsha D. Powers, Fred S. Ridley, and Patrick O. Zalupski.

**Others present:**

Kent Fuchs, Interim President; Scott Angle, Senior Vice President for Agriculture and Natural Resources; Melissa Curry, Vice President for Human Resources; Kurt Dudas, Vice President for Strategic Initiatives; Ryan Fuller, Interim Vice President and General Counsel; Joe Glover, Interim Provost and Senior Vice President for Academic Affairs; Nick Kozlov, Interim Chief Financial Officer; Maria Gutierrez Martin, Interim Vice President for Advancement; Colt Little, Interim Vice President for Construction, Facilities, and Real Estate; Steve Motew, UF Health President and System Chief Executive Officer; David Norton, Vice President for Research; Steve Orlando, Interim Vice President for Strategic Communications and Marketing; Mary Parker, Vice President and Chief Enrollment Strategist; Brandi Renton, Interim Vice President for Business Affairs; Heather White, Vice President for Student Life; members of the University of Florida community, and the public.

**1.0 Call to Order and Welcome**

Committee Chair David L. Brandon welcomed everyone in attendance and called the meeting to order at 8:51 a.m.

**2.0 Roll Call**

Interim Vice President Colt Little conducted a roll call, and all Committee members were present.

**3.0 Review Draft Agenda for March Meeting****3.1 Review Draft Minutes**

- **December 12, 2024**

Committee Chair Brandon reminded committee members to review the draft minutes prior to the board meeting in March.

**3.2 Review Action Items**

- **FCI1 Construction Projects Budget Amendments**

VP Little stated the Construction Projects Budget Report is provided to the Board on a quarterly basis to provide an update on university wide construction activity and highlight any changes to those projects. Any amendments to approved budget thresholds must be presented to the Board for approval. He reviewed the eight proposed budget amendments outlined in the action item.

- **FCI2 Construction Grant for the 4-H Camp Cherry Lake**

Senior Vice President for Agriculture and Natural Sciences Scott Angle stated in 2022 UF/IFAS received a federal earmarked award to build a multipurpose building at our 4-H Camp Cherry Lake in Nassau County to support workforce training for youth and adults seeking entry in agricultural fields. Prior to providing the funding to UF, the U.S. Department of Agriculture Center for Rural Development is requiring two items that require the Board's approval: (1) a resolution accepting the \$1.125 million in construction funding and (2) consent to report a Notice of Federal Interest on the lease hold on the property (i.e. the Board agrees the university will repay the grant if the state or UF terminates the property lease).

- **FCI3 Memorial Statue: Alfred C. Warrington IV**

Interim Vice President Maria Gutierrez Martin provided an overview of the proposed installation of a memorial statue and biography of Alfred C. Warrington IV. In recognition of the generous and significant impact made by Alfred C. Warrington IV to UF, the University and University Foundation seek to install a memorial statue in the Warrington Courtyard. This proposed naming meets all the requirements and is aligned with the UF Namings & Memorials Policy.

- **FCI4 Naming: Homer and Dolly Hand Homestead**

Interim VP Martin provided an overview of the proposed honorary naming and biography of Homer and Dolly Hand. In recognition of the generous and significant impact made by Homer and Holly Hand to the State of Florida and UF, the University and the University of Florida Foundation seek to name the donated property located in Palm Beach County the Homer and Dolly Hand Homestead. This proposed naming meets all the requirements and is aligned with the UF Namings & Memorials Policy.

- **FCI5 Naming: Linda and Ken McGurn Medical Plaza**

Interim VP Martin provided an overview of the proposed honorary naming and biography of Linda and Ken McGurn. In recognition of the generous and significant impact made by Linda and Ken McGurn to UF, the University and the University of Florida Foundation seek to name the Shands Medical Plaza B the Linda and Ken McGurn Medical Plaza. This proposed naming meets all the requirements and is aligned with the UF Namings & Memorials Policy.

### **3.3 Review Discussion Items**

- **Updates**

Committee Chair Brandon noted updates will be provided at the March meeting for the following:

- Campus Construction
- Infrastructure and Funding
- Housing Facilities
- FCI Subcommittee
- Miscellaneous Projects

#### **4.0 New Business**

There was no new business to come before the committee.

#### **5.0 Adjourn**

There being no further discussion, Committee Chair Brandon adjourned the meeting at 9:07 a.m.

DRAFT

**COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS  
SUBCOMMITTEE ON GRAUDATE STUDENT HOUSING**

**Virtual Meeting Minutes**

**Friday, March 7, 2025**

**Time Convened: 9:01 a.m.**

**Time Adjourned: 10:02 a.m.**

**Subcommittee members present:**

David L. Brandon (Chair), Rafael Cruzado, Tina Horvath, Colt Little, Sarah D. Lynne, Cydney McGlothlin, Marsha D. Powers, Kevin Senior, Bill Starkey, Nicole Stedman, and Heather White.

**Others present:**

Members of the University of Florida community, and the public.

**1.0 Call to Order and Welcome**

Subcommittee Chair David Brandon welcomed everyone in attendance and called the meeting to order at 9:01 a.m.

**2.0 Verification of Quorum**

Vice President Heather White verified a quorum with all members present.

**3.0 Discussion Items**

• **Financial Update**

University Treasurer Bill Starkey outlined the university's potential goals (cost, safety, access, location, etc.) and the potential hurdles (cost, risks, impact on graduate housing plan, ability to borrow, limitations of fund types, etc.) for graduate student housing. Prioritizing and narrowing down our goals will positively impact our success rate. He summarized UF's five potential financial and delivery options, noting the funding source, cost of capital, complexity, and key considerations for each:

	UF Build, Own, Operate, Maintain	UF purchases existing off-campus facility	Developer designs, builds, finances, and operates	UF master leases existing facility	Direct subsidies to Graduate Students
<b>Financing Source</b>	* Traditional tax-exempt Housing System financing		* Partnership funded (P3)	* University sources	* Unrestricted university funds (direct stipend)
<b>Cost of Capital</b>	Low	Low	High	High	Low – Moderate
<b>Complexity</b>	Moderate	Moderate	High	High	Low
<b>Key Considerations</b>	* Crowd out other initiatives due to ABT and Housing System financing limitations	* Opportunistic acquisitions if consistent with housing program/plan	* Limitations due to existing continuum agreement and financial viability concerns		* Inflation exposure, no financial upside * Negatively impact academy finances

UT Starkey advised rental rates for graduate and family student housing will be essential. We can do anything if we charge a high enough rate, but that is not what we are trying to accomplish. We want to help our graduate and family students obtain reasonably priced housing. Subcommittee Chair Brandon concurred with this overall goal.

Discussion ensued regarding all options. Topics included the need for rental rates to cover a bond payment as well as some of the operating costs, potential rental rates for a new building, impact on the graduate housing plan, opportunity to purchase a building and financial feasibility, limitations of ways university funds can be used, the university's ability to borrow, interest rates on bonds and real estate, potential impacts on the undergraduate housing plan, cost capital and interest rates, equity returns, building a new facility that does not reach capacity (like The Continuum at only 84% occupancy), and the potential of indirectly impacting rental rates for off-campus housing with stipend increases for not only graduate students, but undergraduate students and the entire Gainesville community.

For the UVS McGuire site, Assistant Vice President for Design, Construction, and Planning Cydney McGlothlin noted the cost for demolition is less than \$10 million, which includes the EH&S risk factors. Interim Vice President for Construction, Facilities, and Real Estate Colt Little added the site was returned to the university for its use and the university is funding the demolition for potentially something long term there. If the site were returned to Housing, per state financial rules, the Housing system would have to essentially refund the university for the cost of the demolition. We need to keep this in mind and factor it into the total project costs.

Member Sarah Lynne stated she often receives questions about renovating UVS McGuire or whether partial renovation is feasible, instead of demolishing the facility. Subcommittee Chair Brandon stated the cost to bring the building up to code and the abatement of asbestos and lead paint does not make renovation a viable option. He indicated that those buildings are so derelict, structurally and environmentally, that the only thing that makes sense is to raze them. He informed the subcommittee that we 100% vetted the idea of renovation and if it had made financial sense, they would already be halfway renovated by now.

- **Benchmarking Data**
- **Current Rental Market Rates**

Senior Director of Housing Tina Horvath shared market rental rates and benchmarking data to assist the committee with making informed decisions. The average off-campus market rental rates are:

	<b>2 miles or less from campus</b>	<b>3 miles or more from campus</b>
<b>Studio</b>	\$1,457	N/A
<b>1 Bedroom</b>	\$1,663	\$1,424
<b>2 Bedrooms</b>	\$1,105 / per bed	\$962 / per bed

There are currently 1,073 applicants on our internal wait list and that number continues to evolve. Majority of applicants do not have a preference of where they would like to live and the preference of layout is split evenly between efficiency, 1 bedroom, 2 bedrooms, and a 2 bedroom townhouse. 74% of applicants need graduate housing and 26% need graduate and family housing. Our Top 10 peer universities use several different rental rate structures, including per month/per unit, per month/per bed, and per semester/per unit. We comparatively continue to remain very affordable

overall. Subcommittee Chair Brandon asked if we could gather data as to whether any of these universities provide stipends to find the true net cost versus our peers and Ms. Horvath agreed. Member Rafael Cruzada suggested reaching out to the Graduate School for the data since they did a study on the stipend structures for all the other schools. Member Marsha Powers asked if we could gather data on the occupancy rates and if buildings are owned and operated by the universities and Ms. Horvath agreed. In comparison to our SEC peer universities, we are relatively the same in total units and beds. The graduate and family housing units are confirmed full at these institutions. Surprisingly, only 6 of 14 SEC universities offer graduate housing.

- **Survey Update**

Vice President for Student Life Heather White provided an update on the graduate housing survey. A draft has been created and is focused on housing demographics, pricing, and amenities. The survey will be sent out at the end of March, after spring break, and open for several weeks in April. Marketing the survey via social media, email, etc. will help us receive as many responses as possible. Our goal is to have the results and report ready to present at the June Board of Trustees meeting.

#### **4.0 New Business**

There was no new business to come before the committee.

#### **5.0 Adjourn**

The committee discussed their next meeting date and Subcommittee Chair Brandon adjourned the meeting at 10:02 a.m.



## COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS

### ACTION ITEM FCI1

March 27, 2025

**SUBJECT:** Construction Projects Budget Amendments

---

#### **BACKGROUND INFORMATION**

The Construction Projects Report has been developed to provide the Trustees with an update of university-wide construction activity, highlight specific or high-profile projects, and present requests for changes to approved project budget thresholds.

#### **PROPOSED COMMITTEE ACTION**

The Committee on Facilities and Capital Investments is asked to approve the current Construction Projects Report, along with request for budget amendment to the respective projects as noted below:

Project #	Project Title	Current Approved Budget	Amendment Request	Source of Funds	Ratified Budget
UF-396	Thompson Center for Earth Systems (Addition to Powell Hall FLMNH)	\$20,000,000	\$10,000,000	UF Internal Loan	\$30,000,000
UF-606	Whitney Laboratory for Marine Bioscience	\$41,200,000	\$1,054,353	Donor	\$42,254,353
UF-654	Honors College Residential Facilities	\$224,938,137	(\$23,651,777)	Housing Bond	\$201,286,360
UF-1112	Basic Science 3rd Floor Renovation	\$11,050,000	\$322,894	Interest from Research Bond	\$11,372,894
UF-675	New Disability Resource Center	\$12,450,000	\$65,005	CITF	\$12,515,005
UF-683	Dental Science Building-Envelope Repairs	\$9,953,960	\$475,040	Deferred Maintenance	\$10,429,000
UF-692	Chemical Engineering Renovation & Remodeling	\$43,292,685	\$1,103,560	Transfer from UF-695 & Research Bond	\$44,396,245
UF-693	Communicore 3rd Level Renovation	\$11,141,943	(\$259,270)	Reporting Correction	\$10,882,673



**ADDITIONAL COMMITTEE CONSIDERATIONS**

None.

---

Supporting Documentation Included: Construction Projects Report

Submitted by: Colt Little, Interim Vice President for Construction, Facilities and Real Estate

**Approved by the University of Florida Board of Trustees, March 28, 2025**

---

Morteza “Mori” Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary

University of Florida Board of Trustees											
Major Capital Construction Projects - Update											
Meeting Date: March 27th, 2025											
Report Date: February 22nd, 2025											
Project Phase*	Project Number	Project Title	Program Planning Budget	Ratified Budget	Requested Budget Amendment	Requested Budget Amendment Funding Source	Net Changes To Date	Requires BOG/FCO Amendment (Y/N)	Final Project Cost	Planned Completion	Status/Comments:
Construction	UF-396	Thompson Center for Earth Systems (Addition to Powell Hall FLMNH)	\$ 30,000,000	\$ -	\$ 10,000,000	UF Internal Loan	\$ (10,000,000)	N	\$ 30,000,000	October-2026	Construction to begin April 1, 2025
Construction	UF-606	Whitney Laboratory for Marine Bioscience	\$ 28,500,000	\$ 41,200,000	\$ 1,054,353	Donor Funds	\$ 12,700,000	N	\$ 42,254,353	June-2025	Construction 65% completed and on schedule.
Construction	UF-644	Inner Road Resurfacing & Landscape Improvements	\$ 7,058,000	\$ 7,043,000	\$ -		\$ (15,000)		\$ 7,043,000	August-2024	Construction 81% completed. Note: Only first layer of asphalt is in place and road in use since August 24` as planned. Final layer after completion of UF-644A & B due to heavy equipment use at times.
Construction	UF-644A	Inner Road Thermal Infrastructure Improvements	\$ 14,085,000	\$ 14,085,000	\$ -		\$ -		\$ 14,085,000	June-2025	Construction 90% completed. Additional days for unforeseen conditions may be added.
Construction	UF-644B-2	Steam and Electrical- Hub to Newell (Phase 2)	\$ 15,070,000	\$ 15,070,000	\$ -		\$ -		\$ 15,070,000	June-2025	Construction 85% completed. Additional days for unforeseen conditions may be added.
Construction	UF-653	Bruno E. & Maritza F. Ramos Collaboratory (DCP)	\$ 38,750,000	\$ 46,620,291	\$ -		\$ 7,870,291		\$ 46,620,291	December-2025	Construction 55% completed and on schedule.
Construction	UF-653A	Architecture - Renovation/Remodeling	\$ 6,250,000	\$ 2,928,019	\$ -		\$ (3,321,981)		\$ 2,928,019	August-2024	Construction 99% completed. Completion advanced for Fall 2024. Additional ADA work is being added to the project.
Construction	UF-654	Honors College Residential Facilities	\$ 220,000,000	\$ 224,938,137	\$ (23,651,777)	Transfer portion of Housing Bond to fund (67) Housing minor deferred maintenance projects	\$ 4,938,137	N	\$ 201,286,360	Buildings 1 & 3	Buildings are occupied.
										Building 2	Building is occupied.
										Building 4	Building is occupied.
										Shell Space: June 2025	Construction 65% completed.
Construction	UF-681	Flavet Outdoor Recreation	\$ 6,552,004	\$ -	\$ -		\$ -		\$ 6,552,004	February-2026	Construction started. This project will be moved to minor project section in June report with new minor project threshold from BOG.
Construction	UF-684	O'Connell Center Replace Roof and Recoat Flumes (Phase 1 & 2)	\$ 6,714,800	\$ 6,714,800			\$ -		\$ 6,714,800	February-2026	Construction has started and being scheduled around O'Dome activities. This project will be moved to minor project section in June report with new minor project threshold from BOG.
Construction	UF-685	Holland Law ESCO Heating Hot Water Conversion	\$ 34,000,000	\$ 27,614,710	\$ -		\$ (6,385,290)		\$ 27,614,710	February-2025	Construction 99% completed. Closeout Proceeding. Moving to Post Occupancy section in June report.
Construction	UF-685A	Holland Law ESCO ITC	\$ 5,000,000	\$ 4,856,719	\$ -		\$ (143,281)		\$ 4,856,719	November-2024	Construction completed. Closeout Proceeding. Moving to Post Occupancy section in June report.
Construction	UF-687	Broward Dining Facility Renovation and Addition	\$ 20,000,000	\$ 25,555,000	\$ -		\$ 5,555,000.00		\$ 25,555,000	August-2024	Project Completed. Building Occupied. Moving to Post Occupancy section in June report.
Construction	UF-703	Medical Sciences Buildings Reroof	\$ 5,552,948	\$ 5,552,948	\$ -		\$ -		\$ 5,552,948	August-2025	Construction 40% completed. This project will be moved to minor project section in June report with new minor project threshold from BOG.
Construction	UF-1112	Basic Science Third Floor Renovation	\$ 10,600,000	\$ 11,050,000	\$ 322,894	Interest from Research Bond	\$ 450,000.00	N	\$ 11,372,894	February-2026	Construction 40% completed.
Construction Total		(15 Projects)	\$ 448,132,752	\$ 433,228,624	\$ (12,274,530)		\$ 11,647,876		\$ 447,506,098		
Project Phase*	Project Number	Project Title	Program Planning Budget	Ratified Budget	Requested Budget Amendment	Requested Budget Amendment Funding Source	Net Changes To Date	Requires BOG/FCO Amendment (Y)	Final Project Cost	Planned Completion	Status/Comments:
Design	UAA-62	Ben Hill Griffin Stadium Facility Upgrades	\$ 400,000,000	\$ -	\$ -		\$ -		\$ 400,000,000	Phased Completion 2026 through 2028	Design concepts being presented. CM contract execution in progress.
Design	UAA-530	Basketball Practice Facility Renovation	\$ 8,000,000	\$ -	\$ -		\$ -		\$ 8,000,000	November-2025	Construction was to begin March 2024. UAA has postponed the construction start date to March 2025 due to scope increase.
Design	UF-318	Dental Science Building	\$ 198,647,435	\$ -	\$ -		\$ -		\$ 198,647,435	Addition: October 2029 Reno: August 2031	CM is on board. Pre-design phase in progress.
Design	UF-671	Harn Museum American Art Wing	\$ 20,000,000	\$ -	\$ -		\$ (14,302,000)		\$ 5,698,000	April-2026	Design Development in Progress. This project will be moved to minor project section in June report with new minor project threshold from BOG.
Design	UF-672	Music Building	\$ 65,000,000	\$ -	\$ -		\$ -		\$ 65,000,000	October-2028	Design Kick off to begin by mid April 2025.

Design	UF-675	New Disability Resource Center	\$12,450,000	\$-	\$65,005	Transfer remaining CITF from completed MP07445	\$-	Y	\$12,515,005	March-2026	Design Development completed. Project estimate is over available budget. Delays may occur.
Design	UF-683	Dental Science Building- Envelope Repairs	\$9,953,960	\$-	\$475,040	Deferred Maintenance	\$-	N	\$10,429,000	June-2026	Design in Progress. Awaiting reallocation of additional DM funds from State. Construction to begin following approval.
Design	UF-689	Hamilton Center for Classical & Civic Education	\$55,000,000	\$-	\$-		\$-		\$55,000,000	October-2027	Schematic Design in progress.
Design	UF-692	Chemical Engineering Renovation & Remodeling	\$30,000,000	\$-	\$1,103,560	Transfer from UF-695 and Bond interest	\$13,292,685	N	\$44,396,245	June-2027	Design in Progress. Split the projects to UF-692 and B to keep track of expenditures for audit trails for SFRF Deferred Maintenance scope adds.
Design	UF-693	Communicore Ground and third level Renovation	\$10,000,000	\$-	\$(259,270)	Correction on previous report	\$1,141,943	N	\$10,882,673	May-2026	Design in Progress. CM on board. Project on schedule.
Design	UF-698	Center for Applied Artificial Intelligence - Balm	\$30,000,000	\$-	\$-		\$165,880		\$30,165,880	April-2027	DD in progress. CM on board. Project estimates being reviewed.
Design Total		(11 Projects)	\$839,051,395	\$-	\$1,384,335		\$298,508		\$840,734,238		
Project Phase*	Project Number	Project Title	Program Planning Budget	Ratified Budget	Requested Budget Amendment	Requested Budget Amendment Funding Source	Net Changes To Date	Requires BOG/FCO Amendment (Y)	Final Project Cost	Planned Completion	Status/Comments:
Planning	UF-626	Academic & Research Collaboration Center	\$22,000,000	\$-	\$-		\$-		\$22,000,000	TBD	Project placed on hold.
Planning	UF-658	Phillips Center Feasibility Study and Renovation	\$15,000,000	\$-	\$-		\$-		\$15,000,000	TBD	Project will be reduced in size and will proceed per available budget.
Planning	UF-673	Early Childhood Collaborative	\$25,000,000	\$-	\$-		\$-		\$25,000,000	TBD	Project programming in progress. Budget being evaluated.
Planning	UF-677	PK Yonge Gymnasium	\$12,000,000	\$-	\$-		\$-		\$12,000,000	TBD	Project Programming in progress. Budget being evaluated.
Planning	UF-688	Gator Corner Refresh	\$12,000,000	\$-	\$-		\$-		\$12,000,000	TBD	Facility Program Development. Business Service might push back the design and construction by several months due to Broward.
Planning	UF-691	Health Science Center IGA ESCO (Dental Tower)	\$34,000,000	\$-	\$-		\$-		\$34,000,000	TBD	Siemens developing Investment Grade Audit, Design basis, Design Development and 100% engineering design. Project on Hold.
Planning	UF-702	Thermal Infrastructure Plant & Distribution Upgrades	\$50,000,000	\$-	\$-		\$-		\$50,000,000	TBD	Engineering firm and CM selection in progress.
Planning	UF-705	UF Student Housing Development	\$400,000,000	\$-	\$-		\$-		\$400,000,000	TBD	Facility Program Development
Planning	UF-TBD	IFAS Florida 4H: Camp Cherry Lake Outdoor Learning Center Facilities	\$11,500,000	\$-	\$-		\$-		\$11,500,000	TBD	Facility Program Development. Current budget reflects \$900k in house state appropriation with pending FY26 CIP \$10.6m funding request.
Planning	UF-TBD	Digital Hologram Demonstration Center	\$25,000,000	\$-	\$-		\$-		\$25,000,000	TBD	Facility Program Development. Current budget reflects pending FY26 CIP \$25m funding request.
Planning	UF-TBD	Florida Semiconductor Institute	\$45,000,000	\$-	\$-		\$-		\$45,000,000	TBD	Facility Program Development
Planning	UF-TBD	Jacksonville Health & Financial Tech Graduate Education Center	\$300,000,000	\$-	\$-		\$-		\$300,000,000	TBD	Facility Program Development
Planning Total		(12 Projects)	\$951,500,000	\$-	\$-		\$-		\$951,500,000		
Grand Total	(38 Projects)		\$2,238,684,147	\$433,228,624	\$(10,890,194)		\$11,946,384		\$2,239,740,337		
*We are projecting interest earnings when UF signs the construction contract. Values may change when we reconcile at the end of each phase.											
Project Phase	Project Number	Project Title	Program Planning Budget	Ratified Budget	Requested Budget Amendment	Requested Budget Amendment Funding Source	Net Changes To Date	Requires BOG/FCO Amendment (Y)	Final Project Cost	Substantial Completion	Status/Comments:
Post-Occupancy	UF-200/A	University Public Safety Building (Police Department) & Centrex Building Renovation	\$26,000,000	\$29,787,048	\$-		\$3,787,048		\$29,787,048	May-2023	Closeout proceeding.
Post-Occupancy	UF-623B	Thermal Utilities Infrastructure (Museum Rd)	\$50,000,000	\$56,359,048	\$-		\$6,359,048		\$56,359,048	August-2023	Closeout proceeding.
Post-Occupancy	UF-632	Data Science and Information Technology Building	\$135,000,000	\$154,100,082	\$-		\$19,100,082		\$154,100,082	December-2023	Closeout proceeding.
Post-Occupancy	UF-638	Student Health Care Center Phase 2 (Infirmary)	\$26,000,000	\$26,062,284	\$-		\$62,284		\$26,062,284	March-2023	Closeout proceeding.

Post-Occupancy	UF-668	Racquet Club Dining Renovation	\$7,000,000	\$7,000,000	\$-		\$-		\$7,000,000	August-2023	Closeout proceeding.
Post-Occupancy	UF-679	Ronald McDonald House Renovation & Expansion	\$8,000,000	\$8,000,000	\$-		\$-		\$8,000,000	August-2023	Closeout proceeding. Phase II to begin after funding has been appropriated.
Chronology below sorted by Amendment Approval Date:											
Chronology of Project Budget Amendments			Amendment Approval Date	Prior BOT Approved Budget	Requested Budget Amendment	Requested Budget Amendment Funding Source	BOT Approved Budget Amendment	Revised Project Budget	Requires BOG/FCO Amendment (Y)	Comments	
Construction	UF-396	Thompson Center for Earth Systems (Addition to Powell Hall FLMNH)	March 27, 2025	\$20,000,000	\$10,000,000	UF Internal Loan	\$-	\$30,000,000	N	Adding \$10,000,000 UF Internal Loan to fund original scope of project.	
Construction	UF-606	Whitney Laboratory for Marine Bioscience	March 27, 2025	\$41,200,000	\$1,054,353	Donor Funds	\$-	\$42,254,353	N	Adding \$1,054,353 of donor funds to create a Discovery Lobby and complete the Sea Turtle Hospital buildout.	
Construction	UF-654	Honors College Residential Facilities	March 27, 2025	\$224,938,137	\$(23,651,777)	Housing Bond	\$-	\$201,286,360	N	Transfer (\$23,651,777) from Housing Bond to fund (67) Housing Minor O&M Projects	
Construction	UF-1112	Basic Science Third Floor Renovation	March 27, 2025	\$11,050,000	\$322,894	Research Bond Interest	\$-	\$11,372,894	N	Adding \$322,894 from Bond Interest.	
Design	UF-675	New Disability Resource Center	March 27, 2025	\$12,450,000	\$65,005	CITF Funds	\$-	\$12,515,005	Y	Transferring \$65,005 of remaining CITF funds from completed minor project MP07445.	
Design	UF-683	Dental Science Building- Envelope Repairs	March 27, 2025	\$9,953,960	\$475,040	Deferred Maintenance	\$-	\$10,429,000	N	Adding \$475,040 from Carry Forward and Deferred Maintenance funds to complete the scope of project.	
Design	UF-692	Chemical Engineering Renovation & Remodeling	March 27, 2025	\$43,292,685	\$1,103,560	Transfer from UF-695 and Bond Interest	\$-	\$44,396,245	N	Transferring \$1,103,560 from UF-695 Black Hall and Bond Interest.	
Design	UF-693	Communicore Ground and third level Renovation	March 27, 2025	\$11,141,943	\$(259,270)	Correction on previous report	\$-	\$10,882,673	N	Reducing project budget (\$259,270) to correct budget error from the December 2024 BOT report.	
Construction	UF-653	Bruno E. & Maritza F. Ramos Collaboratory (DCP)	December 12, 2024	\$32,145,291	\$14,475,000	Transfer from UF-653A & UF Internal Loan	\$14,475,000	\$46,620,291	N	Transferring \$700,000 from UF-653A and \$13,775,000 from UF Internal Loan to complete construction of project.	
Construction	UF-653A	Architecture Building Renovation	December 12, 2024	\$3,628,019	\$(700,000)	Transfer to UF-653	\$(700,000)	\$2,928,019	N	Transferring remaining funds to UF-653 to complete construction of project.	
Planning	UF-677	PK Yonge Gymnasium	December 12, 2024	\$18,000,000	\$(6,000,000)	Removing UF Internal Loan Portion	\$(6,000,000)	\$12,000,000	N	Removing (\$6,000,000) of UF Internal Loan funds, reducing the project budget from \$18,000,000 down to \$12,000,000.	
Design	UF-692	Chemical Engineering Renovation & Remodeling	December 12, 2024	\$37,842,685	\$5,450,000	Transfer from UF-695	\$5,450,000	\$43,292,685	N	Transferring \$5,450,000 from UF-695 Black Hall to complete construction of project.	
Design	UF-693	Communicore 3rd Level Renovation	December 12, 2024	\$9,295,006	\$1,846,937	Transfer Research Bond from MP08677	\$1,846,937	\$11,141,943	N	Transferring \$1,846,937 from MP08677 to complete construction of project.	
Planning	UF-695	Black Hall & Material Engineering Renovation	December 12, 2024	\$7,261,723	\$(7,261,723)	Transfer to UF-692	\$(7,261,723)	-	N	Project UF-695 is closed and funds transferred to various research projects with \$5,450,000 to UF-692. Last report.	
Design	UF-698	Center for Applied Artificial Intelligence- Balm	December 12, 2024	\$30,000,000	\$165,880	Research Grant	\$165,880	\$30,165,880	N	Adding \$165,880 from Departmental Research Grant.	
Design	UF-1112	Basic Science 3rd Floor Renovation	December 12, 2024	\$10,854,147	\$195,853	Adding interest from Research Bond	\$195,853	\$11,050,000	N	Adding \$195,853 from interest earned on Research Bond.	
Construction	UF-644	Inner Road Resurfacing & Landscape Improvements	August 12, 2024	\$7,058,000	\$(15,000)	Transfer to UF-687 Broward Hall Project	\$(15,000)	\$7,043,000	N	Transferring (\$15,000) to UF-687 Broward Hall for shared cost and use of ADA pathway during construction.	
Construction	UF-653	Architecture - DCP Collaboratory Addition	August 12, 2024	\$27,145,291	\$5,000,000	UF Unrestricted Funds	\$5,000,000	\$32,145,291	Y	Adding \$5m from UF Unrestricted Funds to complete core and shell scope.	
Construction	UF-687	Broward Dining Facility Renovation and Addition	August 12, 2024	\$25,540,000	\$15,000	Transfer from UF-644 Inner Road Project	\$15,000.00	\$25,555,000	N	Recieving \$15,000 from UF-644 Inner Road for shared cost and use of ADA pathway during construction.	
Construction	UF-606	Whitney Laboratory for Marine Bioscience	June 13, 2024	\$39,200,000	\$2,000,000	Donor Funds	\$2,000,000	\$41,200,000	N	Additional \$2,000,000 is donor funds to complete the funding for the project.	

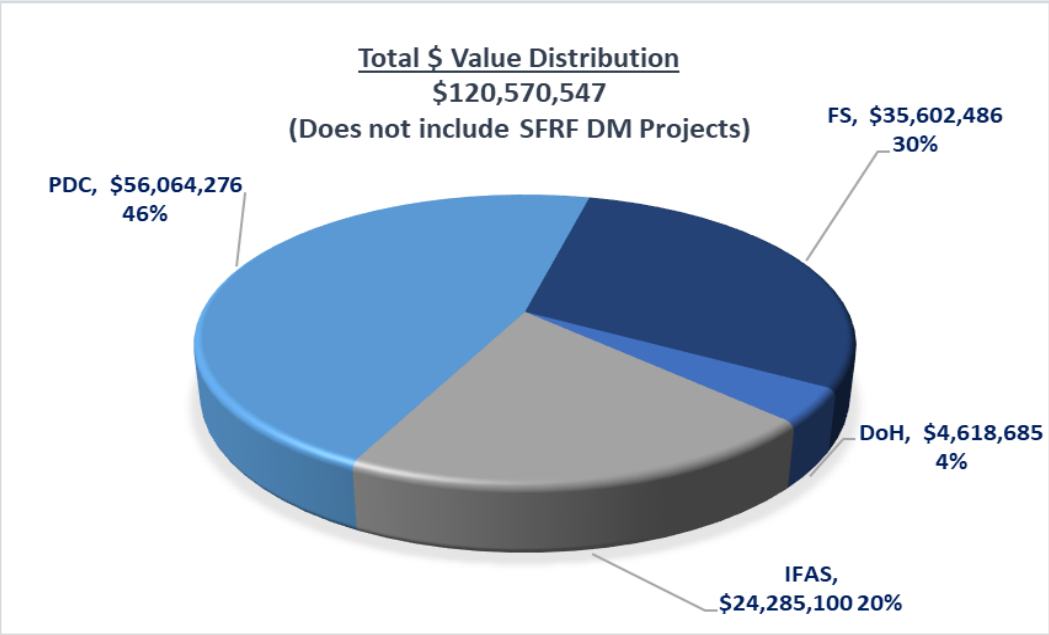


Construction	UF-653	Architecture - DCP Collaboratory Addition	June 13, 2024	\$ 40,013,600	\$ (12,868,309)	Transfer of funds	\$ (12,868,309)	\$ 27,145,291	N	Reduction in source funding and transfer budget from UF-653A for scope revision to shell and core space only.
Construction	UF-653A	Architecture - Renovation/Remodeling	June 13, 2024	\$ 6,250,000	\$ (2,621,982)	Transfer of funds	\$ (2,621,982)	\$ 3,628,018	N	Transfer budget to UF-653 for scope revision to shell and core space only.
Construction	UF-654	Honors College Residential Facilities	June 13, 2024	\$ 220,000,000	\$ 4,938,137	Bond Interest	\$ 4,938,137	\$ 224,938,137	N	Additional \$4,938,137 provided from Bond Interest.
Construction	UF-685	Holland Law ESCO Heating Hot Water Conversion	June 13, 2024	\$ 34,000,000	\$ (6,385,290)	Cost Reconciliation	\$ (6,385,290)	\$ 27,614,710	N	Reducing (\$6,385,290) for cost reconciliation based on updated construction costs.
Construction	UF-685A	Holland Law ESCO ITC	June 13, 2024	\$ 5,000,000	\$ (143,281)	Cost Reconciliation	\$ (143,281)	\$ 4,856,719	N	Reducing (\$143,281) for cost reconciliation based on updated construction costs.
Construction	UF-687	Broward Dining Facility Renovation and Addition	December 7, 2023	\$ 20,000,000	\$ 5,540,000	Business Services, Chartwells and Business Affairs (ADA)	\$ 5,540,000	\$ 25,400,000	N	Additional \$5,000,000 from Chartwells and Business Services to expand the building from 7,800 GSF to 10,000 GSF to accommodate for the additional needed seats in the building. Additional \$540,000 from Business Affairs for ADA pathway design and construction to project which was omitted in original scope.
Construction	UF-692	Chemical Engineering Renovation & Remodeling	December 7, 2023	\$ 30,000,000	\$ 7,885,399	Deferred Maintenance and Carry Forward (MP05287 & MP07456)	\$ 7,885,399	\$ 37,885,399	N	Additional \$7,885,399 provided from MP05287 and MP07456; two HVAC Deferred Maintenance projects that are planned in this building. Major project absorbing them for coordination in order to save time and money on mobilization, staffing and GCs collectively. Project split into UF-692, UF-692A and UF-692B.
Construction	UF-606	Whitney Laboratory for Marine Bioscience	March 16, 2023	\$ 31,200,000	\$ 8,000,000	State Appropriation	\$ 8,000,000	\$ 39,200,000	Y	Additional \$8,000,000 is the adjustment to account for construction cost escalation to meet the program for the Whitney Lab. The additional funding has been requested as a CIP State Appropriation in the amount of \$6.5M and \$1.5M donor funds.
Design	UF-653	Architecture Building Renovation/Remodeling and DCP Collaboratory Addition	March 16, 2023	\$ 45,000,000	\$ 1,263,600	Donor	\$ 1,263,600	\$ 46,263,600	N	Additional \$1,263,600 is the adjustment to account for construction cost escalation to meet the program for the Architecture Building and DCP Collaboratory Addition. The additional funding has been provided from Donor gifts.
Construction	UF-606	Whitney Laboratory for Marine Bioscience	June 16, 2022	\$ 28,500,000	\$ 2,700,000	Donor	\$ 2,700,000	\$ 31,200,000	N	The additional \$2,700,000 is to account for adjustments in the net to gross square footage and construction cost escalation to meet the original program for the Whitney Lab. This additional funding provided by private donor

<div>University of Florida Board of Trustees</div> <div>Minor Capital Construction Projects (\$2M - \$4M in Construction Costs)</div> <div>(Summary Below for Projects &lt;\$2M)</div> <div>Meeting Date: March 27th, 2025</div> <div>Report Date: February 22nd, 2025</div>											
Project Phase	Project Number	Project Title	Program Planning Budget	Ratified Budget	Requested Budget Amendment	Requested Budget/ Amendment Funding Source	Net Changes To Date	Requires BOG/FCO Amendment (Y)	Final Project Cost	Planned Completion	Status/Comments:
Construction	IF23190	Suite 1012 and Room 1173 Renovation	\$4,647,503	\$-	\$-		\$-		\$4,647,503	March-2025	Construction 15% completed.
Construction	MP08459	Constans Theatre Ceiling Repairs	\$3,900,000	\$4,725,000	\$-		\$825,000		\$4,725,000	March-2025	Construction 70% completed.
Construction	MP05424	Weimer - UF media public safety system enhancements	\$3,822,106	\$3,822,106	\$-		\$-		\$3,822,106	August-2024	Construction 99% completed.
Construction	MP08172	Communicore Roof - Replace	\$3,587,133	\$-	\$-		\$-		\$3,587,133	May-2025	Construction 80% completed.
Construction	UT00861	Center Drive Steam & Waste Water Piping Replacement	\$3,000,000	\$3,000,000	\$-		\$-		\$3,000,000	December-2024	Construction 70% Completed.
Construction	UF-266D	Chemical Engineering Student Center corrections	\$2,952,529	\$4,128,450	\$-		\$1,175,921		\$4,128,450	January-2025	Construction 75% Completed.
Construction	MP07381	Nuclear Field Building Renovation	\$2,945,923	\$3,467,922	\$-		\$521,999		\$3,467,922	June-2025	Construction 50% Completed.
Construction	HS24501	Graham Hall Elevator Modernization & Fire Sprinkler	\$2,855,100	\$2,855,100	\$-		\$-		\$2,855,100	October-2025	Construction 30% Completed.
Construction	UT00348	Water Reclamation Facility Filtration System Replacement	\$2,851,500	\$2,851,500	\$-		\$-		\$2,851,500	September-2024	Construction 15% Completed.
Construction	MP06892	Baby Gator Diamond Village	\$2,665,390	\$-	\$-		\$-		\$2,665,390	April-2025	Construction 25% Completed.
Construction	MP08475	E-Sports Facility	\$2,140,000	\$-	\$-		\$-		\$2,140,000	July-2026	Construction Started.
Construction	MP04860	Reitz Union, Elevator Upgrade	\$2,000,864	\$2,005,864	\$25,100	Transferring in remaining CITF funds from (4) completed CITF minor projects	\$5,000	Y	\$2,030,964	December-2024	Construction 99% Completed.
Construction Total		(12 Projects)	\$37,368,048	\$26,855,942	\$25,100		\$2,527,920		\$39,921,068		
Project Phase	Project Number	Project Title	Program Planning Budget	Ratified Budget	Requested Budget Amendment	Requested Budget/ Amendment Funding Source	Net Changes To Date	Requires BOG/FCO Amendment (Y)	Final Project Cost	Planned Completion	Status/Comments:
Design	MP08676	COM 4th Floor Renovation	\$5,300,000	\$-	\$-		\$-		\$5,300,000	August-2025	Design Proceeding
Design	IF23190	B0981-Suite 1012 Renovation	\$4,647,503	\$-	\$-		\$-		\$4,647,503	June-2025	Design at 60% CDs.
Design	UT00881	Substation 2 Relay and Breaker Replacement	\$4,000,000	\$-	\$-		\$-		\$4,000,000	June-2026	Design Development
Design	IF24011	IFAS Microbiology Teaching Lab Addition	\$3,962,000	\$-	\$-		\$-		\$3,962,000	April-2026	Design at 100% CDs.
Design	IF24049	Agricultural & Biological Engineering Teaching Lab	\$3,700,000	\$-	\$-		\$-		\$3,700,000	November-2025	Design Development.
Design	MP09130	Demolition of University Village Apartments - Section 3	\$3,550,100	\$-	\$-		\$-		\$3,550,100	September-2025	Design Proceeding
Design	IF24011	Phase I Teaching Lab Addition	\$3,500,000	\$-	\$-		\$-		\$3,500,000	November-2025	Design at 50% CDs.
Design	UT00885	Water Reclamation Facility Grit Removal System & Grit Washer Replacement	\$3,500,000	\$-	\$-		\$-		\$3,500,000	December-2025	Design Development
Design	FS00025	Cancer Genetics IGA	\$3,403,000	\$-	\$-		\$-		\$3,403,000	May-2025	Design at 100% CDs.
Design	MP09139	Demolition of McGuire Village - Section 1	\$3,350,000	\$-	\$-		\$-		\$3,350,000	August-2025	Design Proceeding
Design	MP09143	Demolition of McGuire Village - Section 2	\$3,250,000	\$-	\$-		\$-		\$3,250,000	February-2026	Design Proceeding
Design	MP09105	CSE - 1st Floor Renovation for UF Space Institute	\$2,950,000	\$-	\$-		\$-		\$2,950,000	October-2025	Design at 50% CDs.
Design	MP08959	Jennings Creek Headwall	\$2,750,000	\$-	\$-		\$-		\$2,750,000	April-2025	Design Development.
Design	IF23169	B0717 - Convert Classrooms into Labs	\$2,614,220	\$-	\$-		\$-		\$2,614,220	June-2025	Design at 100% CDs.
Design	IF24062	Crop Transformation Center Ag Containers	\$2,500,000	\$-	\$-		\$-		\$2,500,000	June-2025	Design at 50% CDs.

Design	MP08120	Phillips Center Rm 110 Acoustics	\$2,280,767	\$-	\$-		\$-		\$2,280,767	September-2025	Design Proceeding.
Design	MP06133	Harn Museum - Upgrade security surveillance/burglar/access controls	\$2,100,000	\$-	\$-		\$-		\$2,100,000	December-25	Design at 100% CDs.
Design Total		(17 Projects)	\$57,357,590	\$-	\$-		\$-		\$57,357,590		
Project Phase	Project Number	Project Title	Program Planning Budget	Ratified Budget	Requested Budget Amendment	Requested Budget/ Amendment Funding Source	Net Changes To Date	Requires BOG/FCO Amendment (Y)	Final Project Cost	Planned Completion	Status/Comments:
Planning	MP09477	Renovation of Jax Bay Street Building	\$7,000,000	\$-	\$-		\$-		\$7,000,000	TBD	Project in Planning.
Planning	MP09399	Veterinary Clinical Sciences VH-79, 80, 87, 89 - Renovation	\$4,901,000	\$-	\$-		\$-		\$4,901,000	May-26	Project in Planning.
Planning	MP09438	East Campus Utility Yard - Data Center Chiller Replacement	\$4,828,500	\$-	\$-		\$-		\$4,828,500	TBD	Project in Planning.
Planning	MP08441	Engineering 2nd Floor Admin Suite Renovation	\$3,999,000	\$-	\$-		\$-		\$3,999,000	October-2025	Project on hold.
Planning	MP09037	Computer Sciences/Engineering E112, E107, E118, E122 Classroom Reno	\$3,532,101	\$-	\$-		\$-		\$3,532,101	June-2025	Project in Planning.
Planning	IF25112	Phase II Teaching Lab Addition	\$3,500,000	\$-	\$-		\$-		\$3,500,000	TBD	Pending \$3.5m CIP for FY26
Planning	PL00016	UF Wayfinding	\$3,476,539	\$-	\$-		\$-		\$3,476,539	December-2026	Project in Planning.
Planning	MP07685	McKnight Brain Institute Rm LG-172 MRI Scanner Site Study	\$3,438,030	\$-	\$-		\$-		\$3,438,030	December-2025	Project in Planning.
Planning	MP09410	Gator Corner Dining Center- Renovation of facility	\$3,035,806	\$-	\$-		\$-		\$3,035,806	September-2025	Project in Planning.
Planning	IF24076	BTBD-Animal Sciences Livestock Building	\$2,500,000	\$-	\$-		\$-		\$2,500,000	TBD	Project in Planning.
Planning	MP09306	Cypress Hall Shared-Use Path	\$2,400,000	\$-	\$-		\$-		\$2,400,000	TBD	Project in Planning.
Planning	MP08708	Field and Fork Food Pantry Expansion and Renovation	\$2,156,825	\$-	\$-		\$-		\$2,156,825	April-2025	Project in Planning.
Planning	MP09448	Demolish Trusler Hall	\$2,100,000	\$-	\$-		\$-		\$2,100,000	August-2028	Project in Planning.
Planning	MP09449	Demolish Simpson Hall	\$2,100,000	\$-	\$-		\$-		\$2,100,000	August-2028	Project in Planning.
Planning	MP09450	Demolish Graham Hall	\$2,100,000	\$-	\$-		\$-		\$2,100,000	August-2028	Project in Planning.
Planning	MP09451	Demolish Graham Commons	\$2,100,000	\$-	\$-		\$-		\$2,100,000	August-2028	Project in Planning.
Planning	MP09098	Jennings Creek Bridge Replacement	\$2,000,000	\$-	\$-		\$-		\$2,000,000	December-2025	Project in Planning.
Planning	MP06840	Cultural Plaza Landscape	\$2,000,000	\$-	\$-		\$-		\$2,000,000	TBD	Project on hold.
Planning Total		(18 Projects)	\$57,167,801	\$-	\$-		\$-		\$57,167,801		
Grand Total		(47 Projects)	\$151,893,439	\$26,855,942	\$25,100		\$2,527,920		\$154,446,459		

Capital Minor Projects <\$2M "Graphical Summary"



University of Florida Board of Trustees

2022-2023 General Appropriations Act, Section 197, Deferred Building Maintenance Program

Major Projects >\$4 in Construction Costs, Minor Capital Construction Projects \$2M - \$4M in Construction Costs and Summary Below for Projects <\$2M

Meeting Date: March 27th, 2025

Report Date: February 22nd, 2025

Major Projects

Project Phase	Project Number	Project Title	Program Planning Budget	Ratified Budget	Requested Budget Amendment	Requested Budget/ Amendment Funding Source	Net Changes To Date	Requires BOG/FCO Amendment (Y)	Final Project Cost	Planned Completion	Status/Comments:
Construction			\$ -	\$ -	\$ -		\$ -		\$ -		
Construction			\$ -	\$ -	\$ -		\$ -		\$ -		
Construction			\$ -	\$ -	\$ -		\$ -		\$ -		
Construction Total		(0 Projects)	\$ -	\$ -	\$ -		\$ -		\$ -		
Design	UF-683	Dental Science Building- Envelope Repairs	\$ 10,000,000	\$ 10,000,000	\$ -		\$ -		\$ 10,000,000	December-2025	Design Progressing- 60% CDs
Design	UF-684	O'Connell Center Replace Roof and Recoat Flumes (Phase 1 & 2)	\$ 6,714,800	\$ 6,714,800	\$ -		\$ -		\$ 6,714,800	February-2026	Design in progress.
Design Total		(2 Projects)	\$ 16,714,800	\$ 16,714,800	\$ -		\$ -		\$ 16,714,800		
Planning Total		(0 Projects)	\$ -	\$ -	\$ -		\$ -		\$ -		
Total Majors		(2 Projects)	\$ 16,714,800	\$ 16,714,800	\$ -		\$ -		\$ 16,714,800		

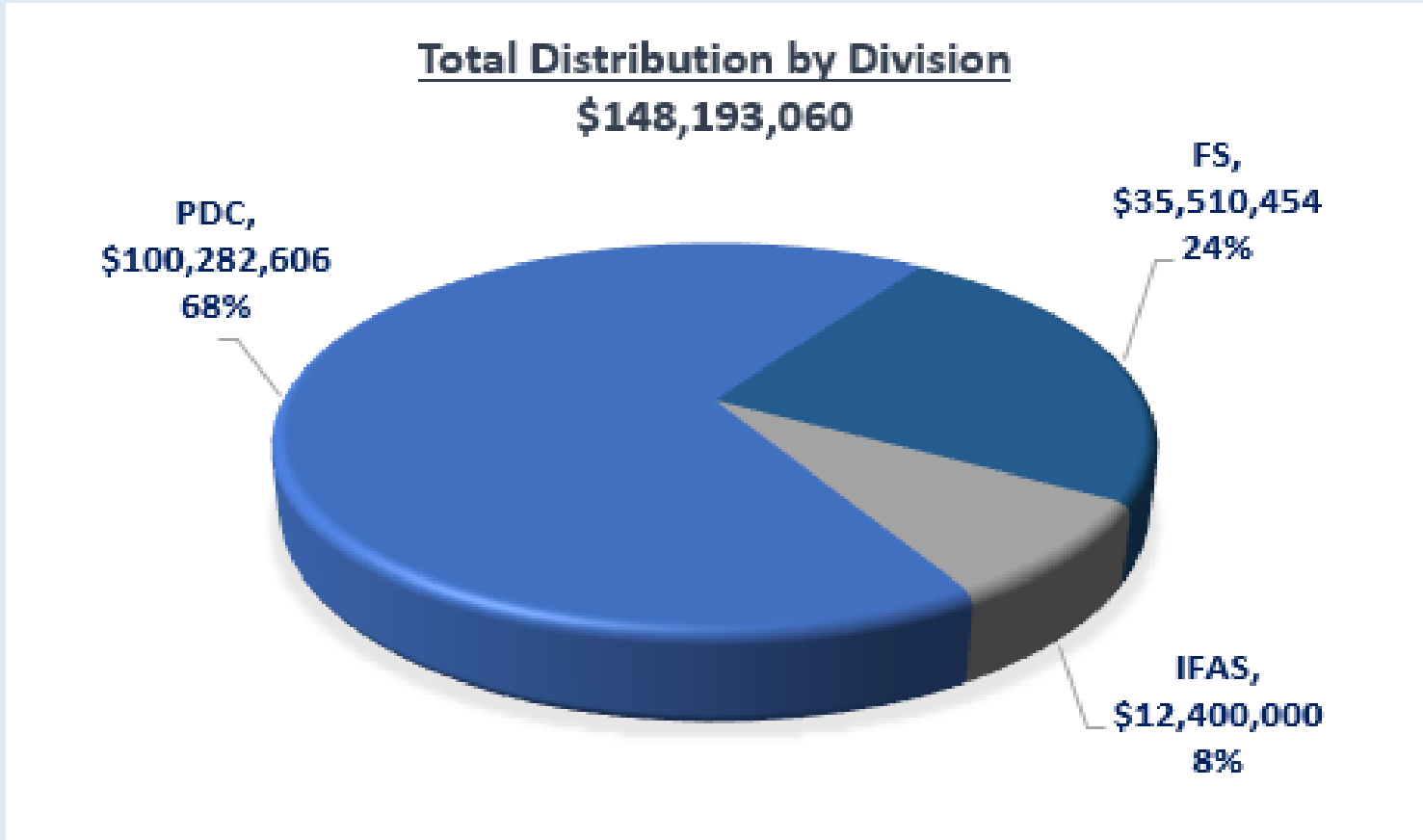
Capital Minor Projects

Project Phase	Project Number	Project Title	Program Planning Budget	Ratified Budget	Requested Budget Amendment	Requested Budget/ Amendment Funding Source	Net Changes To Date	Requires BOG/FCO Amendment (Y)	Final Project Cost	Planned Completion	Status/Comments:
Construction	MP08468	Communicore- Electrical Distribution Throughout	\$ 4,271,300	\$ -	\$ -		\$ -		\$ 4,271,300	December-2025	Construction Starting
Construction	MP07893	Stetson Medical Sciences - AHU's and FCU Replacement/Retro Fit	\$ 2,014,500	\$ 4,314,500	\$ -		\$ 2,300,000		\$ 4,314,500	December-2025	Construction Proceeding- 10%
Construction	MP09049	Exhaust Fan Replacement Deferred Maintenance	\$ 4,194,397	\$ 4,194,397	\$ -		\$ -		\$ 4,194,397	December-2025	Construction Proceeding- 15%
Construction	MP08348	Florida Pool Repairs - Phase 1	\$ 3,357,400	\$ 3,357,400	\$ 642,014	DM Reallocation	\$ -	N	\$ 3,999,414	June-2025	Construction Proceeding- 10%
Construction	MP07468	Reitz Union - Repair South Terrace Concrete and Seawall	\$ 3,810,367	\$ 3,810,367	\$ -		\$ -		\$ 3,810,367	March-2025	Construction Starting
Construction	MP08364	DSB Sewer Line from Shands to Dental Repair- Ph 2	\$ 3,631,420	\$ 3,631,420	\$ 132,722	DM Reallocation	\$ -	N	\$ 3,764,142	June-2025	Construction Proceeding- 20%
Construction	MP07886	Phillips Center AHU Replacement	\$ 2,847,201	\$ 2,847,201	\$ 894,756	DM Reallocation	\$ -	N	\$ 3,741,957	October-2024	Construction Proceeding- 55%
Construction	MP08308	McCarty Hall C Replace AHU	\$ 2,881,957	\$ 2,881,957	\$ -		\$ -		\$ 2,881,957	February-2026	Construction Starting
Construction	MP08365	Computer Sciences/Engineering AHU Replacement	\$ 2,863,251	\$ -	\$ -		\$ -		\$ 2,863,251	April-2025	Construction Starting
Construction	MP08366	Engineering Building HVAC Controls System Wet	\$ 2,797,900	\$ 2,797,900	\$ -		\$ -		\$ 2,797,900	December-2024	Construction Proceeding- 80%
Construction	MP08300	David Stuzin Hall AHU 1 and 9 Replacement and Work on Controls System	\$ 2,547,069	\$ -	\$ -		\$ -		\$ 2,547,069	May-2025	Construction Proceeding- 50%
Construction	MP08292	Dan McCarty Hall B Replace 5 HVAC Units	\$ 2,250,000	\$ 2,537,718	\$ -		\$ 287,718		\$ 2,537,718	May-2025	Construction Proceeding- 15%
Construction	MP08185	Replacement of 14 AHU Units (1J-14J) at Weimer Hall	\$ 2,324,884	\$ 2,324,884	\$ -		\$ -		\$ 2,324,884	May-2025	Construction Proceeding- 50%
Construction	MP08359	Communicore Sanitary Cast Iron Replacement	\$ 2,100,000	\$ -	\$ -		\$ -		\$ 2,100,000	June-2025	Construction Starting
Construction	MP08179	Harn Museum - Replacement/Retro Fitted/Maintenance of AHU	\$ 2,100,000	\$ -	\$ -		\$ -		\$ 2,100,000	December-2025	Construction Proceeding- 05%
Construction	IF23144	State Defer Maintenance - Replace Third Floor HVAC	\$ 2,600,000	\$ 2,600,000	\$ (511,162)	DM Reallocation	\$ -	N	\$ 2,088,838	April-2025	Construction Proceeding- 15%
Construction Total		(16 Projects)	\$ 46,591,646	\$ 35,297,744	\$ 1,158,330		\$ 2,587,718		\$ 50,337,694		
Project Phase	Project Number	Project Title	Program Planning Budget	Ratified Budget	Requested Budget Amendment	Requested Budget/ Amendment Funding Source	Net Changes To Date	Requires BOG/FCO Amendment (Y)	Final Project Cost	Planned Completion	Status/Comments:
Design	MP09038	O'Connell Center Replace Pool and Mechanical Equipment	\$ 4,000,000	\$ -	\$ -		\$ -		\$ 4,000,000	December-2026	Design Development
Design	MP08297	William Bartram Hall Recondition or Replace AHU-1	\$ 3,974,249	\$ -	\$ -		\$ -		\$ 3,974,249	December-2026	Design in progress.



Design	MP07892	Veterinary Clinical Sciences AHU & Controls Replacement	\$ 3,628,256	\$ -	\$ -		\$ -		\$ 3,628,256	May-2025	Design in progress.
Design	MP07887	Turlington Hall Basement AHU Systems and HHW Replacement	\$ 3,080,331	\$ -	\$ -		\$ -		\$ 3,080,331	December-2026	Design in progress.
Design	UF-692B	Chemical Engineering Renovation & Remodeling	\$ 2,797,900	\$ -	\$ -		\$ -		\$ 2,797,900	June-2025	Design Development
Design	IF23142	Animal Sciences- HVAC Duct & BAS Replacement	\$ 2,350,000	\$ -	\$ -		\$ -		\$ 2,350,000	April-2025	Design Progressing- 100% CDs
Design	UF-695A	Black Hall Ground Floor HVAC Replacement	\$ 2,100,000	\$ -	\$ -		\$ -		\$ 2,100,000	October-2025	Design in progress.
Design Total		(7 Projects)	\$ 21,930,736	\$ -	\$ -		\$ -		\$ 21,930,736		
Project Phase	Project Number	Project Title	Program Planning Budget	Ratified Budget	Requested Budget Amendment	Requested Budget/ Amendment Funding Source	Net Changes To Date	Requires BOG/FCO Amendment (Y)	Final Project Cost	Planned Completion	Status/Comments:
Planning			\$ -	\$ -	\$ -		\$ -		\$ -		
Planning Total		(0 Project)	\$ -	\$ -	\$ -		\$ -		\$ -		
Total Majors (>\$4m)		(2 Projects)	\$ 16,714,800	\$ 16,714,800	\$ -		\$ -		\$ 16,714,800		
Total Capital Minors (\$2m-\$4m)		(23 Projects)	\$ 68,522,382	\$ 35,297,744	\$ 1,158,330		\$ 2,587,718		\$ 72,268,430		
Total Minors (<\$2m)		(106 Projects)	\$ 62,955,878	\$ -	\$ -		\$ -		\$ 59,209,830		
Grand Total		(131 Projects)	\$ 148,193,060	\$ 52,012,544	\$ 1,158,330		\$ 2,587,718		\$ 148,193,060		

Funding Distribution by Division "Graphical Summary"





**COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS**  
**ACTION ITEM FCI2**  
**March 27, 2025**

**SUBJECT:** Construction Grant for the 4-H Camp Cherry Lake

---

**BACKGROUND INFORMATION**

In 2022, U.S. Representative Al Lawson, Jr. (FL) requested \$1,125,000 in Community Project Funding for the UF Institute for Food and Agricultural Sciences (IFAS) to build a Multipurpose Building at 4-H Camp Cherry Lake to support workforce training for youth and adults seeking entry in agricultural fields. This request was approved in the Consolidated Appropriations Act, 2022.

The U.S. Department of Agriculture Rural Development (the Agency) is administering the funding. Even though the project received a federal earmark, the Agency requires a grant application to ensure proper oversight, accountability, and alignment with program goals.

The Agency has also requested a Resolution of the University of Florida Board of Trustees accepting the grant funds and authorizing the execution of a Community Facilities Grant Agreement. Additionally, the Agency issued the Letter of Conditions for a Community Facilities Grant CD2022 for the Construction of the Cherry Lake 4H Multipurpose Auditorium (attached here to as Supporting Documentation) which outlines additional the conditions upon which these funds will be released. Among those conditions is a requirement that, before the disbursement of funds, a Notice of Federal Interest must be recorded in the official property records in the jurisdiction where the facility is or will be located.

University staff believes it is in the best interest of the University to accept the grant on the above terms offered by the Agency, including by consenting to the Notice of Federal Interest and adopting an associated resolution. Situated in a rural community, 4-H Camp Cherry Lake serves as a unique outdoor educational hub in North Florida. It provides invaluable learning experiences for young people and adults, helping them develop skills necessary for the workforce. The new multipurpose building will feature an auditorium and state-of-the-art learning laboratories, enabling youth and adults to engage in educational programs that lead to credentialing in key agricultural industries.

**PROPOSED COMMITTEE ACTION**

The Facilities and Capital Investments Committee is asked to approve, for recommendation to the Board of Trustees for its approval on the Consent Agenda, acceptance of the \$1,125,000 grant from the Agency, including through adoption of a resolution authorizing the same.

### **ADDITIONAL COMMITTEE CONSIDERATIONS**

Prior to executing and recording the Notice of Federal Interest, the Board of Trustees of the Internal Improvement Trust Fund of the State of Florida will need to consent to the same, as well as to the improvements contemplated to be constructed with the grant funds.

---

Supporting Documentation Included: USDA Notice of Federal Interest, USDA Letter of Conditions, and Resolution R25-319

Submitted by: J. Scott Angle, Senior Vice President for Agriculture and Natural Resources

**Approved by the University of Florida Board of Trustees, March 28, 2025**

---

Morteza “Mori” Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary

**NOTICE OF FEDERAL INTEREST**  
**UNITED STATES DEPARTMENT OF AGRICULTURE (USDA)**  
**Community Facilities**

On October 28, 2024, the Rural Housing Service, an agency in the United States Department of Agriculture (Agency) awarded Grant No. TBD(Grant) in the amount of \$1,125,000 to The University of Florida Board of Trustees (Grantee). The Grant was awarded under the Community Facilities Grant Program (USC 1926(a)(19) and 7 CFR 3570 Subpart B) and provides funds for construction of a 4-H Multipurpose Building at Camp Cherry Lake, which is located on the land at 3861 NE Cherry Lake Cir, Madison, FL 32340 as further described in Attachment A (Grant Property).

The Grant Program and applicable laws, regulations, Executive Orders and other generally applicable requirements, including but not limited to those set out in 7 CFR 3570 Subpart B, the applicable general provisions of 2 CFR 200, 2 CFR 400, 2 CFR 417, 7 CFR 3015, 3016 and 3019, 7 CFR 5001, and 7 CFR 1942 Subparts A and C, include conditions on use of the Grant Property and provides for a continuing, perpetual Federal interest in the Grant Property that is real property (including fixtures). Specifically, the Grant Property may not be:

- (1) used for any purpose inconsistent with applicable Program statutes and regulations governing the Grant under which the Grant Property was acquired;
- (2) mortgaged or otherwise used as collateral without the written permission of the Agency; or
- (3) sold or transferred to another party without the written permission of the Agency.

These laws and regulations affect the use and disposition of the Grant Property.

These Grant conditions and requirements cannot be subordinated, diminished, nullified or voided through encumbrance of the property, a transfer of ownership or other violation of Grant requirements. In accordance with Program and Departmental Regulations, Agency approval is required, among other things, for any proposed change in usage, ownership, or use of the Grant Property for third-party collateral.

Notwithstanding the foregoing, Grantee's interest in the Grant Property is limited to a leasehold interest under that certain Lease Agreement No. 3932 dated October 23, 1991, between Grantee and the Board of Trustees of the Internal Improvement Trust Fund of the State of Florida, as amended by that certain Lease Modification Agreement dated October 5, 2006 (collectively, the "Lease"). The term of the Lease expires on *[October 22, 2041 – unless extended]*. Accordingly, Grantee only grants the Federal interest in the Grant Property to the extent of Grantee's interest in the Grant Property under the Lease through *[October 22, 2041, or such extended date]*.

Inquiries regarding the Agency's interest in the Grant Property should be directed to:

Administrator  
Rural Housing Service  
1400 Independence Avenue, SW, Room 5014-S  
Washington, DC 20250

This Notice of Federal Interest is acknowledged and agreed to by the undersigned Grantee on behalf of the Grantee and its successors in interest. All references to the Agency will include its successors in interest.

*(Signature page follows.)*

Grantee:

THE UNIVERSITY OF FLORIDA BOARD OF TRUSTEES

Signature: \_\_\_\_\_

Typed Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

STATE OF FLORIDA            )

COUNTY OF ALACHUA        )

The foregoing instrument was acknowledged before me by means of [ ] physical presence or [ ] online notarization, this \_\_\_\_ day of \_\_\_\_\_, 2025, by \_\_\_\_\_, as \_\_\_\_\_, on behalf of The Board of Trustees of the University of Florida, a public body corporate of the State of Florida, who acknowledged to me that he/she executed the same as their free act and deed in their capacity described above. The foregoing individual [ ] is personally known to me, or [ ] produced \_\_\_\_\_ as identification

\_\_\_\_\_  
Signature of Notary Public

\_\_\_\_\_  
Name of Notary Typed, Printed or Stamped

## ATTACHMENT A

A LOT OR TRACT OF LAND LYING IN THE NORTHEAST QUARTER OF SECTION 33, TOWNSHIP J NORTH, RANGE 9 EAST, IN MADISON, MADISON COUNTY, FLORIDA, AND CONSISTING OF ALL LANDS IN TRACTS DESIGNATED AS UNITS B-15 AND A-16 ON KEY PLAT OF CHERRY LAKE FARMS, DATED NOVEMBER, 1937, THE TRACT BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

BEGINNING AT THE SOUTHWEST CORNER OF THE NORTHEAST QUARTER OF NORTHEAST QUARTER, SECTION 33, TOWNSHIP J NORTH, RANGE 9 EAST, AND THENCE RUNNING SOUTH 16 DEGREES 20 MINUTES 30 SECONDS EAST 103.40 FEET TO THE CENTERLINE OF BEACH ROAD, THE POINT OF BEGINNING OF THE TRACT HEREINAFTER DESCRIBED, THENCE RUNNING ALONG THE CENTERLINE OF BEACH ROAD THE FOLLOWING COURSES AND DISTANCES; SOUTH 52 DEGREES 30 MINUTES 30 SECONDS WEST 168.30 FEET, SOUTH 30 DEGREES 53 MINUTES 30 SECONDS WEST 140.60 FEET, SOUTH 23 DEGREES 35 MINUTES 30 SECONDS WEST 295.60 FEET, SOUTH 12 DEGREES 18 MINUTES 30 SECONDS WEST 83.30 FEET, SOUTH 06 DEGREES 33 MINUTES 30 SECONDS WEST 90.20 FEET, SOUTH 04 DEGREES 50 MINUTES 30 SECONDS EAST 173.10 FEET, THENCE LEAVING SAID BEACH ROAD CENTERLINE AND RUNNING NORTH 89 DEGREES 59 MINUTES 30 SECONDS EAST 31.70 FEET TO THE EAST RIGHT OF WAY LINE OF SAID ROAD, THENCE CONTINUING NORTH 89 DEGREES 59 MINUTES 30 SECONDS EAST 387 FEET TO A POINT AT HIGH WATER LINE ON THE SHORE OF CHERRY LAKE, THENCE RUNNING ALONG THE SHORE LINE OF CHERRY LAKE, THE HIGH WATER BEING THE LINE, NORTH 13 DEGREES 44 MINUTES EAST 154.18 FEET TO AN IRON PIPE, THENCE CONTINUING ALONG SAID SHORE LINE NORTH 48 DEGREES 12 MINUTES EAST 666.20 FEET TO AN IRON PIPE, THENCE LEAVING SAID LAKE SHORE AND RUNNING DUE NORTH 342.00 FEET TO AN IRON PIPE SET ON THE SOUTH LINE OF THE NORTHEAST QUARTER OF NORTHEAST QUARTER, SECTION 33, SAID POINT BEING ON THE SOUTHEAST RIGHT OF WAY LINE OF BEACH ROAD, AND THENCE RUNNING ALONG SAID SOUTH LINE OF THE NORTHEAST QUARTER OF NORTHEAST QUARTER, SECTION 33, NORTH 89 DEGREES 58 MINUTES WEST 166.00 FEET TO THE CENTERLINE OF BEACH ROAD, THENCE RUNNING ALONG SAID ROAD CENTERLINE SOUTH 77 DEGREES 35 MINUTES 30 SECONDS WEST 459.20 FEET TO THE POINT OF BEGINNING, CONTAINING 13.36 ACRES, MORE OR LESS, THERE BEING EXCEPTED FROM THE ABOVE DESCRIBED LANDS 1.02 ACRES IN RIGHT OF WAY BEACH ROAD, THE NET AREA OF THE TRACT BEING 12.34 ACRES, MORE OR LESS.



October 21, 2024

Angela Cocchiarella  
Sponsored Program Officer  
University of Florida  
207 Grinter Hall  
Gainesville, FL 32611-5500

Subject: Letter of Conditions for a Community Facilities Grant CD2022 for the  
Construction of the Cherry Lake 4H Multipurpose Auditorium.

Dear Mrs. Cocchiarella

This letter, with attachments, establishes conditions that must be understood and agreed to by the applicant before further consideration may be given to the application for assistance under the Community Facilities (CF) Program. Any changes in project cost, source of funds, scope of services, or any other significant changes (this includes significant changes in the applicant's financial condition, operation, organizational structure or executive leadership) in the project or applicant must be reported to and approved by USDA Rural Development by written amendment to this letter. Any change not approved by USDA Rural Development will be cause for discontinuing processing of the application.

This letter is not to be considered as grant approval or as representation to the availability of funds. The application can be processed on the basis of a USDA Rural Development grant not to exceed \$1,125,000.00. Funds for this project are provided by the Rural Housing Service (RHS) for the amount, recipient, purpose, and location specified in the applicable Appropriations Act.

Please complete and return the attached Form RD 1942-46, "Letter of Intent to Meet Conditions," and Form RD 1940-1, "Request for Obligation of Funds," within the next ten (10) days, if you desire that we give further consideration to your application. The execution of these and all other documents required by USDA Rural Development must be authorized by appropriate resolutions of the applicant's governing body.

The grant will be considered approved on the date Form RD 1940-1, "Request for Obligation of Funds," is mailed by USDA Rural Development.

**Rural Development • Lake City FL**  
971 W Duval Street Suite 190  
Lake City, FL 32055

USDA is an equal opportunity provider, employer and lender.



**Project Budget**—Based on Standard Form 424, “Application for Federal Assistance,” the project cost and funding will be as follows:

a.	<u>Project Cost</u>	<u>Total</u>	<u>USDA Grant</u>	<u>Applicant Injection</u>
	Utilities/Infranstructure	\$ 173,537.00		
	Permite and fees PDC	\$ 30,000.00		
	Construction	\$ 1,446,140.00		
	Contingency	\$ 72,307.00		
	AV Equipment Installation	\$ 50,000.00		
	Total Basic Construction Cost:	\$ 1,771,984.00		
	Other Project Cost			
	A/E fees	\$173,200.00		
	Test/Surveys	\$ 15,000.00		
	Total Other Cost	\$ 188,200.00		
	TOTAL Project cost:	\$1,960,184.00	\$1,125,000.00	\$ 835,184.00
b.	<u>Source of Funds</u>			
	Applicant Injection (cost share)	\$ 835,184.00		
	USDA Grant	\$1,125,000.00		
	TOTAL:	\$ 1,960,184.00		

The applicant understands and agrees that no project funds will be expended, or contracts issued for construction activities until all funds necessary for the successful construction and development of the project have been secured. The Agency will not disburse funds for construction or renovation activities until the applicant has secured all remaining project funds. Any changes in funding sources following obligation of Agency funds must be reported to the processing official. Project feasibility and funding will be reassessed if there is a significant change in project costs after bids are received. If actual project costs exceed the project cost estimates, an additional contribution by the borrower may be necessary.

Section I of the attached conditions (Items 1—11) must be satisfied prior to grant closing or before construction begins, whichever occurs first, in either case not later than twelve (12) months [for construction projects] or six (6) months [non-construction projects] from the date of this letter. **In the event the project has not advanced to the point of construction within twelve (12) months, USDA Rural Development reserves the right to discontinue the processing of the application.**

**In addition to the conditions in Sections I-III, the applicant must fully comply with all requirements on Form RD 3570-3, Community Facilities Grant Agreement. The Agency reserves the right to cancel funds if the applicant does not fully comply with all requirements as presented or subsequently modified, as needed.**

If you have any questions, feel free to contact this office.

Sincerely,

Brunilda L. Robles  
Area Director

cc: Community Programs Director, USDA Rural Development  
(Legal Counsel)  
(Architect)

---

**ATTACHMENT TO LETTER OF CONDITIONS**

---

**SECTION I. CONDITIONS TO BE SATISFIED PRIOR TO GRANT CLOSING OR BEFORE CONSTRUCTION BEGINS, WHICHEVER OCCURS FIRST**

1. **Certifications Required for Obligation (if applicable)** – Rural Development has identified the following documents which must be executed prior to obligation:
  - a. Form SF-LLL, “Disclosure Form to Report Lobbying,” if applicable, link available here: <https://www.grants.gov/forms/sf-424-family.html>.
  - b. Form RD 400-1, “Equal Opportunity Agreement,” link available here: <https://forms.sc.egov.usda.gov>.
  - c. Form RD 400-4, “Assurance Agreement,” link available here: <https://forms.sc.egov.usda.gov>.
  - d. Other --
2. **Disbursement of Funds**
  - a. The applicant will provide evidence that funds from other sources will be made available for the project cost in the amount of \$ 835,184.00 This evidence should include a copy of the loan/grant award that addresses how funds will be disbursed. The Agency will not disburse funds until all project funding sources have been secured. The applicant may request an exception if this requirement impedes the applicant’s ability to carryout the project specified in the applicable appropriations bill.
  - b. The applicant’s contribution of funds toward the project cost shall be considered the first funds expended and must be deposited in its project account before construction is started.
  - c. Agency funds will not be used to pre-finance funds committed to the project from other sources.
3. **Security Requirements**
  - a. The applicant will be required to complete and execute Form RD 3570-03, “Community Facilities Grant Agreement” before grant funds are disbursed.

- 
- b. Prior to any disbursement of funds, a Notice of Federal Interest must be recorded in the official real property records for the jurisdiction where the facility is or will be located. The applicant must provide evidence of the recording. Federal interest cannot be defeated by a grantee's failure to file a Notice of Federal Interest. (include this condition if grant funds are used to improve real estate)
  - c. The Notice of Federal Interest will remain recorded on the secured property after the loan is paid in full. (only include if loan funds are involved)
  - d. The grantee understands that any property improved with Federal grant funds may have use and disposition conditions which apply to the property as provided by 2 CFR part 200 as adopted by USDA through 2 CFR part 400 in effect at this time and as may be subsequently modified.
  - e. The grantee understands that any sale or transfer of property is subject to the interest of the United States Government in the market value in proportion to its participation in the project as provided by 2 CFR part 200 as adopted by USDA through 2 CFR part 400 in effect at this time and as may be subsequently modified.
  - f. In accordance with 2 CFR 200.330, the grantee understands that it must submit regular reports on the status of real property in which the Federal Government retains an interest. Reports shall be submitted annually for the first three years of the award and every five years thereafter on SF-429 Real Property Status Report, or similar format.
4. **Insurance and Bonding Requirements (Construction Projects Only)**—The applicant must provide evidence of adequate fidelity bond insurance by grant closing or start of construction, whichever occurs first. Adequate coverage, in accordance with USDA Rural Development's regulations, must then be maintained for the life of the grant. It is the responsibility of the applicant and not that of USDA Rural Development to assure that adequate insurance and fidelity bond coverage is maintained. Applicants are encouraged to review coverage amounts and deductible provisions with their attorney, consulting architect, and/or insurance provider(s).
- a. **Property Insurance**—Fire and extended coverage will be required on all above-ground structures, including applicant-owned equipment and machinery housed therein. Provide USDA Rural Development with proof of coverage.
  - b. **Workers' Compensation Insurance**—The applicant will be required to carry workers' compensation insurance for all employees in accordance with state law. Provide USDA Rural Development with proof of coverage.
  - c. **General liability and vehicular coverage must be maintained**—Provide USDA Rural Development with proof of coverage.

- d. National Flood Insurance (if applicable)—If the project involves construction in designated special flood or mudslide prone areas, you must purchase a flood insurance policy at the time of closing.
  - e. Earthquake Insurance (if applicable)—If the project involves construction in earthquake prone areas, you must purchase an earthquake insurance policy at the time of loan closing.
5. **Civil Rights & Equal Opportunity**— The grantee has received an award of Federal funding and is required to comply with U.S. statutory and public policy requirements, including but not limited to:
- a. **Age Discrimination Act of 1975** – This Act (42 U.S.C. 6101 et seq.) provides that no person in the United States shall on the basis of age, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.
  - b. **Title IX of the Education Amendments of 1972** (for education facilities only)— Title IX (20 U.S.C. §1681 et seq.) prohibits discrimination on the basis of sex in any Federally funded education program or activity. Title IX applies, with a few specific exceptions, to all aspects of Federally funded education programs or activities. In addition to traditional educational institutions such as colleges, universities, and elementary and secondary schools, Title IX also applies to any education or training program operated by a recipient of Federal financial assistance.
  - c. Agency financial programs must be extended without regard to race, color, religion, sex, national origin, marital status, age, or physical or mental handicap. The recipient must display posters (provided by the Agency) informing users of these requirements, and the Agency will monitor the recipient’s compliance with these requirements during regular compliance reviews.
  - d. The applicant is subject to a post-grant closing civil rights compliance review by USDA Rural Development utilizing Form RD 400-8, “Compliance Review.”
  - e. As a recipient of Rural Development funding, you are required to post a copy of the Non-Discrimination Statement listed below in your office and include in full, on all materials produced for public information, public education, and public distribution both print and non-print.

Non-Discrimination Statement

“This institution is an equal opportunity provider and employer.”

If you wish to file a Civil Rights program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, found online at

<https://www.ocio.usda.gov/document/ad-3027>, or at any USDA office, or call (866) 632-9992 to request the form. You may also write a letter containing all of the information requested in the form. Send your completed complaint form or letter to us by mail at U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, S.W., Stop 9410, Washington, D.C. 20250-9410, by fax (202) 690-7442 or email at [program.intake@usda.gov](mailto:program.intake@usda.gov).

If the material is too small to permit the full statement to be included, the material at a minimum includes the statement in print size no smaller than the text that “This institution is an equal opportunity provider and employer.”

6. **Written Agreements for Professional Services (if applicable)**

- a. The bond counsel services agreement submitted by (Bond Counsel) is satisfactory to USDA Rural Development.
- b. The legal service agreement submitted by (Legal Representative) is satisfactory to USDA Rural Development.
- c. An Agreement for Architectural Services with (Architect) will have to be approved by USDA Rural Development.

7. **Land and Rights-of-Way (if applicable)**—The applicant must present satisfactory evidence that they have obtained, or can obtain, any and all lands, rights-of-way, easements, permits and franchises which are required by the architectural plan. Acquisitions of necessary land and rights must be accomplished in accordance with the Uniform Relocation and Real Property Acquisition Act. The following forms may be used for these purposes:

- a. Form RD 442-20, “Right-of-Way Easement”
- b. Form RD 442-21, “Right-of-Way Certificate” (with map attached)
- c. Form RD 442-22, “Opinion of Counsel Relative to Rights-of-Way”

8. **Permits (if applicable)**—All permits involving Federal, State, and local agencies must be obtained and evidence thereof provided to USDA Rural Development prior to bidding. (For Design/Build Projects - All permits involving Federal, State, and local agencies must be obtained and evidence thereof provided to USDA Rural Development prior to the start of the construction phase of the project.)

9. **Environmental Reviews**— The project as proposed has been evaluated to be consistent with the National Environmental Policy Act. Other Federal, State, tribal, and local laws, regulations and or permits may apply or be required. During any stage of project development, including construction, should environmental issues develop which require mitigation measures, USDA Rural Development applicants are required to notify USDA Rural Development and comply with such mitigation measures. Failure by an applicant to implement mitigation measures may disqualify the project from Agency funding. Mitigation measures identified or prepared as part of the NEPA

environmental process must be implemented. If the project or any project element deviates from or is modified from the originally-approved project, additional environmental review may be required.

10. At the conclusion of the proposal's environmental review process, specific action(s) were determined necessary to avoid or minimize adverse environmental impacts. As outlined in the Environmental Report dated 9/12/2024 the following Standard protection measures required for successful completion of the project and must be adhered to during project design and construction.  
Standard protection measures for the Eastern indigo snake (USFWS, 2023) will be followed during construction. If prehistoric or historic artifacts, such as pottery or ceramics, projectile points, dugout canoes, metal implements, historic building materials, or any other physical remains that could be associated with Native American, early European, or American settlement are encountered at any time within the project site area, the permitted project shall cease all activities involving subsurface disturbance in the vicinity of the discovery. The applicant shall contact the Florida Department of State, Division of Historical Resources, Compliance Review Section at (850)- 245-6333.  
Project activities shall not resume without verbal and/or written authorization. In the event that unmarked human remains are encountered during permitted activities, all work shall stop immediately, and the proper authorities notified in accordance with Section 872.05, Florida Statutes.

Pursuant to 7 CFR 1970.11(b), the Agency has determined that assurance of funding for this Project is necessary for economic rural development. As a result, this agreement is subject to the completion of all necessary environmental procedures required by Federal law, and funds may not be disbursed until successful completion of such procedures. The applicant acknowledges that it may not engage in any work on the Project until applicant has received written notice from the Agency, except for work required to finalize the environmental reviews. Such environmental work, however, shall be done at the applicant's own risk and may not be reimbursed if the environmental review(s) cannot be completed as required by 7 CFR 1970.11(b). applicant understands and acknowledges that unauthorized work will result in the termination of this agreement. Applicant also acknowledges that any findings in the environmental reviews requiring significant changes to the Project will constitute an immediate de-obligation of funding and termination of this agreement and will not result in an amended agreement until revised terms are agreed upon and funding is determined to be still available.

#### **11. Architectural and Construction**

- a. USDA Rural Development must approve any agreements or modifications to agreements for professional planning and design services. AIA Document "Standard Form of Agreement Between owner and Architect," may be used when appropriate or other Agency approved forms of agreement

- b. All construction will be completed under contract. The planning, bidding, contracting, and construction must comply with 7 CFR 1942.9, 1942.18, and any additional requirements of state law and the requirements of other County, State, or Federal agencies.
- c. The following must be reviewed and approved by USDA Rural Development in the sequence indicated:
  - i. Agreement for Architectural Services
  - ii. Final Plans and Specifications for the project
  - iii. Draft/Construction Bid Documents, prior to Going Out to Bid
  - iv. Bid Award Information
  - v. Executed Contract Documents
- d. Affirmative steps should be taken to assure that small, minority and/or women-owned businesses are utilized as source of supplies, equipment, construction, and services.
- e. The Plans & Specifications must be reviewed and approved, when applicable, by any regulatory or other agencies that are required to review these documents.
- f. A representative of USDA Rural Development will attend all pre-construction conferences in connection with this project. These conferences must be held prior to the issuance of the Notice to Proceed to the contractors. The applicant's architect will conduct the conference and document the discussions and agreements.

**11. BUILD AMERICA, BUY AMERICA ACT (BABAA)** The recipient must comply with the provisions of the Build America, Buy America Act (the "Act"). Pub. L. No. 117-58, §§ 70901-52, enacted on November 15, 2021. The Act requires that "none of the funds made available for a Federal financial assistance program for infrastructure may be obligated for a project unless all of the iron, steel, manufactured products, and construction materials used in the project are produced in the United States." Recipients of an award of Federal financial assistance from a program for infrastructure are hereby notified that none of the funds provided under this award may be used for a project for infrastructure unless:

- a. All iron and steel used in the project are produced in the United States. This means all manufacturing processes, from the initial melting stage through the application of coatings, occurred in the United States;
- b. All manufactured products used in the project are produced in the United States. This means the manufactured product was manufactured in the United States, and the cost of the components of the manufactured product that are mined, produced, or manufactured in the United States is greater than 55 percent of the total cost of all components of the manufactured product, unless another standard for



determining the minimum amount of domestic content of the manufactured product has been established under applicable law or regulation; and

- c. All construction materials are manufactured in the United States. This means that all manufacturing processes for the construction material occurred in the United States.

The BABAA requirement applies to the entirety of an infrastructure project, even if only a portion of the project is funded by Federal funds. The requirement applies to each product, manufactured good, or construction material incorporated in the project.

#### 11.1. **Definitions (as applied in this condition only)**

Construction Materials—include an article, material, or supply—other than an item of primarily iron or steel; a manufactured product; cement and cementitious materials; aggregates such as stone, sand, or gravel; or aggregate binding agents or additives—that is or consists primarily of:

- non-ferrous metals;
- plastic and polymer-based products (including polyvinylchloride, composite building materials, and polymers used in fiber optic cables);
- glass (including optic glass);
- lumber; or
- drywall.

Domestic Content Procurement Preference—means all iron and steel used in the project are produced in the United States; the manufactured products used in the project are produced in the United States; or the construction materials used in the project are produced in the United States.

Infrastructure—includes, at a minimum, the structures, facilities, and equipment for, in the United States, roads, highways, and bridges; public transportation; dams, ports, harbors, and other maritime facilities; intercity passenger and freight railroads; freight and intermodal facilities; airports; water systems, including drinking water and wastewater systems; electrical transmission facilities and systems; utilities; broadband infrastructure; and buildings and real property. Infrastructure also includes structures, facilities, and equipment that generate, transport, and distribute energy, including electric vehicle (EV) charging stations. “Infrastructure” has a broad interpretation and the definition provided is illustrative and not exhaustive.

Manufactured Product—Items assembled out of components, or otherwise made or processed from raw materials into finished products. Manufactured products must be manufactured (assembled) in the United States, and the cost of components that were mined, produced, or manufactured in the United States must be greater than 55 percent of the total cost of all components of the manufactured product, unless another standard for determining the minimum amount of domestic content of the manufactured product has been established under applicable law or regulation.

Manufacturer's Certification—Documentation provided by a manufacturer, certifying that the items provided by manufacturer meet the domestic preference requirements of the Act.

Project—means the construction, alteration, maintenance, or repair of infrastructure in the United States.

## **11.2. Compliance**

The recipient must comply with the provisions of the Build America, Buy America Act (BABAA). Pub. L. No. 117-58, §§ 70901-52, enacted on November 15, 2021. By accepting these conditions, the recipient attests that they or their designee(s) will maintain documentation for BABAA provisions to indicate compliance.

Minimum records include certifications from manufacturers, the architect/engineers, and the prime contractor. Supporting documentation includes purchasing records and notes and photos taken by the Resident Project Representative (RPR)/ Resident Inspector (RI). Documentation must be available and reviewable upon request.

## **11.3. Evidence Standards**

### Manufacturers

For each item to which BABAA applies (every item permanently installed on the project, except for aggregate and aggregate binding materials), a manufacturer's certification letter or other document demonstrating compliance is required. It must, at a minimum, identify the item being certified (short written description as well as part number, if applicable) and affirm that the item complies with BABAA. This document must be signed by an authorized company representative. The manufacturer may submit a letter on letterhead or provide other evidence acceptable to the Agency.

### Architects and Engineers (A/E)

The need to comply with BABAA will be spelled out in agreements for A/E services, construction contracts, and procurement contracts. Generally, the A/E contract will include, as a basic service, obtaining and maintaining all BABAA documentation (particularly manufacturers' certifications) during construction, which shall be transferred to the recipient upon substantial completion of the project. The architect or engineer should certify in writing to the completeness and accuracy of the manufacturers' certifications.

### Resident project representative (RPR) / Resident inspector (RI)

As part of their duties, RPR/RI will be instructed to verify items delivered to the site and installed are accompanied by documentation of compliance with BABAA. They will photograph items as appropriate. RPR/RI daily logs and photographs will become

part of the construction record and can be used as supporting information during audits, providing evidence for items that are buried or otherwise inaccessible.

#### Contractors

The construction contract(s) will include a requirement to procure and install only items that comply with BABAA or are subject to a waiver approved by the Secretary of Agriculture or designee. The contractors are to provide manufacturers' certifications for all BABAA compliant items to the architect/engineer no later than with applications for payment. At substantial completion, the contractor will be required to certify that all items used on the contract complied with BABAA and that all manufacturers' certifications were provided to the architect/engineer.

#### **11.4. Obtaining Waivers under the BABA Act**

The Secretary of Agriculture or a designee may grant waivers to the procurement requirements under the following conditions:

- (1) *Nonavailability*. The Secretary of Agriculture or delegate determines that the iron, steel or relevant manufactured goods or construction materials are not produced or manufactured in sufficient and reasonably available commercial quantities of a satisfactory quality.
- (2) *Unreasonable cost*. The Secretary of Agriculture or delegate determines that the inclusion of domestic iron, steel, or relevant manufactured goods will increase the cost of the overall project by more than 25%.
- (3) *Inconsistent with public interest*. The Secretary of Agriculture or delegate determines that the application of these restrictions would be inconsistent with the public interest.

#### **11.5. BABAA Waivers for Rural Development**

A waiver of the domestic procurement requirement for a specific product in a specific infrastructure project may be obtained upon a satisfactory showing of evidence that the waiver is warranted by a recipient and a recommendation by the Agency. Waivers of the procurement requirement are granted by the Secretary of Agriculture or by a designee of the Secretary. The requirements are posted publicly at the USDA OCFO website: USDA Buy America Waivers for Federal Financial Assistance | USDA located at <https://www.usda.gov/ocfo/federal-financial-assistance-policy/USDABuyAmericaWaiver>

Before submitting a request for waiver, recipient should determine whether they qualify for agency-wide public interest waivers that have already been approved by USDA. One such public interest waiver is referred to as the "*De Minimis*, Small Grants, and

Minor Components” waiver, which has three parts. *De Minimis* is intended to prevent restrictions on the procurement of materials and products that represent a small portion of an infrastructure project, specifically no more than 5% of the project costs up to a maximum of \$1,000,000, from hindering the overall project. *Small Grants* exempts projects below the Federal Simplified Acquisition Threshold of \$250,000 (the grant section also applies to small loans and loan guarantees). The *Minor Components* provision of the waiver exempts miscellaneous components of iron and steel that make up no more than 5% of the total cost of an iron or steel product used in a project.

12. **Electronic Funds Transfer**—All grant funds will be transferred to grantees via Electronic Funds Transfer/Automated Clearinghouse Systems (EFT/ACH). Normal transfers will be ACH, with money being placed in the grantees account two business days after the USDA processing office approves the pay request. The applicant must submit the Electronic Funds Transfer Form containing the banking (ACH) information to the USDA Servicing Office at least 45 days prior to the date of grant closing. Failure to do so could delay grant closing.

## **SECTION II. GRANT CONDITIONS TO BE SATISFIED DURING CONSTRUCTION**

1. **Disbursement of Grant Funds**—USDA Rural Development funds will be disbursed as they are needed in the amount(s) necessary to cover the Rural Development proportionate share of obligation due and payable to the Grantee.
2. **Inspections**— A full-time resident inspector/project manager is required during construction unless a written exception is made by the Agency upon your written request. This service is to be provided by the consulting architect or other arrangements as approved by the Agency. Prior to the pre-construction conference, a resume of qualifications of the resident inspector(s) will be submitted to the owner and Agency for review and approval. The owner will provide a letter of acceptance for all proposed observers to the architect and Agency. The inspection reports must be available to USDA Rural Development for review at any time. These reports must be kept at the project site or borrower's office, if nearby.
3. **Monthly Reporting**— The applicant must monitor and provide a monthly reports to USDA Rural Development on actual performance for each project financed, or to be financed, in whole or in part with USDA Rural Development funds. For construction projects, include Forms RD 1924-18, “Partial Payment Estimate” or similar format.
4. **Final Inspection**—A final inspection will be made by USDA Rural Development on the component USDA is financing before final payment is made.
5. **Excess Funds**—Any remaining funds must be utilized for approved purposes within 120 days following the final inspection or the funds will be canceled without further

notification from USDA Rural Development.

### **SECTION III. GRANT CONDITIONS TO BE SATISFIED AFTER PROJECT COMPLETION**

1. **Financial Statements**—To be submitted on an annual basis in accordance with the following:
  - a. 2 CFR Part 200, Subpart F establishes audit requirements that borrowers and grantees must follow. Borrowers and grantees who expend \$750,000 or more in Federal awards in their fiscal year, have CF loan balances totaling \$750,000 or more, or a combination of the two must submit an audit in accordance with 2 CFR 200, Subpart F.

**Federal funds expended during a borrowers fiscal year:** 2 CFR Part 200, Subpart F requires a borrower that expends \$750,000 or more in Federal awards in their fiscal year to submit a single or program-specific audit. A CF direct loan, guaranteed loan, and/or grant, or any combination thereof, are considered Federal awards.

**Grantees:** Grantees that expend \$750,000 or more in a year in Federal awards must have an audit conducted in accordance with 2 CFR Part 200, Subpart F except when the grantee elects to have a program specific audit conducted.

**Prior loan and loan guarantees:** 2 CFR Part 200, §200.502(b) establishes the basis for including loan and loan guarantees (loans) on the Schedule of Expenditures of Federal Awards (SEFA). The value of new loans made or received during the audit period plus the beginning of the audit period balance of loans from previous years for which the Federal Government imposes continuing compliance requirements must be reported on the SEFA. CF Program loans require its borrowers to meet continuing compliance requirements. Continuing compliance requirements that CF borrowers must meet include, but are not limited to, funding reserves, maintaining insurance, deposit funds in Federally insured banks, meet financial covenants, maintain sufficient debt service ratios, comply with civil rights requirements, and comply with additional requirements established as part of the loan approval process.

Borrowers and grantees must submit audits within nine months from the end of the borrower's fiscal year or 30 days after receipt from the auditor, whichever is earlier. The audited financial statements must be submitted to the Federal Audit Clearinghouse.

- b. All borrowers exempt from the audit requirements cited in 1(a) above, and who do not otherwise have annual audits, will within 60 days following the end of the borrower's fiscal year furnish Rural Development with annual financial statements, consisting of a verification of the organizations, balance sheet and statement of income and expenses.

Grantees exempt from the audit requirements cited in 1(a) above, and who do not otherwise have annual audits, will within 60 days following the end of the fiscal year in which any grant funds were expended furnish Rural Development with annual financial statements consisting of a verification of the organizations, balance sheet and statement of income and expenses.

The borrower/grantee may use Forms RD 442-2 “Statement of Budget, Income and Equity” and 442-3 “Balance Sheet”, or similar format to provide the financial information. For borrowers using Form RD 442-2, the dual purpose of fourth quarter management reports, when required, and annual statements of income will be met with this one submission.

2. **Audit agreement**—If you are required to obtain the services of a licensed Certified Public Accountant (CPA), you must enter into a written audit agreement with the auditor. The audit agreement may include terms and conditions that you and auditor deem appropriate.



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES  
RESOLUTION**

**Number:** R25-319

**Subject:** Construction Grant for the 4-H Camp Cherry Lake

**Date:** March 27, 2025

**WHEREAS**, U.S. Representative Al Lawson, Jr. (FL) submitted a Community Project Funding request of \$1,125,000 for the Cherry Lake 4-H Center in Madison in the 2022 House Agriculture Appropriations Subcommittee bill, aiming to support workforce training for youth and adults seeking entry in agricultural fields by funding the construction of a Multipurpose Building at 4-H Camp Cherry Lake;

**WHEREAS**, the United States Department of Agriculture ("USDA") Rural Development is administering the funding and requires a grant application before disbursing the funds to the University for the benefit of the UF Institute of Food and Agricultural Sciences ("IFAS");

**WHEREAS**, on behalf of IFAS, the UF Research Sponsored Programs Office ("DSP") applied for a Rural Development, Rural Housing Service, Community Facilities Grant, Congressionally Directed Spending (Funding Opportunity Number RD-RHS-CFG-CDS), for the construction of the Multipurpose Building;

**WHEREAS**, the USDA Rural Development, State Director executed a Certification of Approval obligating the funds for this purpose effective October 28, 2024; and

**WHEREAS**, as a condition to providing such grant to IFAS, the USDA requires that the University of Florida Board of Trustees adopt a resolution approving acceptance of the grant under the terms offered by the Government and authorizing DSP to execute a Grant Agreement to be issued by the USDA.

**NOW, THEREFORE**, the University of Florida Board of Trustees resolves to accept a grant in an amount not to exceed \$1,125,000.00 under the terms offered by the USDA; that the authorized representatives to whom the University of Florida Interim President has delegated or delegates authority are hereby authorized and empowered to take all actions necessary or appropriate, including the execution of all written instruments as may be required, in regard to or as evidence of such grant (including, without limitation, a Notice of Federal Interest encumbering the University's interest in the Cherry Lake 4-H Center property); and to operate the facility under the terms offered in said grant agreement(s);

Adopted this 28<sup>th</sup> day of March 2025 by the University of Florida Board of Trustees.

---

Morteza "Mori" Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary



**COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS**

**ACTION ITEM FCI3**

**March 27, 2025**

**SUBJECT:** Memorial Statue: Alfred C. Warrington IV

---

**BACKGROUND INFORMATION**

In recognition of the generous and significant impact made by Alfred C. Warrington IV to the University of Florida, the University and the University of Florida Foundation seek to install a memorial statue in the Warrington Courtyard recognizing Alfred C. Warrington IV.

**PROPOSED COMMITTEE ACTION**

The Committee on Facilities and Capital Investments is asked to approve the installation of a memorial statue for Alfred C. Warrington IV which will be located in the Warrington Courtyard on campus (Resolution R25-320) for recommendation to the Board of Trustees for approval on the Non-Consent Agenda.

**ADDITIONAL COMMITTEE CONSIDERATIONS**

Board of Governors approval is not required, but Board of Governors' regulations require all facility, road, and landscape naming to be approved separately on the Non-Consent Agenda.

---

Supporting Documentation Included: Biography, Support Letter, and Resolution R25-320

Submitted by: Maria Gutierrez Martin, Vice President for Advancement

**Approved by the University of Florida Board of Trustees, March 28, 2025**

---

Morteza "Mori" Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary





## Alfred C. Warrington IV



Al Warrington (BSBA 1958, University of Florida) was a self-employed investor and entrepreneur. He was a CPA and retired from the accounting firm Arthur Andersen & Co. after 32 years, including having served as managing partner. He was subsequently founding chairman of environmental company Sanifill, Inc., and involved with several other manufacturing and services companies. Mr. Warrington was a military veteran having served in the U.S. Marine Corps Reserve.

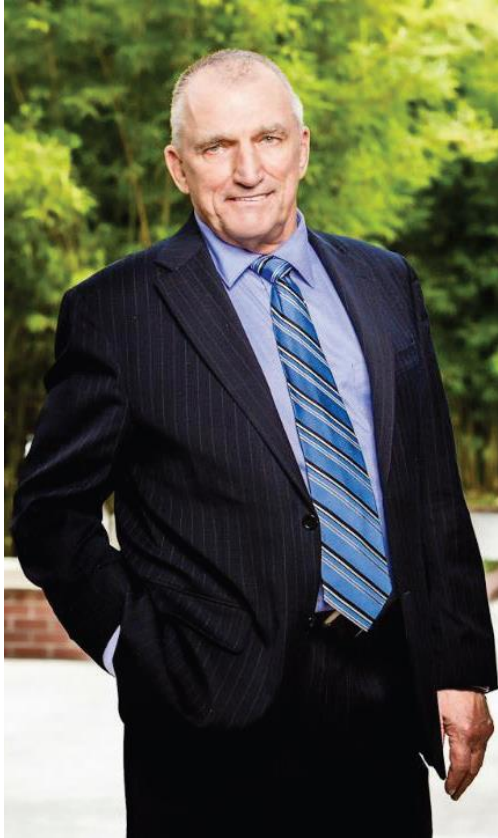
He was one of three original members of the UF College of Business Advisory Council and founded the Steering Committee of what is now the Fisher School of Accounting at UF. In addition, he served as president of the both the UF Alumni Association and Gator Boosters, Inc. and also served on the UF Foundation, Inc. Board of Directors. Mr. Warrington served on the University of Florida Board of Trustees and both the Florida and Texas Commissions on Higher Public Education. In his lifetime, he was philanthropically generous to the University of Florida, making significant contributions to UF Athletics, IFAS, the Machen Florida Opportunity Scholars program, construction of Emerson Alumni Hall and the Warrington College of Business, which is named in his honor. Mr. Warrington passed away in 2020 at the age of 84.



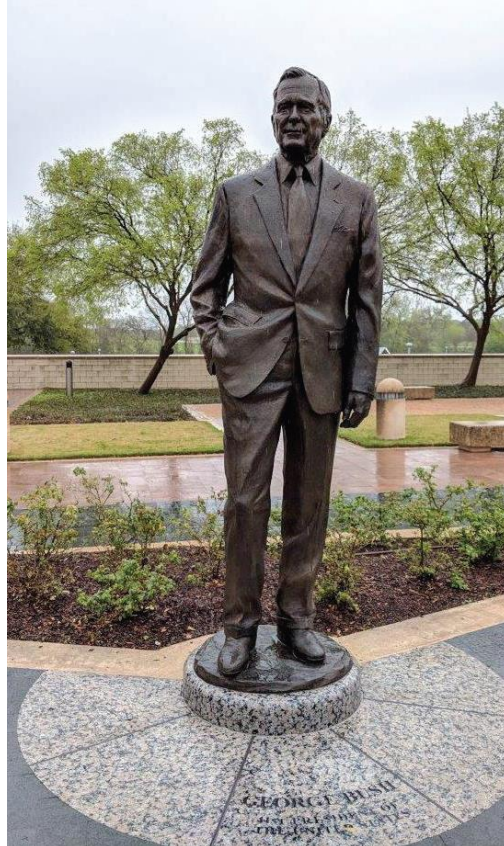
Below is a vision board of our expectations with this statue. The college/unit will work with UF's Planning, Design, and Construction to ensure we are adhering to campus master plan with the look and location of this statue.

---

Sample Photo



Sample Statue Style



Proposed Location in the existing Warrington Courtyard



January 31, 2025

Mrs. Maria Gutierrez Martin  
Interim Vice President, UF Advancement  
University of Florida Advancement  
1938 W. University Avenue  
Gainesville, FL 32603

Dear Maria,

Our development team has been working with Judy Warrington on a proposed recognition of her late husband Alfred C. Warrington IV's extraordinary impact on this campus.

Al is well known across campus and throughout the Gator Nation as one of the University of Florida's greatest champions and benefactors.

Al left Gainesville with a BS in Business Administration in 1958. For the next sixty-two years, in addition to his extraordinary professional career as an accountant and entrepreneur, he made supporting his alma mater his life's calling. By the 1970's he was an omnipresent volunteer for the university, including serving as president of the UF Alumni Association in 1976. In partnership with business dean Robert Lanzillotti and accounting department chair John Simmons, he led the effort to gain approval from the Florida Board of Regents and the state legislature to establish one of the nation's first schools of accounting at UF in 1977. He served for many years on the Board of Directors of Gator Boosters, Inc. and was inducted into the UF Athletic Hall of Fame as an Honorary Letter Winner. In addition, Al served on the advisory board of the College of Business and the UF Foundation Board of Directors as well as twelve years on the UF Board of Trustees. In 1996, in recognition of his extraordinary leadership and philanthropy, the UF Warrington College of Business was named in his honor. Al passed away in 2020 at the age of eighty-four.

I respectfully request your support and assistance advancing this request to Interim President Fuchs, the Board of Trustees, and any other university approvals, as necessary.

Thank you for your consideration and please let me know if you have any questions.

Sincerely,



Saby Mitra  
Dean



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES  
RESOLUTION**

**Number:** R25-320

**Subject:** Memorial Statue: Alfred C. Warrington IV

**Date:** March 27, 2025

**WHEREAS**, Alfred C. Warrington IV has made a generous and significant impact on the University of Florida;

**WHEREAS**, in grateful recognition of this impact, the University seeks to install a memorial statue located in the Warrington Courtyard on campus;

**WHEREAS**, the University of Florida Foundation seeks the approval to install a memorial statue located in the Warrington Courtyard on campus;

**WHEREAS**, the University of Florida Board of Trustees has naming authority conferred by the Florida Board of Governors under its Regulations 1.001 and 9.005;

**NOW, THEREFORE**, the University of Florida Board of Trustees hereby resolves that a memorial statue for Alfred C. Warrington IV is approved to be installed;"

Adopted this 28<sup>th</sup> day of March 2025 by the University of Florida Board of Trustees.

---

Morteza "Mori" Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary



**COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS**

**ACTION ITEM FCI4**

**March 27, 2025**

**SUBJECT:** Naming: Homer and Dolly Hand Homestead

---

**BACKGROUND INFORMATION**

In recognition of the generous and significant impact made by Homer and Dolly Hand to the State of Florida and University of Florida, the University and the University of Florida Foundation seek to name the donated property located in Palm Beach County the Homer and Dolly Hand Homestead.

**PROPOSED COMMITTEE ACTION**

The Committee on Facilities and Capital Investments is asked to approve the naming of the donated property located in Palm Beach County the Homer and Dolly Hand Homestead (Resolution R25-321) for recommendation to the Board of Trustees for approval on the Non-Consent Agenda.

**ADDITIONAL COMMITTEE CONSIDERATIONS**

Board of Governors approval is not required, but Board of Governors' regulations require all facility, road, and landscape naming to be approved separately on the Non-Consent Agenda.

---

Supporting Documentation Included: Biography, Support Letter, and Resolution R25-321

Submitted by: Maria Gutierrez Martin, Vice President for Advancement

**Approved by the University of Florida Board of Trustees, March 28, 2025**

---

Morteza "Mori" Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary





## The Hand Foundation/ Dolly and Homer Hand



Homer and Dolly Hand were lifelong residents of the Glades area and were married in Belle Glade in 1954. Together they continued to expand upon and develop farmland in the Everglades Agricultural Area that was started by Dolly's parents in the 1930s, growing to approximately 7,000 acres of prime Everglades muck land by the 1990s. Modest with their own lifestyle, the Hands saved diligently so they could generously help others. Over the years, hundreds of young people have benefitted from educational funding provided by the Hands, something that continues today through The Hand Foundation.

Prior to their passing they established The Hand Foundation to ensure that this work would continue in perpetuity. The Hands supported numerous causes and have had several buildings named in recognition of their philanthropy:

- The Homer and Dolly Hand Art Center at Stetson University in DeLand, Florida
- The Dolly and Homer Hand Law Library at Stetson University in Gulfport, Florida
- The Dolly Hand Cultural Arts Center in Belle Glade, Florida

The Hands were also loyal donors to UF/IFAS. In 1991, the Hands established the Homer and Dolly Hand Fellowship Fund to support graduate students at the UF/IFAS Everglades Research and Education Center (EREC) in Belle Glade. In 1998, the Frances R. and Homer J. Hand EREC Endowment was created to support scholarships/fellowships, visiting professorships, scientific and technical support, library acquisitions, and more, at EREC. Homer passed in 2022 and Dolly followed in 2024, leaving the Hand Foundation to represent their philanthropic interests.

The Hand Foundation has gifted the family home and property to UF/IFAS to be utilized by the faculty, staff, and students working on critical issues to the Glades agricultural community. The home, designed by the renowned architect Alfred Brown Parker and constructed in 1970, is a notable landmark in the community. Graduating from the School of Architecture at the University of Florida in 1939, Parker later returned as a professor emeritus. His papers and drawings are in the Alfred Browning Parker Collection of the Architecture Archives of the George A. Smathers Libraries at the University of Florida.

The Hand Foundation is managed by Executive Director Wesley Ledesma.

<https://handfoundationinc.org/>.



UNIVERSITY of FLORIDA  
FOUNDATION





Institute of Food and Agricultural Sciences  
Office of Advancement

1445 Date Palm Dr.  
PO Box 110170  
Gainesville, FL 32611  
(352) 392-1975  
[give.ifas.ufl.edu](http://give.ifas.ufl.edu)

January 21, 2025

Mrs. Maria Gutierrez Martin  
Interim Vice President, UF Advancement  
University of Florida Advancement  
1938 W. University Avenue  
Gainesville, FL 32603

Dear Maria,

Our development team has been working with The Hand Foundation on a proposed naming for The Homer and Dolly Hand Homestead.

For over a half century Homer and Dolly Hand were philanthropists to many causes, including the UF/IFAS Everglades Research and Education Center (EREC). Prior to their passing they established The Hand Foundation to ensure that this work would continue in perpetuity. The Hand Foundation has gifted the Hand family home and adjoining 9.6 acres in Belle Glade to EREC to be used to further the important work the research center does in this area. Additionally, the Hand Foundation is committed to continuing the philanthropic relationship with UF/IFAS and EREC as part of their long-term commitment to the Hands legacy.

I respectfully request your support and assistance advancing this proposed naming to President Fuchs, the Board of Trustees, and any other university approvals, as necessary.

Thank you for your consideration and please let me know if you have any questions.

Sincerely,

A handwritten signature in cursive script that reads 'Robert Gilbert'.

Dr. Rob Gilbert  
Dean for Research and Executive Director for Academic Affairs  
Director of the Florida Agricultural Experiment Station  
McCarty Hall D, Suite G040





**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES  
RESOLUTION**

**Number:** R25-321

**Subject:** Naming: Homer and Dolly Hand Homestead

**Date:** March 27, 2025

**WHEREAS**, Homer and Dolly Hand have made a generous and significant impact on the state of Florida and University of Florida;

**WHEREAS**, in grateful recognition of this impact, the University seeks to name the donated property located in Palm Beach County the Homer and Dolly Hand Homestead;

**WHEREAS**, the University of Florida Foundation seeks to name the donated property located in Palm Beach County the Homer and Dolly Hand Homestead;

**WHEREAS**, the University of Florida Board of Trustees has naming authority conferred by the Florida Board of Governors under its Regulations 1.001 and 9.005;

**NOW, THEREFORE**, the University of Florida Board of Trustees hereby resolves that the donated property located in Palm Beach County be named the Homer and Dolly Hand Homestead;

Adopted this 28<sup>th</sup> day of March 2025 by the University of Florida Board of Trustees.

---

Morteza "Mori" Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary



**COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS**

**ACTION ITEM FCIS**

**March 27, 2025**

**SUBJECT:** Naming: Linda and Ken McGurn Medical Plaza

---

**BACKGROUND INFORMATION**

In recognition of the generous and significant impact made by Linda and Ken McGurn to the University of Florida, the University and the University of Florida Foundation seek to name the Shands Medical Plaza B the Linda and Ken McGurn Medical Plaza.

**PROPOSED COMMITTEE ACTION**

The Committee on Facilities and Capital Investments is asked to approve the naming of the Shands Medical Plaza B the Linda and Ken McGurn Medical Plaza (Resolution R25-322) for recommendation to the Board of Trustees for approval on the Non-Consent Agenda.

**ADDITIONAL COMMITTEE CONSIDERATIONS**

Board of Governors approval is not required, but Board of Governors' regulations require all facility, road, and landscape naming to be approved separately on the Non-Consent Agenda.

---

Supporting Documentation Included: Biography, Support Letter, and Resolution R25-322

Submitted by: Maria Gutierrez Martin, Vice President for Advancement

**Approved by the University of Florida Board of Trustees, March 28, 2025**

---

Morteza "Mori" Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary



## Linda & Ken McGurn



**Ken McGurn** (UF, BSBA '72, MBA '73, PhD Real Estate & Urban Analysis '81)

**Linda McGurn** (UF, BSBA '73, JD '78)

*Gainesville, FL*

### **BIO INFORMATION**

McGurn Management Company (MMC) – Principals

- Manager of apartments, offices, condominium associations and retail space in Gainesville
- Instrumental in the Gainesville community's innovation and progress since 1978; they revitalized the downtown area, spurred new types of development and prioritized green/sustainable approaches to building
- Received over 60 local, state, regional and national awards for their work, including a Sustainable Florida Initiative Award from Governor Bush and a National Certificate of Merit from the U.S. Dept. of Housing and Urban Development
- Investors in high tech incubators and startup companies, fostering job creation and strengthening Gainesville's entrepreneurial community

### **UF ENGAGEMENT**

- **UF Affiliations:** Both: Alumni Association life members, Business Advisory Council; Linda: UFF National Board;
- Past – UFF Executive Board, Business Accounting Steering Committee and Real Estate Board, UF Women Steering Council, active in past campaign(s); Ken: FLMNH Associates Board, Bergstrom Center for Real Estate Studies Board; Past – UFF Board
- **UF Awards:** Both: Gator100 Pinnacle Award (2019), Academy of Golden Gators Lifetime Volunteer Award (2016), College of Business Distinguished Alumni (2012)

# UF Health Linda and Ken McGurn Medical Plaza

---





**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES  
RESOLUTION**

**Number:** R25-322

**Subject:** Naming: Linda and Ken McGurn Medical Plaza

**Date:** March 27, 2025

**WHEREAS**, Linda and Ken McGurn have made a generous and significant impact on the University of Florida;

**WHEREAS**, in grateful recognition of this impact, the University seeks to name the Shands Medical Plaza B the Linda and Ken McGurn Medical Plaza;

**WHEREAS**, the University of Florida Foundation seeks to name the Shands Medical Plaza B the Linda and Ken McGurn Medical Plaza;

**WHEREAS**, the University of Florida Board of Trustees has naming authority conferred by the Florida Board of Governors under its Regulations 1.001 and 9.005;

**NOW, THEREFORE**, the University of Florida Board of Trustees hereby resolves that the Shands Medical Plaza B be named the Linda and Ken McGurn Medical Plaza;

Adopted this 28<sup>th</sup> day of March 2025 by the University of Florida Board of Trustees.

---

Morteza "Mori" Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary





**COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS**  
**ACTION ITEM FCI6**  
**March 27, 2025**

**SUBJECT:** Naming: UF Early Childhood Collaboratory at Anita Zucker Hall

---

**BACKGROUND INFORMATION**

In recognition of the generous and significant impact made by Anita Zucker to the University of Florida, the University and the University of Florida Foundation seek to name the UF Early Childhood Collaboratory at Lake Alice the UF Early Childhood Collaboratory at Anita Zucker Hall.

**PROPOSED COMMITTEE ACTION**

The Committee on Facilities and Capital Investments is asked to approve the naming of the UF Early Childhood Collaboratory at Lake Alice the "UF Early Childhood Collaboratory at Anita Zucker Hall;" (Resolution R25-323) for recommendation to the Board of Trustees for approval on the Non-Consent Agenda.

**ADDITIONAL COMMITTEE CONSIDERATIONS**

Board of Governors approval is not required, but Board of Governors' regulations require all facility, road, and landscape naming to be approved separately on the Non-Consent Agenda. [Note: BOG Reg. 9.002]

---

Supporting Documentation Included: Biography, Support Letter, and Resolution R25-323

Submitted by: Maria Gutierrez Martin, Vice President for Advancement

**Approved by the University of Florida Board of Trustees, March 28, 2025**

---

Morteza "Mori" Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary

## Anita Zucker



**Anita Zucker** (UF, BAE '72)

*Charleston, SC*

### UF ENGAGEMENT

**UF Affiliations:** Board of Trustees, UFF Executive (past chair) and National Boards, Bull Gator, Alumni Association life member; **Past** – President's Campaign Cabinet, FY18 Go Greater chair

**UF Awards:** Distinguished Alumnus (2009), Alumni Association *Gator of the Year* (2016), Academy of Golden Gators *Annual Volunteer* (2017)

### BIO INFORMATION

The InterTech Group – Chair

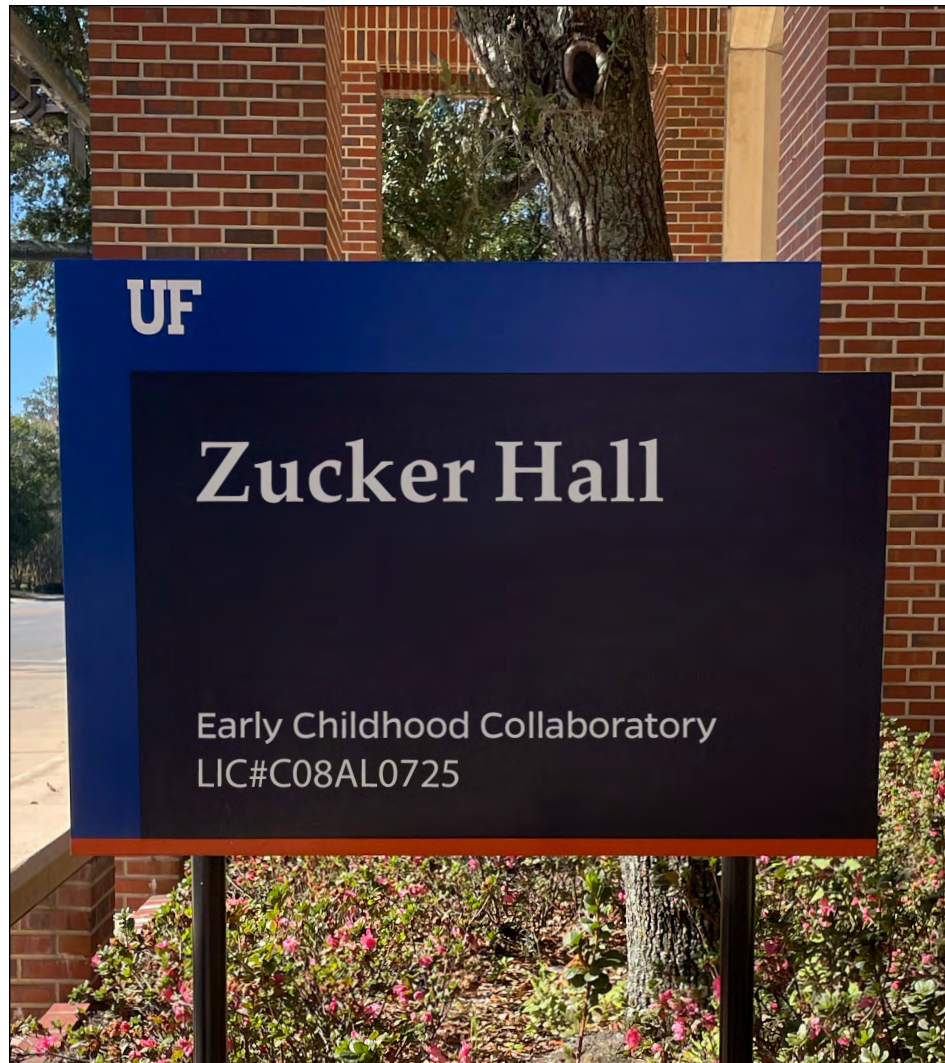
- Global holding company headquartered in Charleston, SC; founded by Anita's late husband, Jerry Zucker (d., 2008; UF, BS CLAS '72); Anita led the company following her husband's death, serving as Chair and CEO until she stepped down as CEO in 2022
- Investments in aerospace, advanced chemicals, financial services, consumer products, sports teams/arenas, location-based entertainment, real estate, and alternative energy
- Prominent businesswoman/philanthropist; received numerous awards, including: The 2019 CASE James L. Fisher Award for Distinguished Service to Education, the Ernst & Young Lifetime Achievement Award, and the 2018 Ellis Island Medal of Honor
- **Other Degrees:** University of North Florida, MEd '78



# Anita Zucker

## Recognition Concept

**CORE CONCEPT:** Renaming of the UF ECC at Lake Alice to  
“UF Early Childhood Collaboratory at Anita Zucker Hall”



MONUMENT SIGN



EXTERIOR LETTERING



INTERIOR FEATURES - RECEPTION LETTERING AND PLAQUE





Early Childhood Collaboratory

793 Corry Circle  
PO Box 112550  
Gainesville, FL 32611  
352-392-2330

3/4/2025

Mrs. Maria Gutierrez Martin  
Interim Vice President, UF Advancement  
University of Florida Advancement  
1938 W. University Avenue  
Gainesville, FL 32603

Dear Maria,

I am writing to express my support for recognizing Anita Zucker by naming the UF Early Childhood Collaboratory at Lake Alice the UF Early Childhood Collaboratory at Anita Zucker Hall.

Anita's dedication to the University of Florida and the field of early childhood education has been inspiring. Her efforts have not only brought attention to our work but have provided invaluable resources that enabled us to achieve remarkable progress. Naming Anita Zucker Hall in her honor would be a fitting tribute to her tireless advocacy and the positive impact she has made on our campus and for our program.

I respectfully request your support and assistance in advancing this proposed naming to President Fuchs, the Board of Trustees, and any other university approvals, as necessary.

Thank you for your consideration and please let me know if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Stacy M. Ellis".

Stacy Ellis, PhD  
Director  
UF Early Childhood Collaboratory



## RESOLUTION

**Number:** R25-323

**Subject:** Naming: UF Early Childhood Collaboratory at Anita Zucker Hall

**Date:** March 27, 2025

**WHEREAS**, Anita Zucker has made a generous and significant impact on the University of Florida;

**WHEREAS**, in grateful recognition of this impact, the University seeks to name the UF Early Childhood Collaboratory at Lake Alice the UF Early Childhood Collaboratory at Anita Zucker Hall;

**WHEREAS**, the University of Florida Foundation seeks to name the UF Early Childhood Collaboratory at Lake Alice the UF Early Childhood Collaboratory at Anita Zucker Hall;

**WHEREAS**, the University of Florida Board of Trustees has naming authority conferred by the Florida Board of Governors under its Regulations 1.001 and 9.005;

**NOW, THEREFORE**, the University of Florida Board of Trustees hereby resolves that the UF Early Childhood Collaboratory at Lake Alice be named the UF Early Childhood Collaboratory at Anita Zucker Hall;

Adopted this 28<sup>th</sup> day of March 2025 by the University of Florida Board of Trustees.

---

Morteza "Mori" Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary



## COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS

### ACTION ITEM FC17

March 27, 2025

**SUBJECT:** P.K. Yonge Gymnasium Project

---

#### **BACKGROUND INFORMATION**

The Florida Legislature has awarded \$12 million in PECO funding toward construction of the new P.K. Yonge gymnasium. While those funds would permit replication of the existing 20,000 GSF gymnasium, additional funding would permit construction of a facility that would transform the student experience by not only supporting daily athletics and physical education, but also creating avenues for research dedicated to improving adolescent health and fitness and establishing habits for lifetime fitness, health, and well-being.

The new gymnasium, with a projected 43,000 GSF, would support 1,005 secondary students daily and provide occasional access to 385 elementary students. The expanded footprint of the new facility would add athletic space for the current and growing student population, HVAC, office spaces for faculty and athletic trainers, ADA compliance, modern safety features, security features, and hazard mitigation benefits. Those features would create research opportunities to enhance adolescent health and fitness and combat national health issues like obesity and Type-2 diabetes.

The larger facility with expanded programming is estimated to have a total project cost of \$18,780,000. The College of Education and P.K. Yonge have identified several additional funding sources that could compliment the \$12 million in existing PECO funding and make the enhanced gymnasium possible. Such funding sources include capital renewal funding from the College of Education and P.K. Yonge and philanthropic donations, summarized as follows:

- \$3,128,372 from Developmental Research School (DRS) funding awarded in FY2022 through FY2025 to support fixed capital outlay projects
- \$317,574 in gifts from P.K. Yonge supporters
- \$3,334,054 in additional commitments from DRS funding that is expected to be awarded to P.K. Yonge for FY2026 through FY2028

Crucially, the additional funding represents a commitment from P.K. Yonge to share in the costs of this project. The College of Education is also dedicated to ensuring the financial viability of this project without requesting additional State funding. Accordingly, P.K. Yonge and the College will cooperate to fund the remaining project costs through short-term internal funding and reimbursement if required.

**PROPOSED COMMITTEE ACTION**

The Committee on Facilities and Capital Investments is asked to approve this proposal to utilize capital renewal funding from the College of Education and P.K. Yonge along with philanthropic donations to compliment the PECO funding for the P.K. Yonge Gymnasium project for recommendation to the Board of Trustees for approval on the Consent Agenda.

**ADDITIONAL COMMITTEE CONSIDERATIONS**

None.

---

Supporting Documentation Included: None

Submitted by: Sarah D. Lynne, Trustee and Faculty Senate Chair

**Approved by the University of Florida Board of Trustees, March 28, 2025**

---

Morteza "Mori" Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary



**COMMITTEE ON ADVANCEMENT**

**AGENDA**

**Thursday, March 27, 2025**

**~10:50 a.m.**

**President's Room 215B, Emerson Alumni Hall**

**University of Florida, Gainesville, FL**

**Committee Members:**

Richard P. Cole (Committee Chair), Christopher T. Corr, Jed V. Davis, James W. Heavener, Sarah D. Lynne, Marsha D. Powers, Patrick O. Zalupski

- 1.0 Call to Order and Welcome ..... Richard P. Cole, Chair
- 2.0 Verification of Quorum ..... Vice President Liaison
- 3.0 Review and Approval of Minutes..... Richard P. Cole, Chair  
[December 12, 2024](#)  
[February 25, 2025](#)
- 4.0 Discussion Items..... Richard P. Cole, Chair
  - 4.1 FY25 Current Fundraising Performance ..... Maria Gutierrez Martin, Interim Vice President for Advancement
  - 4.2 Campaign Planning Update..... Maria Gutierrez Martin
  - 4.3 New Leadership Gifts (January – March 2025)..... Richard P. Cole, Chair
- 5.0 New Business ..... Richard P. Cole, Chair
- 6.0 Adjourn ..... Richard P. Cole, Chair



## **COMMITTEE ON ADVANCEMENT**

### **Meeting Minutes**

**Thursday, December 12, 2024**

**President's Ballroom 215B, Emerson Alumni Hall**

**University of Florida, Gainesville, FL**

**Time Convened: 10:42 a.m.**

**Time Adjourned: 10:59 a.m.**

#### **Committee and Board members present:**

Anita G. Zucker (Committee Chair), David L. Brandon, John E. Brinkman, Richard P. Cole, Christopher T. Corr, Morteza "Mori" Hosseini (Board Chair), Sarah D. Lynne, Daniel T. O'Keefe, Rahul Patel (Board Vice Chair), Marsha D. Powers, Fred S. Ridley, and Patrick O. Zalupski.

#### **Others present:**

Kent Fuchs, Interim President; Scott Angle, Senior Vice President for Agriculture and Natural Resources; Melissa Curry, Vice President for Human Resources; Kurt Dudas, Vice President for Strategic Initiatives; Elias Eldayrie, Vice President and Chief Information Officer; Ryan Fuller, Interim Vice President and General Counsel; Joe Glover, Interim Provost and Senior Vice President for Academic Affairs, Taylor Jantz, Senior Vice President and Chief Financial Officer; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; David Kratzer, Senior Vice President for Construction, Facilities, and Auxiliary Operations; Maria Gutierrez Martin, Interim Vice President for Advancement; Stephen Motew, UF Health President and System Chief Executive Officer; David Nelson, Senior Vice President for Health Affairs; David Norton, Vice President for Research; Mary Parker, Vice President and Chief Enrollment Strategist; Brandi Renton, Interim Vice President for Business Affairs; Scott Stricklin, Director of Athletics; James Wegmann, Vice President for Communications; Heather White, Vice President for Student Life; members of the University of Florida community, and the public.

#### **1.0 Call to Order and Welcome**

Committee Chair Anita Zucker welcomed everyone in attendance and called the meeting to order at 10:42 a.m.

#### **2.0 Verification of Quorum**

Interim Vice President Maria Gutierrez Martin verified a quorum with all members present, except Trustee Heavener who had an excused absence.

#### **3.0 Review and Approval of Minutes**

##### **• June 13, 2024 and November 13, 2024**

Committee Chair Zucker asked for a motion to approve the minutes from the June 13, 2024 Committee Meeting and the November 13, 2024 Committee Pre-Meeting. A motion was made by Trustee Cole and

seconded by Trustee Lynne. Committee Chair Zucker asked for any further discussion, after which she asked for all in favor of the motion and any opposed. The motion was approved unanimously.

#### **4.0 Action Items**

- **ADV1 Optimizing Use of Donor Funds**

Interim VP Martin stated due to changing eligibility criteria and legal restrictions, there are times that we are not able to fully utilize our endowed and non-endowed funds. We have over 10,000 donor funds that we are attempting to optimize by establishing an infrastructure for a more standardized fund purpose. The Committee and the Board are asked to approve conducting a holistic review of all these historical funds to ensure the fund balances are being actively leveraged per the donor intent.

Committee Chair Zucker asked for a motion to approve Action Item ADV1. A motion was made by Trustee Cole and seconded by Trustee Lynne. Committee Chair Zucker asked for any further discussion, after which she asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **ADV2 Campaign Planning**

Interim VP Martin stated the Foundation is in the beginning stages of planning for the university's 5<sup>th</sup> comprehensive fundraising campaign. Each large public fundraising campaign is divided into two phases – silent and public – and spans a total of 7 to 10 years. Pre-planning is in progress with our internal assessments detailing our current state analysis with a focus on data integrity. The Committee and the Board are asked to approve the launch of this campaign planning for the next campaign.

Committee Chair Zucker asked for a motion to approve Action Item ADV2. A motion was made by Trustee Cole and seconded by Trustee Lynne. Committee Chair Zucker asked for any further discussion, after which she asked for all in favor of the motion and any opposed. The motion was approved unanimously.

#### **5.0 Discussion Items**

- **5.1 FY24 Final and FY25 Current Fundraising Performance**

Interim VP Martin summarized the report for FY24 final and FY25 current fundraising performance:

- FY24 Final – \$497 million (Total Commitments) and \$367 million (Case Funds Received)
- FY25 Current - \$146 million (Total Commitments) and \$100 million (Case Funds Received)

- **5.2 New Leadership Gifts (June - November 2024)**

Committee Chair Zucker highlighted some of the new gifts received from June to November 2024:

- Whitney Laboratory for Marine Bioscience – leadership gift to support sustainability.
- CitiBank and Department of Electrical and Computer Engineering – partnership involving both philanthropy and sponsored research, including the creation of the Citi Endowed Professorship in Advanced Technologies, support for 10 undergraduate research fellowships per year, and research focused on AI, digital twin, and datacenter energy.
- Provost Office – leadership gift from a couple to provide resources to the provost to grant term Professorships and Chairs to incentivize interdisciplinary research tackling real-world problems.

- Hamilton Center for Classical and Civic Education – gift from The Tikvah Fund to create the Robert M. Beren Program in Jewish Classical Education Fund.
- Levin College of Law – leadership gift from alumnus Gerald A. Rosenthal (JD '73) that will bolster UF Law's positioning at the intersection of technology and law.

Board Chair Hosseini thanked Committee Chair Zucker and Interim VP Martin for their amazing work raising \$497 million in a year of change. He added our endowment next goal should be at least \$7 billion to be competitive with our Top 10 peer universities.

#### **4.0 New Business**

There was no new business to come before the Committee.

#### **5.0 Adjourn**

There being no further discussion, Committee Chair Zucker adjourned the meeting at 10:59 a.m.

DRAFT



**COMMITTEE ON ADVANCEMENT**

**Pre-Meeting Minutes**

**Virtual Meeting**

**Tuesday, February 25, 2025**

**Time Convened: 9:07 a.m.**

**Time Adjourned: 9:09 a.m.**

**Committee and Board members present:**

Morteza “Mori” Hosseini (Board and Acting Committee Chair), David L. Brandon, John E. Brinkman, Richard P. Cole, Christopher T. Corr, Jed V. Davis, Sarah D. Lynne, Daniel T. O’Keefe, Rahul Patel (Board Vice Chair), Marsha D. Powers, Fred S. Ridley, and Patrick O. Zalupski.

**Others present:**

Kent Fuchs, Interim President; Scott Angle, Senior Vice President for Agriculture and Natural Resources; Melissa Curry, Vice President for Human Resources; Kurt Dudas, Vice President for Strategic Initiatives; Ryan Fuller, Interim Vice President and General Counsel; Joe Glover, Interim Provost and Senior Vice President for Academic Affairs; Nick Kozlov, Interim Chief Financial Officer; Maria Gutierrez Martin, Interim Vice President for Advancement; Colt Little, Interim Vice President for Construction, Facilities, and Real Estate; Steve Motew, UF Health President and System Chief Executive Officer; David Norton, Vice President for Research; Steve Orlando, Interim Vice President for Strategic Communications and Marketing; Mary Parker, Vice President and Chief Enrollment Strategist; Brandi Renton, Interim Vice President for Business Affairs; Scott Stricklin, Director of Athletics; Heather White, Vice President for Student Life; members of the University of Florida community, and the public.

**1.0 Call to Order and Welcome**

Board and Acting Committee Chair Mori Hosseini welcomed everyone in attendance and called the meeting to order at 9:07 a.m.

**2.0 Roll Call**

Interim Vice President Maria Gutierrez Martin conducted a roll call with all Committee members present, except Trustee Heavener who had an excused absence.

**3.0 Review Draft Agenda for March Meeting**

**3.1 Review Draft Minutes**

**• December 12, 2024**

Board and Acting Committee Chair Hosseini reminded Committee members to review the draft minutes prior to the board meeting in March.

### **3.2 Review Discussion Items**

- **FY25 Current Fundraising Performance**
- **Campaign Planning Update**
- **New Leadership Gifts (January – March 2025)**

Interim VP Martin stated she will provide an update at the March board meeting on the FY25 current fundraising numbers, campaign planning, and new gifts received since the last meeting in December.

### **4.0 New Business**

There was no new business to come before the Committee.

### **5.0 Adjourn**

There being no further discussion, Board and Acting Committee Chair Hosseini adjourned the meeting at 9:09 a.m.

DRAFT



**COMMITTEE ON AUDIT AND COMPLIANCE  
AGENDA**

**Thursday, March 27, 2025**

**~11:10 a.m.**

**President's Room 215B, Emerson Alumni Hall  
University of Florida, Gainesville, FL**

**Committee Members:**

Daniel T. O'Keefe (Committee Chair), David L. Brandon, John E. Brinkman, Richard P. Cole, Morteza "Mori" Hosseini (Board Chair), Rahul Patel (Board Vice Chair), Marsha D. Powers

- 1.0 Call to Order and Welcome ..... Daniel T. O'Keefe, Chair
- 2.0 Verification of Quorum ..... Vice President Liaison
- 3.0 Review and Approval of Minutes..... Daniel T. O'Keefe, Chair  
[December 12, 2024](#)  
[February 25, 2025](#)
- 4.0 Discussion Item ..... Daniel T. O'Keefe, Chair
  - 4.1 Title IX Progress Update..... Daniel T. O'Keefe, Chair
- 5.0 New Business..... Daniel T. O'Keefe, Chair
- 6.0 Adjourn..... Daniel T. O'Keefe, Chair



## **COMMITTEE ON AUDIT AND COMPLIANCE**

### **Meeting Minutes**

**Thursday, December 12, 2024**

**President's Ballroom 215B, Emerson Alumni Hall**

**University of Florida, Gainesville, FL**

**Time Convened: 10:59 a.m.**

**Time Adjourned: 11:13 a.m.**

#### **Committee and Board members present:**

Daniel T. O'Keefe (Committee Chair), David L. Brandon, John E. Brinkman, Richard P. Cole, Christopher T. Corr, Morteza "Mori" Hosseini (Board Chair), Sarah D. Lynne, Rahul Patel (Board Vice Chair), Marsha D. Powers, Fred S. Ridley, Patrick O. Zalupski, and Anita G. Zucker.

#### **Others present:**

Kent Fuchs, Interim President; Scott Angle, Senior Vice President for Agriculture and Natural Resources; Melissa Curry, Vice President for Human Resources; Kurt Dudas, Vice President for Strategic Initiatives; Elias Eldayrie, Vice President and Chief Information Officer; Ryan Fuller, Interim Vice President and General Counsel; Joe Glover, Interim Provost and Senior Vice President for Academic Affairs; Taylor Jantz, Senior Vice President and Chief Financial Officer; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; David Kratzer, Senior Vice President for Construction, Facilities, and Auxiliary Operations; Maria Gutierrez Martin, Interim Vice President for Advancement; Stephen Motew, UF Health President and System Chief Executive Officer; David Nelson, Senior Vice President for Health Affairs; David Norton, Vice President for Research; Mary Parker, Vice President and Chief Enrollment Strategist; Brandi Renton, Interim Vice President for Business Affairs; Scott Stricklin, Director of Athletics; James Wegmann, Vice President for Communications; Heather White, Vice President for Student Life; Chelsey Clements, Chief Compliance, Ethics, and Privacy Officer; Dhanesh Raniga, Chief Audit Executive; members of the University of Florida community, and the public.

#### **1.0 Call to Order and Welcome**

Committee Chair Dan O'Keefe welcomed everyone in attendance and called the meeting to order at 10:59 a.m.

#### **2.0 Verification of Quorum**

Chief Compliance, Ethics, and Privacy Officer Chelsey Clements verified a quorum with all members present, except Trustee Heavener who had an excused absence.

#### **3.0 Review and Approval of Minutes**

- **June 13, 2024 and November 12, 2024**

Committee Chair O’Keefe asked for a motion to approve the minutes from the June 13, 2024 Committee Meeting and the November 12, 2024 Committee Pre-Meeting. A motion was made by Trustee Cole and seconded by Trustee Brandon. Committee Chair O’Keefe asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

*Note: Action Items AC3 Non-Commercial Aircraft Policy and AC4 Hiring Administrative Employees Policy discussed in the pre-meeting on November 12, 2024 were moved for action to the Governance, Government Relations and Internal Affairs (GGRIA) Committee agenda.*

#### **4.0 Action Items**

- **AC1 Performance Based Funding Audit Report**

Chief Audit Executive Dhanesh Raniga stated Florida Statutes require each university to conduct an annual data integrity audit to verify that the data submitted complies with the data definitions established by the Board of Governors (BOG). The results of the annual data integrity audit are required to be submitted to the BOG Office of Inspector General as part of the university's annual certification process. The Office of Internal Audit has conducted this annual audit for the last 10 years. There were no observations of improvement or noncompliance in the current year’s audit. The Committee and the Board are asked to approve the report and certification that will be signed by the President and Board Chair.

Committee Chair O’Keefe asked for a motion to approve Action Item AC1. A motion was made by Trustee Brandon and seconded by Trustee Powers. Committee Chair O’Keefe asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **AC2 UF Compliance and Ethics Program FY24 Annual Report**

CCO Clements stated per the BOG Regulation 4.003, the Chief Compliance, Ethics, and Privacy Officer is required to report at least annually on the effectiveness of the Compliance and Ethics Program. This annual report includes notable compliance activities and updates from UF’s enterprise-wide compliance program. She shared highlights of UF’s efforts across campus in the seven key criteria areas for establishing an effective compliance and ethics program set out within Chapter 8 of the Federal Sentencing Guidelines: (1) Governance & Oversight, (2) Policies & Standards, (3) Communications & Reporting, (4) Training & Education, (5) Auditing & Monitoring, (6) Response & Prevention, and (7) Enforcing Standards.

Committee Chair O’Keefe asked for a motion to approve Action Item AC2. A motion was made by Trustee Brandon and seconded by Trustee Cole. Committee Chair O’Keefe asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

#### **5.0 Discussion Item**

- **5.1 Audits of Affiliated Organizations**

Chief Financial Officer Taylor Jantz began by introducing our new University Controller, Matt Ellis and then provided a brief annual update of the FY24 affiliated organizations financial audits. Of the 25

university affiliated organizations, 22 have completed their audits and received clean unmodified opinions. 1 unit (Florida 4-H Club Foundation) received management comments, but the comments did not have any material effect on the financial statements or the evaluation of internal controls. The pending 3 units (Historic St. Augustine, Development Corporation, and Cattle Enhancement Board), draft statements have been submitted and are currently in the financial audit process with expected completion after the new year.

#### **4.0 New Business**

There was no new business to come before the Committee.

#### **5.0 Adjourn**

There being no further discussion, Committee Chair O’Keefe adjourned the meeting at 11:13 a.m.

DRAFT



## **COMMITTEE ON AUDIT AND COMPLIANCE**

### **Pre-Meeting Minutes**

#### **Virtual Meeting**

**Tuesday, February 25, 2025**

**Time Convened: 8:21 a.m.**

**Time Adjourned: 8:42 a.m.**

#### **Committee and Board members present:**

Daniel T. O'Keefe (Committee Chair), David L. Brandon, John E. Brinkman, Richard P. Cole, Christopher T. Corr, Jed V. Davis, Morteza "Mori" Hosseini (Board Chair), Sarah D. Lynne, Rahul Patel (Board Vice Chair), Marsha D. Powers, Fred S. Ridley, and Patrick O. Zalupski.

#### **Others present:**

Kent Fuchs, Interim President; Scott Angle, Senior Vice President for Agriculture and Natural Resources; Melissa Curry, Vice President for Human Resources; Kurt Dudas, Vice President for Strategic Initiatives; Ryan Fuller, Interim Vice President and General Counsel; Joe Glover, Interim Provost and Senior Vice President for Academic Affairs; Nick Kozlov, Interim Chief Financial Officer; Maria Gutierrez Martin, Interim Vice President for Advancement; Colt Little, Interim Vice President for Construction, Facilities, and Real Estate; Steve Motew, UF Health President and System Chief Executive Officer; David Norton, Vice President for Research; Steve Orlando, Interim Vice President for Strategic Communications and Marketing; Mary Parker, Vice President and Chief Enrollment Strategist; Brandi Renton, Interim Vice President for Business Affairs; Heather White, Vice President for Student Life; members of the University of Florida community, and the public.

#### **1.0 Call to Order and Welcome**

Committee Chair Dan O'Keefe welcomed everyone in attendance and called the meeting to order at 8:21 a.m.

#### **2.0 Roll Call**

Chief Compliance, Ethics, and Privacy Officer Chelsey Clements conducted a roll call with all Committee members present.

#### **3.0 Review Draft Agenda for March Meeting**

##### **3.1 Review Draft Minutes**

- December 12, 2024**

Committee Chair O'Keefe reminded Committee members to review the draft minutes prior to the board meeting in March.

### **3.2 Review Discussion Items**

- **Internal Audit Activity Report**

Chief Audit Executive Dhanesh Raniga reviewed the FY25 Internal Audit Plan Summary and its status of audits: 4 completed, 5 in final report stage, 9 in progress/planning, 7 in internal audits completed & previously reported and 9 planned internal. He summarized the findings of the following 4 completed audits: Florida Clinical Practice Association Inc. (FCPA) – UF Health Ambulatory Services, UF Alumni Association, Driver and Vehicle Information Database (DAVID) System, and Sponsored Research Subrecipient Monitoring. Overall, 47% of the recommendations have been implemented in a timely manner. He highlighted additional updates for the following activities: coordination of the Office of the Auditor General audits, audits of the Senior Executive Travel Expenses and Interim President’s Travel Expenses, impact of the new Institute of Internal Auditors’ Global Internal Auditing Standards and the results of Quality Assurance Review (QAR) which is required by the Board of Governors Regulation 4.002(6)(e) and the Internal Auditing Standards.

- **January 2025 Foreign Gifts and Contracts Reports**

CCEPO Clements provided an overview of foreign gifts and contracts stating federal and state law require UF to report transactions with foreign sources if the transactions exceed the reporting threshold. Federal reporting is on a calendar year cycle (Jan 1 – Dec 31) and state reporting is on a fiscal year cycle (Jul 1 – Jun 30). Our transaction threshold for federal is \$250,000 and state is \$50,000. 90 units enterprise wide were contacted, with 34% of units reporting for state and 40% of units for federal. Beginning in January 2025, federal guidance introduced a new methodology for indeterminate value contracts and for those contracts that do not have a set monetary value, like clinical trials. The old method required ongoing reporting as funds were received. The new method requires estimating monetary value and no future reporting, unless actual income exceeds estimated by 10%. UF has instituted this new methodology on state reporting for consistency.

### **4.0 New Business**

Board Chair Hosseini requested Committee Chair O’Keefe work with Trustee Richard Cole and other UF Administration to review the Title IX investigation process, costs we are incurring, and provide a recommendation. Committee Chair O’Keefe and Trustee Cole agreed.

### **5.0 Adjourn**

There being no further discussion, Committee Chair Dan O’Keefe adjourned the meeting at 8:42 a.m.





**COMMITTEE ON GOVERNANCE, GOVERNMENT RELATIONS  
AND INTERNAL AFFAIRS**

**AGENDA**

**Thursday, March 27, 2025**

**~11:30 a.m.**

**President Room 215B, Emerson Alumni Hall  
University of Florida, Gainesville, FL**

**Committee Members:**

Morteza “Mori” Hosseini (Board and Committee Chair), David L. Brandon, Richard P. Cole, Christopher T. Corr, James W. Heavener, Rahul Patel (Board Vice Chair), Fred S. Ridley, Patrick O. Zalupski

- 1.0 Call to Order and Welcome .....Morteza “Mori” Hosseini, Chair
- 2.0 Verification of Quorum ..... Vice President Liaison
- 3.0 Review and Approval of Minutes.....Mori Hosseini, Chair  
[December 12, 2024](#)  
[February 25, 2025](#)
- 4.0 Action Items .....Mori Hosseini, Chair  
[GGRIA1](#) UF Regulation ..... Ryan Fuller, Interim General Counsel  
[GGRIA2](#) Direct Support Organization Appointments..... Ryan Fuller  
[GGRIA3](#) Facility Security Clearance ..... David Norton, Vice President for Research
- 5.0 Discussion Items.....Mori Hosseini, Chair  
5.1 UF Health Corporation Update ..... Marsha Powers, Trustee  
5.2 Jacksonville Update..... Kurt Dudas, Vice President for Strategic Initiatives  
5.3 Florida Semiconductor Institute Update .... David Norton, Vice President for Research
- 6.0 New Business .....Mori Hosseini, Chair
- 7.0 Adjourn .....Mori Hosseini, Chair



**COMMITTEE ON GOVERNANCE, GOVERNMENT RELATIONS  
AND INTERNAL AFFAIRS**

**Meeting Minutes**

**Thursday, December 12, 2024**

**President's Ballroom 215B, Emerson Alumni Hall**

**University of Florida, Gainesville, FL**

**Time Convened: 11:13 a.m.**

**Time Adjourned: 12:25 p.m.**

**Committee and Board members present:**

Morteza "Mori" Hosseini (Board and Committee Chair), David L. Brandon, John E. Brinkman, Richard P. Cole, Christopher T. Corr, Sarah D. Lynne, Daniel T. O'Keefe, Rahul Patel (Board Vice Chair), Marsha D. Powers, Fred S. Ridley, Patrick O. Zalupski, and Anita G. Zucker.

**Others present:**

Kent Fuchs, Interim President; Scott Angle, Senior Vice President for Agriculture and Natural Resources; Melissa Curry, Vice President for Human Resources; Kurt Dudas, Vice President for Strategic Initiatives; Elias Eldayrie, Vice President and Chief Information Officer; Ryan Fuller, Interim Vice President and General Counsel; Joe Glover, Interim Provost and Senior Vice President for Academic Affairs; Taylor Jantz, Senior Vice President and Chief Financial Officer; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; David Kratzer, Senior Vice President for Construction, Facilities, and Auxiliary Operations; Maria Gutierrez Martin, Interim Vice President for Advancement; Stephen Motew, UF Health President and System Chief Executive Officer; David Nelson, Senior Vice President for Health Affairs; David Norton, Vice President for Research; Mary Parker, Vice President and Chief Enrollment Strategist; Brandi Renton, Interim Vice President for Business Affairs; Scott Stricklin, Director of Athletics; James Wegmann, Vice President for Communications; Heather White, Vice President for Student Life; members of the University of Florida community, and the public.

**1.0 Call to Order and Welcome**

Board and Committee Chair Mori Hosseini welcomed everyone in attendance and called the meeting to order at 11:13 a.m.

**2.0 Verification of Quorum**

Vice President and University Secretary Mark Kaplan verified a quorum with all members present, except Trustee Heavener who had an excused absence.

**3.0 Review and Approval of Minutes**

**• June 13, 2024, August 12, 2024, October 3, 2024, and November 12, 2024**

Board and Committee Chair Hosseini asked for a motion to approve the minutes from the June 13, 2024 Committee Meeting, the August 12, 2024 and October 3, 2024 Virtual Committee Meetings, the and November 12, 2024 Committee Meeting. A motion was made by Trustee Brandon and seconded

by Trustee Patel. Board and Committee Chair Hosseini asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

#### **4.0 Action Items**

- **GGRIA1 Governance Standards Amendments**

Interim Vice President and General Counsel Ryan Fuller stated to increase transparency and consistency across the university enterprise, the following amendments are being proposed to the Board of Trustees' Governance Standards for approval by this Committee and the Board:

- For UF and Direct Support Organizations: (1) The President must approve any consultant agreements between \$100,000 and less than \$1,000,000 and (2) The Board Chair must approve any consulting agreements of \$1,000,000 or more.
- For UF Health and Shands Entities: (1) The President must approve any consultant agreements between \$1,000,000 and less than \$4,000,000 and (2) The Board Chair must approve any consulting agreements of \$4,000,000 or more.
- The President and Board Chair must approve raise pools for UF faculty and staff.
- The President and Board Chair must approve any deviation from a BOT approved operating budget when such deviation is in an amount or of a type that would have required initial BOT or Board Chair approval.
- Clarification that compensation includes base salary plus all other possible compensation when determining whether a UF Health C-suite hire requires approval of the President after conferring with the Board Chair.

Board and Committee Chair Hosseini asked for a motion to approve Action Item GGRIA1. A motion was made by Trustee Patel and seconded by Trustee Cole. Board and Committee Chair Hosseini asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **GGRIA2 UF Health Corporation Restated Bylaws Amendments**

Interim VP & GC Fuller reminded the Board they approved the establishment of the UF Health Corporation in June 2024 and approved the UF Health Corporation Board (UFHCB) Restated Bylaws in August 2024. Amendments to these Bylaws are proposed to provide additional clarification, including in the administrative alignment for the UF Health reporting structure. Because the amendments impact UFHCB governance, they are being brought to the full Board of Trustees for ratification. He noted this action item was brought before the UFHCB the day prior and approved.

Board and Committee Chair Hosseini asked for a motion to approve Action Item GGRIA2. A motion was made by Trustee Brandon and seconded by Trustee Patel. Board and Committee Chair Hosseini asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **GGRIA3 UF Health Corporation Board Appointment**

Trustee and UF Health Corporation Board Chair Marsha Powers noted as outlined in the UF Health Corporation Restated Bylaws, the appointed position of Secretary for the UFHCB is the UF General Counsel. Due to a change in leadership, the Committee and the Board are asked to approve the appointment of Interim VP & GC Fuller to replace Amy Meyers Hass, who has changed roles within the University. She added this action item was brought before the UFHCB the day prior and approved.

Board and Committee Chair Hosseini asked for a motion to approve Action Item GGRIA3. A motion was made by Trustee Patel and seconded by Trustee Brandon. Board and Committee Chair Hosseini asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **GGRIA4 Presidential Search Firm**

Board Vice Chair and UF Presidential Search Committee Chair Rahul Patel recommended SP&A Executive Search be appointed as search firm for the next UF President. The process for selection and recommendation began with canvassing search firms across the country with experience in presidential searches at large prestigious public and private universities, experience with universities in the state of Florida, and have had multiple successful searches within the last 5 years. We then identified 4 search firms. One had a commitment to another institution, so we interviewed 3 search firms. We believe SP&A Executive Search are uniquely positioned to help guide UF through our search. They are led by managing partner Alberto Pimental, were established in 2007, and have had several recent successful searches including UCLA, University of Arizona, UCF, and FSU. Mr. Pimental has agreed to personally handle our search, and the firm will have no activities that present competition or conflicts with our search, which will be included in our contract.

Board and Committee Chair Hosseini asked for a motion to approve Action Item GGRIA4. A motion was made by Trustee Patel and seconded by Trustee Ridley. Board and Committee Chair Hosseini asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **GGRIA5 Jacksonville Campus Update**

Board Chair Hosseini stated in November 2022, he and President Fuchs received a letter from then-Mayor of Jacksonville Lenny Curry inviting the University of Florida to consider building a new campus in downtown Jacksonville. The invitation was echoed many times over by the official support from Jacksonville City Council, a proposed partnership from the business community, and the support of numerous donors and community leaders. Recently we received a second letter, this time from current Jacksonville Mayor Donna Deegan expressing her strong support for the UF Jacksonville campus and offering additional support for a suggested site, as well as continued support for UF Health in downtown. We have received \$300 million in total funding so far from the State of Florida, the City of Jacksonville, and local businesses and community leaders with private philanthropy. Additionally, the city has committed to contributing the land needed for the downtown campus. Vice President for Strategic Initiatives Kurt Dudas will share details of our potential site evaluation process and how we arrived at our site recommendation. VP Dudas has participated in countless meetings to advance this project and has done an exceptional job. Our plan is to start new graduate degree programs beginning in the fall of 2026. We plan to introduce degree programs from the Colleges of Business, Engineering, Law, Medicine, and Design Construction and Planning. This will include several newly created or redesigned programs in concentrations such as artificial intelligence and data analytics. We will devote considerable resources to establish a world class research presence and facility in this area in Jacksonville, with an initial focus in semiconductor technology through the Florida Semiconductor Institute. He expressed his gratitude to our numerous partners who have been essential for this initiative, including Mayor Deegan, the Jacksonville City Council and Chamber of Commerce, former City Council Presidents Terrence Freeman and Ron Salem, current City Council President Randy White,

JAXUSA, the Downtown Investment Authority, the University of North Florida, and many more. This is an exciting, transformative day for both Jacksonville and the University of Florida.

Vice President for Strategic Initiatives Kurt Dudas stated we were able to short-list three potential site locations through the evaluation process: (1) Prime Osborn Convention Center, (2) Florida State College Jacksonville, and (3) Jacksonville Fairgrounds. UF has identified the Prime Osborn Convention Center site as the optimal location for our future campus and for the city. The site is outstanding in terms of access and visibility. It will provide access to nearby neighborhoods, urban amenities, parks and cultural institutions, as well as visibility to major employers and industry that pair well with our initial graduate offerings. There are several parcels of vacant land which could be the phase one construction site. And multiple existing buildings that we could occupy for initial launch that could be invested in to become part of the permanent campus, rather than serve as temporary space. Our goal is to offer world class facilities for our students, faculty, and staff. The campus will be architecturally significant and will add to the urban fabric of the city. We anticipate ground floor retail in high traffic areas of the campus, which will integrate into the surrounding community. And UF Health's 8<sup>th</sup> Street campus is conveniently located only two miles north. As a top university with strong ties to one of the most dynamic cities in the country, we want the University of Florida to be a leader in this regard. We are committed to our partners in Jacksonville and excited about the work we'll do there for our students and for our state.

Vice President for Research David Norton commented on the tremendous opportunity to locate the Florida Semiconductor Institute in Jacksonville as part of our research and economic development efforts. College of Medicine Dean Jennifer Hunt provided a brief preview of our opportunity to expand our Physician Assistant training programs to help address an impending crisis in primary health care accessibility.

Board Chair Hosseini then opened the floor for further discussion, comments, and any questions. Board Vice Chair Patel and Trustees Zucker, Powers, and Brandon expressed their immense excitement for the initiative, commended everyone involved in the years of work that went into the selection of the city and site for this new campus, and noted the excellent opportunity this will create to advance the mission of the university in partnership with the City of Jacksonville. Trustee Corr asked whether we plan to build housing for the new campus and Board Chair Hosseini responded that we plan to explore a variety of options, including potential Public Private Partnerships (P3) under the Board of Governors regulations.

Board and Committee Chair Hosseini asked for a motion to approve Action Item GGRIA5. A motion was made by Trustee Brandon and seconded by Trustee Corr. Board and Committee Chair Hosseini asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **GGRIA6 Non-Commercial Aircraft Policy**

Trustee Dan O'Keefe stated establishing the non-commercial aircraft policy is part of our continued efforts to strengthen our governance and transparency. It addresses justification for use, approvals required, and necessary record keeping. He noted the proposed policy and action item were discussed at the November 12, 2024 AC Committee Pre-Meeting and are being brought to this Committee and the Board for approval today.

Board and Committee Chair Hosseini asked for a motion to approve Action Item GGRIA6. A motion was made by Trustee Brandon and seconded by Trustee Patel. Board and Committee Chair Hosseini asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **GGRIA7 HR Administrative Employee Hiring**

Trustee Dan O'Keefe stated establishing the hiring administrative employee's policy is part of our continued efforts to strengthen our governance and transparency. It sets forth criteria to ensure hiring is performed in accordance with the requirements of HR. He noted the proposed policy and action item were discussed at the November 12, 2024 AC Committee Pre-Meeting and are being brought to this Committee and the Board for approval today.

Board and Committee Chair Hosseini asked for a motion to approve Action Item GGRIA1. A motion was made by Trustee Cole and seconded by Trustee Patel. Board and Committee Chair Hosseini asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

## **5.0 Discussion Items**

- **5.1 UF Health Corporation Board Update**

Trustee and UFHCB Chair Powers shared this week was the first in person meeting for the UF Health Corporation Board. It was a valuable meeting with a tremendous group of board members that are engaged and want to drive the UF Health system forward. The opportunity for synergies going forward with one corporation is going to be phenomenal.

- **5.2 Government Update**

VP Kaplan shared state level updates for legislative leadership transitions, term limits, special elections, historic investment, more oversight, national conversation about higher ed, and state general revenue collections and spending forecasts, the upcoming 2025 legislative session from March 4 to May 2, and Gator Day in Tallahassee on April 15 & 16. He shared federal level updates for outstanding legislation (including FY25 appropriations, national defense authorization, supplemental disaster aid, and farm bill), legislative leadership transitions, health care finance and policy, research funding and overhead costs, affordability, accountability, accreditation, potential Florida-like reforms, research security, immigration, and Gator Day in Washington DC targeted for May. He closed with sharing success stories with students participating in collaborative internship programs at both the state and federal levels and a new local internship program called CiviGators.

## **6.0 New Business**

There was no new business to come before the committee.

## **7.0 Adjourn**

There being no further discussion, Board and Committee Chair Hosseini adjourned the meeting at 12:25 p.m.

**COMMITTEE ON GOVERNANCE, GOVERNMENT  
RELATIONS AND INTERNAL AFFAIRS**

**Virtual Meeting Minutes**

**Tuesday, February 25, 2025**

**Time Convened: 9:09 a.m.**

**Time Adjourned: 9:32 a.m.**

**Committee and Board members present:**

Morteza “Mori” Hosseini (Board and Acting Committee Chair), David L. Brandon, John E. Brinkman, Richard P. Cole, Christopher T. Corr, Jed V. Davis, Sarah D. Lynne, Daniel T. O’Keefe, Rahul Patel (Board Vice Chair), Marsha D. Powers, Fred S. Ridley, and Patrick O. Zalupski.

**Others present:**

Kent Fuchs, Interim President; Scott Angle, Senior Vice President for Agriculture and Natural Resources; Melissa Curry, Vice President for Human Resources; Kurt Dudas, Vice President for Strategic Initiatives; Ryan Fuller, Interim Vice President and General Counsel; Joe Glover, Interim Provost and Senior Vice President for Academic Affairs; Nick Kozlov, Interim Chief Financial Officer; Maria Gutierrez Martin, Interim Vice President for Advancement; Colt Little, Interim Vice President for Construction, Facilities, and Real Estate; Steve Motew, UF Health President and System Chief Executive Officer; David Norton, Vice President for Research; Steve Orlando, Interim Vice President for Strategic Communications and Marketing; Mary Parker, Vice President and Chief Enrollment Strategist; Brandi Renton, Interim Vice President for Business Affairs; Scott Stricklin, Director of Athletics; Heather White, Vice President for Student Life; members of the University of Florida community, and the public.

**1.0 Call to Order and Welcome**

Board and Committee Chair Mori Hosseini welcomed everyone in attendance and called the meeting to order at 9:09 a.m.

**2.0 Verification of Quorum**

Interim Vice President and General Counsel verified a quorum with all members present, except Trustee Heavener who had an excused absence.

**3.0 Action Items**

• **GGRIA1 Presidential Qualifications and Criteria**

Board Vice Chair and UF Presidential Search Committee Chair Rahul Patel provided a progress update of the Presidential Search Advisory Committee’s search for our next university president. In accordance with Board of Governors regulations, there are three aspects of the search that require approval by the Board to move the search forward: (1) Presidential qualifications and criteria, (2) Presidential prospectus and advertisement, and (3) Presidential compensation. In January, the search committee conducted ten listening sessions with faculty, staff, students, administration, alumni, donors, and university stakeholders to solicit input on short and long-term opportunities, challenges for the university, and professional and personal qualities we should look forward in our next university

president. The listening sessions were well attended and the search committee obtained valuable feedback.

The search committee qualifications working subgroup led by Trustee Marsha Powers worked in coordination with our outside search consultant SP&A to create a set of qualifications and criteria that incorporated the feedback we received. This set of qualifications and criteria will be used by those involved in the search to evaluate potential candidates. The full search committee approved on February 3 for recommendation of approval by this Committee and placement on the full Board consent agenda for approval.

Board and Committee Chair Hosseini asked for a motion to approve Action Item GGRIA1. A motion was made by Trustee Brandon and seconded by Trustee Cole. Board and Committee Chair Hosseini asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **GGRIA2 Presidential Prospectus and Advertisement**

Board Vice Chair and UF Presidential Search Committee Chair Rahul Patel stated the presidential prospectus is designed to be the center of our marketing effort for the search which includes background on the university, key statistics and rankings, and a description of the qualities and characteristics we are looking for in our next president. The advertisement is a slimmed down version of the prospectus and is designed to be placed in publications relevant to higher education. The search committee marketing working subgroup led by Karen Unger worked with internal staff to create a recommended prospectus and advertisement. The full search committee approved on February 3 for recommendation of approval by this Committee and placement on the full Board consent agenda for approval.

Board and Committee Chair Hosseini asked for a motion to approve Action Item GGRIA2. A motion was made by Trustee Ridley and seconded by Trustee Cole. Board and Committee Chair Hosseini asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **GGRIA3 Presidential Compensation**

Board Vice Chair and UF Presidential Search Committee Chair Rahul Patel stated the recommended presidential compensation range will be used to negotiate an agreement with our final chosen presidential candidate. Mercer, an outside third-party executive compensation analyst worked with our search committee compensation subgroup to create the recommended presidential compensation document.

Mercer Lead Partner Lyn Harper provided a summary of the key aspects of the compensation analysis highlighting some of the key factors for the Board's consideration as it decides on a presidential compensation range.

- UF's presidential market: Because UF is just as large and complex, or even more so, than it's public and private peers based on it being a R01 university, student enrollment and revenues above the 90<sup>th</sup> percentile of its peers, it has a highly regarded graduate and professional student program, it has a complex academic medical system, and it is a member of the SEC for athletics. And there is fluidity in the market where presidents move from private to public institutions,



and vice versa. It is Mercer's opinion that both private and public institutions are part of the UF presidential market.

- Compensation market trends: Mercer compares compensation by looking at all elements of a president's compensation package, including base salary, annual incentives, deferred compensation, and benefits. In the current market we are seeing two major trends relevant to a university presidential total cash compensation. First, 30% of UF's peer institutions have experienced turnover in the last two years and another 30% are currently in process of turning over. Second, total cash compensation has significantly increased during the last two years. Some of UF's peers are paying their top executives \$2.5 million and three peer institutions are paying over \$3 million in total cash compensation. This trend can also be seen in the state of Florida. FSU is paying its current president \$2.2 million, UM paid its recent past president \$2.1 million, and FAU has received approval for \$1.2 million for its new president (a 42% increase over its former president). When looking specifically at presidential based salary annual cash compensation for UF's peer institutions, we see that the prevalence of bonuses continues to increase. Half of UF's peers provide their presidents with a bonus, including public institutions. 50% of UF's peers utilize deferred compensation or retention payments of over \$100,000, including 15% that are over \$500,000. We have seen bonuses and deferred compensation used as a mechanism to align presidential pay with institutional success. Between 2023 and 2025, the 50<sup>th</sup>, 75<sup>th</sup>, and 90<sup>th</sup> percentile of total compensation for presidents at UF peer institutions has increased by 6%, 19%, and 7% respectively. This increase does not account for any increases that will come from presidential hiring that is likely to happen this year. Based on these factors, Mercer can support the recommendation of a maximum total compensation in the range targeting the 90<sup>th</sup> percentile, which is currently \$2.697 million. Given the high turnover rate of presidents in all segments of industry and the number of R1 institutions that are competing for top presidential candidates, Mercer advises the Board to consider a  $\pm$  10% range around that 90<sup>th</sup> percentile, which would set a maximum total cash compensation range of \$3 million.

Board Vice Chair and UF Presidential Search Committee Chair Patel stated after reviewing Mercer's analysis and listening to Ms. Harper's presentation, the search committee's compensation sub working group approved a recommended compensation range not to exceed \$3 million. Following Ms. Harper's presentation to the full search committee, the recommendation was approved. The search committee believes that this range will allow UF to attract and retain a leader that has experience and the talent to achieve our strategic goals and sustain UF.

SP&A Executive Search Co-Founder and Managing Partner Alberto Pimentel highlighted a few key points. Over the last several months, SP&A has worked closely with Mercer and Chair Patel to gather and refine the data. Our joint efforts and extensive interactions with universities throughout the county really have confirmed the dynamic nature of the marketplace and how competitive it has become for talent. The sheer number of turnovers among presidents of major universities is unprecedented. We have not seen this in the last 30 years, and it has happened in a very quick dramatic manner. Currently there are 20 open searches that are beginning to post and the trend we are starting to see is the baseline salaries increasing again. SP&A believes the compensation Mercer is recommending is consistent with the marketplace trends they see as well.

Board Vice Chair and UF Presidential Search Committee Chair Patel stated on behalf of the search committee, he is asking that the Governance Committee approve the recommended compensation

range not to exceed \$3 million and a delegation of authority to our Board Chair to negotiate the contract with the final presidential candidate, for placement on the Board's consent agenda.

Board and Committee Chair Hosseini asked for a motion to approve Action Item GGRIA3. A motion was made by Trustee Cole and seconded by Trustee Brandon. Board and Committee Chair Hosseini asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

**4.0 Discussion Items**

**• UF Regulation**

Interim VP & GC Fuller stated after the state of Florida decertified the Union representing USPS employees, the university moved our 180 employees in those positions into the TEAMS classification to align all university staff into one classification. HR notified the impacted employees of the change and documented it in their personnel files. Consistent with this change, the university seeks to amend regulations to remove references to the USPS classification or repeal regulations that are exclusively related to the USPS classification. This item will be brought to the Committee as an action item for approval at the March board meeting.

**• Direct Support Organization Appointments**

Interim VP & GC Fuller stated pursuant to University of Florida Governance Standards, all appointments of Directors to University Direct Support Organizations must be approved by the Board. This item will be brought to the Committee as an action item for approval at the March board meeting. The 52 appointments for review and consideration are:

**Florida 4-H Club Foundation, Inc. (11)**

Dana Bluckhorn Davis	Errick Farmer	Roy Petteway
Wendy Smith	Raiza Solorzano	Sarah Wolking
Samual J. Ard	Danita Thomas Heagy Bascom "Nax" Joye	Robert "Scott"
Mixon Curt Williams		

**University of Florida Alumni Association, Inc. (17)**

John Dicks	Elizabeth Levine	Ari Luxenberg
Smith Meyers	Kyle Robisch	Beau Beaubien
Cristina Cabrera	Jessica Costello	Ruan Cox
Christina Criser Jackson	Alex Hurd	Kim Kaupe
Careshia Moore	Glenna Palazzo	Andrea Pelt-Thornton
Damon Sununtnasuk	Craig Thompson	

**University of Florida Leadership and Education Foundation (2)**

Kati Migliaccio  
Michael Basore

**University of Florida Foundation, Inc. (4)**

Swati Patel	Eugene Pettis
Jon Pritchett	Howard Sheridan

**GatorCare (2)**

Joseph Glover  
Lesli Ward

**UF Historic St. Augustine (6)**

Susan Parker	John Fraser
Jeff Atwater	Doug Jones
Charles Ellis	Referend Father Thomas S. Willis

**University of Florida Investment Corporation, Inc. (1)**

William Walton

**Florida Foundation Seed Producers, Inc. (3)**

Ricky Hartley  
Jonas Forrester  
Matthew Griffin

**University of Florida Research Foundation (2)**

Saby Mitra  
Brad Bennett

**Citrus Research and Development Foundation (3)**

Joseph B. "Joby" Sherrod  
Deeley A. Hunt  
George F. Hamner, Jr.

**University of Florida Development Corporation (1)**

Burl "Colt" Little

**6.0 New Business**

There was no new business to come before the committee.

**7.0 Adjourn**

There being no further discussion, Board and Committee Chair Hosseini adjourned the meeting at 9:32 a.m.



**COMMITTEE GOVERNANCE, GOVERNMENT RELATIONS  
AND INTERNAL AFFAIRS  
ACTION ITEM GGRIA1  
MARCH 27, 2025**

**SUBJECT:** UF Regulation: USPS Regulation Amendments

---

**BACKGROUND INFORMATION**

The University previously had two staff employee classifications: (1) Technical, Executive, Administrative and Managerial Support Staff (TEAMS); and (2) University Support Personnel System Staff (USPS). The USPS employee classification included only approximately 180 employees. TEAMS is the primary staff employee classification for the University. After the State of Florida decertified the union representing USPS employees, the University moved USPS employees into the TEAMS classification. Human Resources notified the impacted employees of this change and documented it in their personnel files.

Consistent with this change and to avoid any confusion, the University seeks to act on the following university regulations to either remove references to USPS or repeal regulations exclusively related to USPS:

- |         |         |         |         |          |
|---------|---------|---------|---------|----------|
| • 1.006 | • 1.018 | • 1.202 | • 3.054 | • 5.0764 |
| • 1.063 | • 1.019 | • 3.006 | • 3.056 | • 7.003  |
| • 1.007 | • 1.100 | • 3.040 | • 3.058 |          |
| • 1.012 | • 1.200 | • 3.045 | • 3.059 |          |
| • 1.017 | • 1.201 | • 3.047 | • 3.062 |          |

**PROPOSED COMMITTEE ACTION**

The Committee on Governance, Government Relations and Internal Affairs is asked to take action to approve the applicable amendments to or repeal of the foregoing regulations for recommendation to the full Board of Trustees for approval.

**ADDITIONAL COMMITTEE CONSIDERATIONS**

None.

---

Supporting Documentation Included: Summary and Tracked Changes to Impacted Regulations

Submitted by: Melissa Curry, Vice President for Human Resources

Approved by the University of Florida Board of Trustees, March 28, 2025

---

Morteza "Mori" Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary

## **NOTICE OF PROPOSED REGULATIONS AMENDMENTS**

Date: March 13, 2025

**REGULATION TITLE:**

See Attachment "A".

**REGULATION NO.:**

See Attachment "A".

**SUMMARY:** UF Human Resources proposes to amend eighteen (18) regulations, as set forth on Attachment A to delete all references to a UF employee classification title, University Support Personnel System (USPS), that is no longer active.

**AUTHORITY:** See Attachment "A"

**COMMENTS CONCERNING THE PROPOSED REGULATION AMENDMENT(S) SHOULD BE SUBMITTED WITHIN 14 DAYS OF THE DATE OF THIS NOTICE TO THE CONTACT PERSON IDENTIFIED BELOW.** The comments must identify the regulation on which you are commenting.

**THE PERSON TO BE CONTACTED REGARDING THE PROPOSED REGULATION AMENDMENT IS:** Kathy Gowan, Legal Assistant II, 123 Tigert Hall, Post Office Box 113125, University of Florida, Gainesville, Florida 32611, 352-392-1358 office, 352-392-4387 facsimile, regulations@ufl.edu.

**NAME OF PERSON WHO APPROVED THE PROPOSED REGULATION AMENDMENT:** Melissa Curry, Vice President of UF Human Resources

**THE FULL TEXT OF THE PROPOSED REGULATION AMENDMENTS ARE ATTACHED TO THIS NOTICE.**

**Attachment “A”**

<b>Regulation Number</b>	<b>Regulation Title</b>	<b>Authority</b>
1.006	Non-Discrimination/Harassment/Invasion of Privacy Policies	BOG Regulation 1.001
1.0063	Affirmative Action; Complaints and Appeal Procedures for Academic Personnel (AP), Technical, Executive, Administrative and Managerial Support (TEAMS) Staff Members and University Support Personnel System (USPS) Employees	BOG Regulation 1.001
1.007	Code of Penalties	BOG Regulation 1.001
1.012	Tuition-Free Courses	BOG Resolution dated 1/7/2003
1.017	Separations from Employment, Layoff and Furlough	BOG Resolution dated 1/7/2003
1.018	Works and Inventions	BOG Regulation 1.001
1.019	Limited Access Records	BOG Regulation 1.001
1.100	General Personnel Policy	BOG Regulation 1.001
1.200	Benefits, Retirement Programs, Employment Services and Holidays	BOG Regulation 1.001
1.201	Leaves	BOG Regulation 1.001
1.202	University Bonus Plans	BOG Regulation 9.015; Section 1012.978, F.S.
3.006	Parking	BOG Regulation 1.001
3.040	Employee Recognition Program	BOG Regulation 1.001
3.054	Appointment, Technical, Executive, Administrative, and Managerial Support and University Support Personnel System Staff	BOG Resolution dated 1/7/2003
3.056	Resignation and Non-Reappointment of Technical, Executive, Administrative, and Managerial Support Staff	BOG Regulation 1.001
3.062	General Personnel Policy for University Support Personnel System Employees	Specific Authority: 1001.74(4), FS. Law Implemented: 1001.74(19), FS.
5.0764	College of Medicine Policy on Pharmaceutical, Medical Device, and Biotechnology Industry Conflicts of Interest	BOG Regulation 1.001
7.003	Academic Personnel Employment Plan: Academic Appointments, Types of Appointments, Appointment Status Modifier, and Academic-Administrative Classification Titles	Specific Authority: 1001.74(4) FS. Law Implemented: 1001.74(19), 1001.75(3) FS.

REGULATIONS OF THE  
UNIVERSITY OF FLORIDA

1.006 Non-Discrimination/Harassment/Invasion of Privacy Policies.

(1) The University shall actively promote equal opportunity policies and practices conforming to laws against discrimination. The University is committed to nondiscrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, marital status, national origin, political opinions or affiliations, genetic information and veteran status as protected under the Vietnam Era Veterans' Readjustment Assistance Act. This commitment applies in all areas to students, Academic Personnel (AP); Technical, Executive, Administrative, and Managerial Support (TEAMS) staff, ~~University Support Personnel System (USPS) personnel~~, and Other Personnel Services (OPS) employees. This commitment intends to reflect the University's belief that educational and employment decisions and access to University activities should be based on individuals' abilities and qualifications and not on irrelevant factors, as well as that the University values broad diversity within our community and is committed to diversity and eliminating discrimination.

(2) It is the policy of the University that each employee and student be allowed to work and study in an environment free from any form of discrimination or harassment as defined in University regulations or law.

(a) Sexual harassment is a form of sex discrimination under Title VII of the Civil Rights Act of 1964. Sexual harassment is defined as unwelcome sexual advances, or requests for sexual favors, and other verbal or physical conduct of a sexual nature when:



1. Submission to such conduct or request is made either explicitly or implicitly a term or condition of an individual's employment or academic status;

2. Submission to or rejection of such conduct or request by an individual is used as the basis for employment or academic decisions affecting such individual; or

3. Such conduct or request has the purpose or effect of unreasonably interfering with an individual's work or academic performance or of creating an intimidating, hostile work-related or academic environment.

(b) Sexual misconduct is a form of sex discrimination. Sexual misconduct is defined as physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. For the purposes of this regulation sexual misconduct includes sexual violence, sexual exploitation, nonconsensual sexual contact and nonconsensual sexual intercourse. Sexual violence includes rape, sexual assault, sexual battery and sexual coercion.

(c) Disciplinary Action.

1. Any employee or student of the University who is found to have harassed or discriminated against another employee or applicant for employment or student, will be subject to disciplinary action up to and including dismissal or expulsion.

2. Any employee or student in a supervisory capacity who has actual knowledge by direct observation or by receipt of a complaint of sexual harassment, or sexual misconduct and who does not report the matter directly to the Director of Employee and Labor Relations, shall be subject to disciplinary action up to and including dismissal or expulsion.

(3) Complaints and Appeal Procedures. Any employee or student who believes that he or she is a victim of discrimination or harassment, including without limitation sexual harassment and sexual misconduct as defined above or retaliation for filing a claim of discrimination, may pursue informal resolution of the complaint or may file a formal written complaint in accordance with University of Florida Regulations 1.0063 and 4.012. Employees and students may contact the Director of Employee and Labor Relations to seek assistance in informally resolving the complaint or in filing a formal complaint or grievance.

(4) Invasion of Privacy. The University prohibits making, using, disclosing or distributing a recording of a person in a location or situation in which that person has a reasonable expectation of privacy and is unaware of the recording or does not consent to it; and any other conduct that constitutes an invasion of privacy of another person under applicable law or University regulations. Any employee or student of the University who is found to have so invaded the privacy of another person, shall be subject to disciplinary action up to and including dismissal or expulsion.

(a) It shall not be a violation of this provision to make a recording authorized by the Florida Sunshine Law, any other law or University regulation or policy. Any making, use, disclosure, or distribution of an authorized recording must comply with the requirements of the applicable authorization, law and/or University regulation or policy, including without limitation obtaining any required notice or consent.

(b) University policies may provide further information and requirements concerning making, using, disclosing and distributing recordings. Refer to University websites for policies on recording and on privacy.

(c) Recording is defined as any recording, visual (for example and without limitation, photographs and videos), audio or both, in any medium, using any technology.

Authority: BOG Regulation 1.001.

History: New 2-23-82, Amended 3-6-85, 11-13-90, 4-30-95, 11-25-03, 10-11-07 (technical changes only), Formerly 6C1-1.006, Amended 3-16-10, 9-30-10 (technical changes only), 12-10-10, 3-22-13, Amended 4-1-16; Amended 3-23-18 (technical changes only).  
Amended 3- -2025.

REGULATIONS OF THE  
UNIVERSITY OF FLORIDA

1.007 Code of Penalties.

(1) The following constitutes a uniform code of penalties for violation of University of Florida rules which the President or the President's designee is authorized to impose on students, Academic Personnel (AP), and Technical, Executive, Administrative and Managerial Support (TEAMS), ~~and University Support Personnel System (USPS) personnel~~ (hereinafter "employees"):

(a) Penalties for violation of standards of academic honesty, such as plagiarism, cheating, and other activities which interfere with the educational mission of the University, range from counseling to expulsion in the case of students or oral reprimand to termination in the case of employees.

(b) Penalties for failure to pay debts owed the University range from the assessment of a penalty fee to withholding of official records or benefits for both students and employees.

(c) Penalties for violation of standards of conduct range from counseling to expulsion in the case of students, or oral reprimand to termination in the case of employees.

(d) Penalties for violation of employment contracts range from oral reprimand to termination.

(e) Penalties for falsification of records range from oral reprimand to expulsion or revocation of degrees in the case of students and former students, or from oral reprimand to termination in the case of employees.

(2) These remedies are not exclusive of other remedies provided under law.

Authority: BOG Regulation 1.001.

History: New 4-25-80, Formerly 6C1-7.46, Amended 3-25-85, Formerly 6C1-1.07,  
Amended 3-2-87, 3-12-03. Formerly 6C1-1.007, Amended 3-23-18, Amended 3-\_\_-2025.

REGULATIONS OF THE  
UNIVERSITY OF FLORIDA

1.012 Tuition-Free Courses.

(1) The University of Florida deeply values the education of its employees and strongly encourages its staff to pursue educational opportunities for professional growth and development. To this end, the university has adopted the Employee Education Program (“EEP”), which is described in section (1) of this regulation.

(a) Full-time University of Florida Academic Personnel (AP), ~~and~~ Technical, Executive, Administrative and Managerial Support (TEAMS) employees ~~and University Support Personnel System (USPS) employees~~ in good standing who have been employed for at least six (6) months are eligible to apply for enrollment in up to six (6) credit hours of instruction per semester at the University of Florida. Such employees with a principal place of employment outside of Alachua County are eligible to apply for enrollment in up to six (6) credit hours of instruction per semester at the state university in Florida closest to the place of employment. Alternatively, full-time TEAMS employees in good standing who have been employed for at least six (6) months are eligible to apply for enrollment in up to six (6) credit hours of instruction per semester at a public community college closest to their assigned work location in Florida, at a Florida state university closest to their assigned work location, or at a vocational technology center closest to their assigned work location. It shall be the sole discretion of the employee’s department chair or equivalent unit administrator as to the number of credit hours, up to six, that may be registered for under this program each semester. Participation in the EEP is neither a benefit of employment nor a guaranteed right.

1. Participating employees must meet academic requirements and be in an established position on the date that fees are due. The University will establish the periods of enrollment each semester for employees registering for courses provided under this program.

2. This program does not permit enrollment in thesis, dissertation, internships, directed individual study, individual performance courses, non-credit courses, and sponsored credit programs, off-book programs, and some distance education course offerings. A participating employee must be admitted to the respective institution as a degree or non-degree seeking student. Courses taken in a non-degree seeking status may not apply to a degree program.

3. In order to continue to participate in the EEP, an employee must achieve a passing grade in and complete all courses taken in the EEP program.

(b) This program is not available to OPS or part-time personnel or employees assigned to temporary, visiting or probationary appointments. As a result, graduate assistants, residents, and some faculty members are not eligible to participate.

1. The costs associated with non-credit courses and program offerings otherwise required as an extension of regular employee training are not covered under this program. The University's fee petition and fee refund policies and procedures are not applicable to courses taken through this program. Therefore, there is no petition process for a refund of any fees paid.

2. No employee may participate in both the EEP and either the Department of Management Services' State Employee Education Voucher Program or the State Employee Fee Waiver Program in the same semester.

(c) To the extent possible, class attendance should be scheduled during non-working hours. If any University employee enrolls for a course during working hours, all time taken



during that period, including time taken in traveling to and from classes, shall be charged to vacation or compensatory leave or leave without pay, unless the work schedule has been adjusted to accommodate the class, subject to approval by the appropriate supervisor or administrator.

(d) The employee must complete the application form, available from the Office of Human Resource Services at 903 W. University Avenue and from the HRS website at <https://learn-and-grow.hr.ufl.edu/education-programs/>, and must secure written approval from his or her supervisor and department chair or equivalent unit administrator. The employee's department chair or equivalent unit administrator must certify that the employee meets the employment requirements for participation and that the time used is covered by appropriate leave or schedule adjustment. The completed form must be submitted to the University Registrar, 222 Criser Hall, by the published EEP application deadline each semester. In the case of an employee with a principal place of employment outside of Alachua County who wishes to attend another state university, the completed form must be submitted to the Education Coordinator for Human Resource Services, 903 W. University Avenue, by the published application deadline.

(e) Unless otherwise required by applicable law or regulation, the value of courses in which the employee has enrolled under the provisions of this program shall not be used to compute the employee's base rate of pay or regular rate of pay; however, certain courses may be subject to taxes as defined by the United States Internal Revenue Service. Employees are responsible for any individual tax liability that may result from participation in this tuition program and should refer any tax questions to their tax advisor.

(f) The employee shall pay any additional fees including, but not limited to:

1. Application fees.
2. Out-of-State Tuition and Fees (in-state tuition rates apply for exempt TEAMS

employees and faculty regardless of residency requirements).

3. Photo I.D. Fees.
4. Late Registration Fees.
5. Late Payment Fees.
6. Material and Supply Fees.
7. Off-campus Course Fees, which include but are not limited to, distance education

or online course fees.

8. Any other fees not covered by this program.

(g) The University shall be responsible for the in-state portion of the following fees:

1. Matriculation Fees
2. Building Fees.
3. Capital Improvement Fees
4. Student Financial Aid Fees.

(h) The University shall waive the following local fees and the employee will not be eligible for services provided by these fees. (For students attending another state institution these fees will be paid by the University). The services provided through these fees are, therefore, not available to the employee, and the employee does not have the option to pay any of these fees to take advantage of these services:

1. Activity and Service Fees.
2. Athletic Fees.
3. Student Health Fees.
4. Transportation Fees.

(i) As of May 2008, an employee whose principal place of employment is in Alachua

County may participate in the EEP only at the University of Florida and Santa Fe College. Any such employees who were enrolled in degree programs at institutions other than the University of Florida or Santa Fe College under the EEP prior to the summer 2008 terms may complete their programs using EEP funding for a period not to exceed three years beginning in the fall 2008 semester, subject to all the terms and conditions set forth in section (1) of this regulation.

(j) Continuation of this program of instruction is contingent upon the University's continuing ability to meet workload requirements and meeting the financial obligations of the program. At any time and with 10 days' notice, the University may terminate or modify this program. Participation in a course by an employee is contingent upon the department's continuing ability to meet workload requirements. At any time, with 5 days' notice, the University may terminate an individual's participation in this program.

(k) The Office of Human Resource Services shall be the administrator of this program and shall make available application forms on their website at <https://learn-and-grow.hr.ufl.edu/education-programs/>.

(2) Persons who supervise interns from the University of Florida will be given one non-transferable Certificate of Participation for completion of an approved internship experience (or its equivalent) in a program area, upon the recommendation of the President or the President's designee. A certificate will also be awarded to persons who attend a required training session for the preparation of intern supervisors provided that the training session is approved for this purpose by the President or the President's designee.

(a) For purposes of this regulation an internship experience shall be defined as a supervised field experience in an identified program area of the University which has been approved by the University's Director of Internship Programs in the Office of Academic Affairs.

(b) Verification of the supervised internship experience for all areas shall be made by the program area college or unit. All requests for Certificates of Participation shall be forwarded to the Director of Internship Programs for review and processing.

(c) Each Certification of Participation is valid for one term only except that for the Summer terms, the Certificate may be used for registration during both Summer terms. The Certificate entitles the holder to register at the University of Florida after paying only the building fee and the capital improvement trust fund fee for each credit hour attempted each term of instruction, including courses offered through Continuing Education programs of the University. Refer to Regulation 3.0375, for the cost of said fees at the University of Florida. No Certificate will be valid after three (3) years from the date of issue.

(d) The University of Florida will honor Certificates of Participation issued by other state universities in Florida on the same terms as set forth in this section.

(3) A State of Florida employee with the approval of the agency head or equivalent is permitted to enroll at a state university for up to six (6) credit hours of courses per term on a space-available basis. Tuition and fees for these credit hours are waived pursuant to Section 1009.265, F.S.

(a) Space-available courses do not include TBA (to be arranged), directed individualized study, distance learning courses, internships, thesis and dissertation courses, individual performance courses, and non-credit courses.

(b) A state employee participating in the program must be admitted to the University of Florida as a degree or non-degree seeking student and meet all academic requirements for enrollment in the course(s).

(c) The State Agency Employee Tuition Fee Waiver Application, Rev.3/23, must be

filled out, including all approvals. The form is available from the Office of the University Registrar, 222 Criser Hall, or online at <https://registrar.ufl.edu/registration/employee-education> and must be submitted to the Office of the University Registrar, 222 Criser Hall, by the published deadline each semester.

Specific Authority: BOG Resolution dated January 7, 2003.

History: New 3-26-80, Formerly 6C1-7.35, Amended 3-6-85, Formerly 6C1-1.12, Amended 3-2-87, 5-19-93, 10-7-99, 5-22-01, 6-27-02, 1-19-03, 03-14-08 (BOT approval), 6-12-09 (BOT approval), Formerly 6C1-1.012, Amended 7-10-23 (technical changes only), amended \_\_\_\_\_, 2025.

REGULATIONS OF THE  
UNIVERSITY OF FLORIDA

1.017 Separations from Employment, Layoff and Furlough.

(1) Separations from employment shall be administered consistent with the following provisions:

(a) An employee who resigns from employment shall not have any rights of appeal.

(b) An employee who is absent without approved leave for three or more consecutive workdays shall be considered to have abandoned the position.

(c) The President or President's designee may dismiss an employee for just cause in accordance with University Regulations 3.046, ~~3.047~~ and 7.048.

(d) Other Personnel Services (OPS), ~~University Support Personnel System (USPS)~~ ~~employees without permanent status in any class~~, or probationary Technical, Executive, Administrative and Managerial Support (TEAMS) employees may be separated from employment at any time without any requirements of notice or reason and without rights to appeal.

(2) Layoffs shall be administered consistent with the following provisions for ~~USPS~~, TEAMS, and Academic Personnel (AP) employees:

(a) Reasons for layoff, which may occur at any time, are: adverse financial circumstances; reallocation of resources; reorganization of degree or curriculum offerings or requirements; reorganization of academic or administrative structures, programs, or functions; curtailment or abolishment of one or more programs or functions; shortage of work; or a material

~~2~~change of duties. The President or designee shall notify the appropriate employee organizations when layoffs are to take place.

(b) President or designee shall designate a layoff unit at an organizational level such as a division, college, school, department, area, program, or other level or organization as the President or designee deems appropriate. In designating the makeup of the layoff unit, the President or designee shall consider the special qualifications and relevant experience required for specific positions and exclude such positions from layoff. The President or designee will designate layoff units at the University of Florida as determined by administrative reporting rather than funding.

(c) A tenured/permanent status Academic Personnel employee shall not be laid off if there are non-tenured/non-permanent status Academic Personnel employees in the layoff unit. Those employees will be retained who, in the judgment of the President or designee, will contribute to the mission and purpose of the University when taking into account the employee's length and continuous University service and other appropriate factors. The appropriate Vice President shall submit a plan to meet the goals set by the President. The Vice President shall have the sole discretion in determining the distribution by pay plan to accomplish the goals.

(d) The applicable collective bargaining agreement will be followed for Academic Personnel that are In-Unit.

(3) Layoff Provisions for ~~USPS and~~ TEAMS employees.

(a) Identification of Layoff Candidate and Notice of Layoff. The classification(s) of the position(s) to be abolished will be determined by the administrator(s) of the layoff unit. Written notice of layoff rights will be provided to an employee at least forty-five (45) calendar days in advance of layoff.

(b) The University maintains the discretion to retain the employees, who, in the judgment of the President or designee, will contribute to the mission and purpose of the University when taking into account the employee's duties, skill level, previous experience, training, certifications, length of continuous University service and other appropriate factors. The appropriate Vice President shall submit a plan to the President to meet the goals set by the President. The Vice President shall determine the distribution by pay plan to accomplish the goals. Human Resources will review each layoff request to ensure appropriate selection occurs.

~~(c)~~ Recall Rights. Recall rights for USPS employees apply for a period of one year following layoff. When a vacancy occurs in the same position and class within the same layoff unit from which the employee was laid off, the employee who is not otherwise employed in an equivalent full-time position, and who meets the specific qualifications of the position, will be referred to the hiring authority for consideration. If an employee refuses an offer of reemployment on recall any further recall rights are forfeited.

(d) The following ~~USPS and~~ TEAMS employees do not have layoff rights:

~~1. A USPS employee without permanent status in any class.~~

~~1.2.~~ A ~~USPS or~~ TEAMS employee appointed to a contract and grant, auxiliary, or local funds position which has been designated time-limited.

~~2.3.~~ A probationary TEAMS employee.

(e) The applicable collective bargaining agreement will be followed for sworn law enforcement officers covered by a collective bargaining agreement.

~~(4.3)~~ Layoff Provisions for Out-of-Unit Academic Personnel:

(a) Layoff Order. Employees in the layoff unit are to be laid off in the following order:



1. non-tenure earning or non-permanent status earning employees with five years or less of continuous university service;
2. tenure-earning or permanent-status-earning employees, who have not attained tenure or permanent status with five years or less of continuous university service;
3. non-tenure earning or non-permanent status earning employees with more than five years of continuous university service;
4. tenure-earning or permanent-status-earning employees, who have not attained tenure or permanent status with more than five years of continuous university service;
5. employees who are tenured or have permanent status.

(b) Determination of Layoff. In determining which employee(s) will be laid off, the President or designee, shall take into consideration appropriate factors including: tenure status; performance evaluations by supervisors, peers and students; contents of the faculty member's personnel file; the faculty member's academic credentials; professional reputation; collegiality; teaching effectiveness; performance of professional responsibilities; research record; quality of the academic or creative activity engaged in by the faculty member; and length and quality of service to the community and public.

(c) Notice of Layoff. Written notice of layoff rights will be provided to an employee as soon as practicable in advance of layoff. Where circumstances permit, faculty members are to be provided with at least one year's notice for employees with three or more years of service and at least six months' notice to those with less service. A notice of layoff shall be sent to the employee by certified mail, return receipt requested, or delivered in person to the employee.

(d) Recall Rights. For a period of one year following layoff, an employee who has been laid off, and who is not otherwise employed in an equivalent full-time position, shall be

offered reemployment in the same position at the University, should an opportunity for such reemployment arise. Any offer of reemployment must be accepted no later than fifteen days after the date of the offer, such acceptance to take effect no later than the beginning of the academic term immediately following the date the offer was made. In the event such offer of reemployment is not accepted, the employee shall receive no further consideration pursuant to this regulation.

(e) The following Academic Personnel do not have layoff rights:

1. An Academic Personnel employee appointed for less than one academic year or appointed to a visiting appointment;
2. An Academic Personnel employee appointed to a position funded from contracts and grants, auxiliaries or local funds;
3. An Academic Personnel employee whose appointment expires after receiving timely notice or non-reappointment;
4. An Academic Personnel employee whose appointment expires without the requirement of a written notice of reappointment, including an employee serving on an appointment without a fixed term or an employee on a multi-year contract.

(5) Furloughs. A furlough is a mandatory unpaid partial or full leave of absence from work. The University may implement furloughs consistent with the process and provisions of the University's Furlough Policy set forth at [Furlough Policy – Policy Hub – University of Florida \(ufl.edu\)](https://www.ufl.edu/policy/furlough-policy).

Specific Authority: BOG Resolution dated January 7, 2003.

History: New 7-1-96, Amended 10-7-99, 3-2-03, 7-19-05, 6-12-09 (BOT approval), 9-29-20 (BOT approval), Amended 3--2025.

REGULATIONS OF THE  
UNIVERSITY OF FLORIDA

1.018 Works and Inventions.

(1) For the purposes of this regulation, the following definitions shall apply:

(a) A “creator” shall mean a member of University personnel who creates a work or invention.

(b) An “invention” shall include any discovery, invention, process, composition of matter, article of manufacture, know-how, design, model, technological development, biological material, strain, variety, culture of any organism, or portion, modification translation, or extension of these items, and any mark used in connection with these items.

(c) “University personnel” shall include full-time and part-time employees of the University of Florida, including Academic Personnel (AP); Technical, Executive, Administrative and Managerial Support (TEAMS); ~~University Support Personnel System (USPS)~~ and Other Personnel Services (OPS) employees; appointees of the University, including certain faculty members and all volunteers; persons paid by or through the University, including fellows; and anyone working under University auspices. Students who are encompassed within any of these categories shall be considered “University personnel.”

(d) “University support” shall include the use of University funds, personnel, facilities, equipment, materials or technological information, and includes such support provided by other public or private organizations when it is arranged, administered or controlled by the University.

(e) “University-supported work” shall mean a work of a creator not made in the

course of “independent efforts.” “Independent efforts” with regard to a work means that the ideas for the work came from the creator, the work was not made with the use of University support and the University is not held responsible for any opinions expressed in the work.

Notwithstanding the foregoing, “University-supported works” do not include scholarly articles published in journals independent of the University and theses or dissertations of graduate students or other works excluded from the definition of “University-supported works” as set forth in the [University’s Intellectual Property Policy](#) as in effect at the relevant time.

(f) A “work” shall include any copyrightable material, such as printed material, computer software or databases, audio and visual material, circuit diagrams, architectural and engineering drawings, lectures, musical or dramatic compositions, choreographic works and pictorial or graphic works.

(2) Works. A work that is made in the course of independent efforts is the property of the creator. A University-supported work is the property of the University, and the creator shall share in the proceeds therefrom subject to preexisting commitments to outside sponsoring agencies. University personnel are required to disclose promptly, pursuant to the University’s Intellectual Property Policy, all University-supported works. The Office of Technology Licensing shall inform the creator of the University’s decision regarding ownership pursuant to the requirements of the University’s Intellectual Property Policy. Any University-supported work shall be handled in accordance with the [University’s Intellectual Property Policy](#).

(3) Inventions.

(a) University personnel are required to disclose any invention made or discovered by them promptly pursuant to the University’s Intellectual Property Policy. All inventions must be disclosed, even those believed by the creator to be unrelated to his or her University duties and

not involving the use of University support.

(b) An invention that is made in the field or discipline in which the creator is engaged by the University or made with the use of University support is the property of the University, and the creator shall share in the proceeds therefrom subject to preexisting commitments to outside sponsoring agencies. An invention made outside the field or discipline in which the creator is engaged by the University and for which no University support has been used is the property of the creator. In the latter case, however, the creator and the University may agree that the invention be pursued by the University and the proceeds shared pursuant to the University's Intellectual Property Policy.

(c) The Office of Technology Licensing shall inform the creator of the University's decision regarding ownership pursuant to the requirements of the University's Intellectual Property Policy. Any invention shall be handled in accordance with the University's Intellectual Property Policy.

(4) Copies of the University's Intellectual Property Policy are available from Office of Technology Licensing and at <http://www.research.ufl.edu/otl/pdf/ipp.pdf>. The Work Disclosure form, and the Invention Disclosure form incorporated in the University's Intellectual Property Policy are available from the Office of Technology Licensing and at <http://www.research.ufl.edu/otl/newdiscovery.html>.

Authority: BOG Regulation 1.001.

History: New 5-28-80, Formerly 6C1-7.392, Amended 7-15-97, 06-15-99, Formerly 6C1-7.0392, Amended 2-5-03, 3-30-07, Formerly 6C1-1.018, Amended 3-22-13; Amended 3-23-18 (technical changes only), amended \_\_\_\_\_, 2025.

REGULATIONS OF THE  
UNIVERSITY OF FLORIDA

1.019 Limited Access Records

(1) “Limited Access Records” that the University maintains on its employees, which shall include Academic Personnel (AP), Technical, Executive, Administrative, and Managerial Support (TEAMS) staff members, ~~University Support Personnel System (USPS) employees,~~ and Other Personnel Services (OPS) employees, shall be confidential. The custodian of limited access records may release information from such records only under the conditions and to the persons as set forth in this regulation, to the President or President’s designee in the discharge of official responsibilities, or upon order of a court of competent jurisdiction.

(a) For records created on or before July 1, 1995, “limited access records” shall be defined as those records that reflect evaluations of employee performance. Such records shall be open to inspection by the employee evaluated and by University personnel responsible for supervision of the employee.

(b) For records created after July 1, 1995, “limited access records” shall be defined as:

1. Records that reflect “academic” evaluations of employee performance.

“Academic” for the purposes of this regulation means performance evaluation documents regarding employees designated as Academic Personnel (AP), employees in the General Faculty pay plan prior to the implementation of the AP classification, or other employees subject to the faculty or academic personnel evaluation process. Examples of such records are those resulting from academic evaluation processes such as tenure, promotion, annual evaluation, student

evaluation of teaching (except records comprising the common core items contained in the State University System Assessment of Instruction instrument), TIP, compression/inversion, other faculty awards, and merit increases. Such records shall be open for inspection by the employee evaluated and by University personnel responsible for the supervision or evaluation of the employee.

2. Records maintained for the purposes of any investigation of employee misconduct. Such records shall be confidential until the investigation ceases to be active, the University concludes the investigation with a finding to proceed or not to proceed with disciplinary action, or the University issues a letter of discipline. The records shall be open to University personnel conducting the investigation, the administrator responsible for the appointment and assignment of the employee investigated, and their respective designees. To the extent necessary to meet the due process requirements of applicable University regulations, policies, or collective bargaining agreements, certain records of the investigation may be open to the employee investigated at the time indicated in the applicable regulations, policies, or agreements. A notice of proposed disciplinary action is confidential until a letter of discipline is issued or a decision is made not to proceed further with disciplinary action.

a. An investigation is presumed inactive if no finding is made within ninety (90) days, but the University may overcome that presumption through appropriate documentation in the records.

b. For sexual harassment investigations, portions of such records which identify the complainant, a witness, or information which could reasonably lead to the identification of the complainant or a witness, retain their confidential status even after the investigation is closed.

3. Records maintained for the purposes of any disciplinary proceeding brought



against an employee or of any grievance proceeding for enforcement of a collective bargaining agreement. Such records shall be confidential until a final decision is made in the proceeding. The records shall be open to University personnel conducting the proceeding, the administrator responsible for the appointment and assignment of the employee, and other University personnel representing the University in the proceeding. The record of the proceeding itself, including any evidence presented during the proceeding, is open to inspection by the employee.

(2) Employment records and other employee information maintained by the University are subject to the provisions of this regulation and may also be subject to other laws or regulations that limit public access to the records or parts thereof.

(3) The custodian of the central personnel files of University employees is the Vice President for Human Resource Services.

(4) The custodians of limited access records held in other administrative and academic units are those administrative personnel designated by the respective vice presidents, deans, or directors. The custodians of such records are responsible for designating in a manner consistent with the provisions of this rule those University personnel who have access to limited access records and other employee materials not open to the public. Any University personnel who have access to such records and materials shall maintain their confidentiality.

Authority: BOG Regulation 1.001.

Law Implemented: 1012.91 FS.

History: New 11-11-79, Formerly 6C1-3.18, Amended 3-6-85, Formerly 6C1-3.55, Amended 5-1-96, Formerly 6C1-3.055, Amended 1-7-03, Formerly 6C1-1.019, Amended 3-16-10, amended, 2025.

REGULATIONS OF THE  
UNIVERSITY OF FLORIDA

1.0063 Affirmative Action; Complaints and Appeal Procedures for Academic Personnel (AP); and Technical, Executive, Administrative and Managerial Support (TEAMS) Staff Members; ~~and University Support Personnel System (USPS) Employees.~~

(1) The following procedures are available to Academic Personnel (AP); and Technical, Executive, Administrative and Managerial Support (TEAMS) staff; ~~and University Support Personnel System (USPS) employees~~ to seek resolution of alleged discrimination in the employment practices of the University. The existence of these appeal procedures do not preclude use of the formal grievance procedures for AP and TEAMS staff set forth in University of Florida Regulations 7.041 and 3.051, ~~and applicable grievance procedures for USPS employees~~; however, such grievance procedures must be initiated within applicable time limits, subject to authorized extensions.

(2) AP and exempt TEAMS employees, and applicants for these positions, alleging discrimination in employment practices should seek resolution of any such grievance by contacting the Director of Employee and Labor Relations or by filing a grievance under an applicable collective bargaining agreement. The Director of Employee and Labor Relations shall investigate any such written complaint and forward a final investigatory report to the head of the college or unit in which the alleged discriminatory act occurred. If the head of the college or unit in which the alleged discriminatory act occurred is the alleged violator, the final investigatory report will be forwarded to the appropriate hiring authority.

(3) ~~USPS employees and a~~Nonexempt TEAMS employees and applicants for these positions, alleging discrimination in the employment practices of the University, should seek

resolution by contacting the Director of Employee and Labor Relations, who shall determine the nature of the alleged discrimination. The Director of Employee and Labor Relations shall review the complaint with the complainant to ensure that it is fully understood, conduct an investigation into the complaint and forward a final investigatory report to the hiring authority in which the alleged discriminatory act occurred. If that hiring authority is the alleged violator, the final investigatory report will be forwarded to the next higher administrator. The Director of Employee and Labor Relations shall issue the final decision on behalf of the University of Florida.

(4) This complaint shall not prevent the aggrieved party from seeking resolution of a complaint through procedures available in other state and federal agencies.

Authority: BOG Regulation 1.001.

History: New 2-23-82, Amended 3-6-85, Formerly 6C1-1.063, Amended 3-2-87, 11-13-90, 1-7-03, 3-17-09, Formerly 6C1-1.0063, Amended 3-16-10 (technical changes only), 9-20-10 (technical changes only), 3-17-11, 3-22-13 (technical changes only), 3-23-18 (technical changes only), Amended 3-\_\_-2025.

REGULATIONS OF THE  
UNIVERSITY OF FLORIDA

1.100 General Personnel Policy.

(1) Regulations prescribing personnel policy for University of Florida employees will be found in the University of Florida Regulations. These employees include Academic Personnel (AP) staff; Technical, Executive, Administrative, and Managerial Support (TEAMS) staff; ~~University Support Personnel System (USPS) staff;~~ Law Enforcement Officer (LEO) and Other Personnel Services (OPS) employees. These regulations shall have University-wide application pursuant to the authority granted to the University of Florida Board of Trustees (BOT) in the Florida Statutes. All regulations and policies or procedures arising from these regulations shall be consistent with the relevant provisions of federal and state law and the Constitutions of the United States of America and the State of Florida.

(2) Personnel Programs.

(a) The President shall be responsible and accountable for administering the personnel programs. The President may delegate authority for the personnel program through regulation or written delegation. The “President” as used in these regulations shall refer to the President and the President’s designee, if any.

(b) The Board of Trustees and the President shall establish and maintain all policies, procedures and records necessary to substantiate compliance with all laws and regulations relating to employment.

(c) The University shall actively promote its commitment to equal employment opportunity and nondiscrimination toward applicants and employees with respect to race, color,

religion, age, disability, gender, marital status, national origin and veteran status consistent with federal and state law.

(3) The UF Employment Plan is the classification and compensation plan maintained by the University of Florida. Such plan shall consist of the following:

(a) Academic Personnel (AP) defines personnel whose positions are assigned the principal responsibility of teaching, research, extension or public service activities, or for administrative responsibility for functions directly related to the academic mission.

(b) Technical, Executive, Administrative, and Managerial Support (TEAMS) defines personnel hired after January 6, 2003, whose positions are assigned paraprofessional, administrative, clerical, secretarial, technical, skilled crafts, service or maintenance duties; and personnel whose positions are assigned administrative and management responsibilities or professional duties at the department/unit level or above.

(c) ~~University Support Personnel System (USPS) defines personnel hired on or before January 6, 2003, who have not had a Break in Service after January 6, 2003, whose positions are listed in the Board of Regents USPS job classification system on January 6, 2003, and who have not held any positions as TEAMS personnel after January 6, 2003. For the purpose of this regulation, a Break in Service is defined as a separation from University of Florida service not covered by an approved leave of absence.~~

(d) Law Enforcement Officer (LEO) defines personnel who are employed by the University of Florida Police Department as sworn law enforcement officers at the rank of Officer or Sergeant.

(e) OPS defines at-will temporary personnel.

(4) ~~USPS personnel can make an irrevocable decision to become TEAMS personnel~~

~~by completing the TEAMS Enrollment Form (Form UFHE 5/2017), which is incorporated herein by reference and available from Human Resource Services, Post Office Box 115000, 903 West University Avenue, Gainesville, Florida 32611.~~

Authority: BOG Regulation 1.001.

History: New 1-7-03, Formerly 6C1-1.100, Amended 3-16-10 (technical changes only), Amended 3-17-17; Amended 3-23-18 (technical changes only), Amended 3-\_\_-2025.

REGULATIONS OF THE  
UNIVERSITY OF FLORIDA

1.200 Benefits, Retirement Programs, Employment Services and Holidays.

(1) Benefits. Benefits made available to faculty; Technical, Executive, Administrative, and Managerial Support (TEAMS) ~~and University Support Personnel System (USPS)~~ employees include paid and unpaid leave as described in University of Florida Regulation 1.201, holidays, state- and University-sponsored insurance programs, and retirement. Under the Family Medical Leave Act (FMLA), Other Personnel Services (OPS) employees are eligible for unpaid leave under the terms of the act. Benefits and hours of work requirements shall be administered in accordance with this regulation.

(2) Related Definitions and Terms. For the purpose of administering this regulation, the following words and terms shall have the meaning indicated.

(a) TEAMS. Technical, Executive, Administrative, and Managerial Support pay plan.

(b) Break-in-Service. Break-in-service occurs upon separation from the University of Florida. Such break-in-service occurs for Deferred Retirement Option Program (DROP) participants when they end DROP.

(c) Calendar Days. All days in a month not counting University of Florida paid holidays.

(d) Continuous Service. Continuous service is employment in a salaried (non-OPS) position with the University without a break-in-service. Continuous service as defined in this regulation shall have no effect on the provisions of the Florida Retirement System.

(e) Exempt Classification. A classification designated by the University of Florida as exempt from the maximum hours and overtime pay requirements of the Fair Labor Standards Act (FLSA).

(f) Nonexempt Classification. A classification designed by the University of Florida as not exempt from the maximum hours and overtime pay requirements of the Fair Labor Standards Act (FLSA).

(g) OPS. Other Personnel Services pay plan.

~~(h) USPS. University Support Personnel System pay plan.~~

~~(h)~~(h) Creditable Service. Creditable service is employment in a salaried (non-OPS) position with the University with or without a break-in-service. Creditable service as defined in this regulation follows the provisions of the Florida Retirement System.

~~(h)~~(i) Workweek. For purposes of compensation, the University of Florida's workweek ends at 12 midnight on Thursday.

(3) Retirement Programs. With the exception of Postdoctoral Associates, who do not receive retirement benefits at the University, and with the exception of faculty in the Health Science Center Colleges, who must participate in the Optional Retirement Program (ORP), all full-time faculty and eligible TEAMS employees whose positions are assigned administrative and management responsibilities or professional duties at the department/unit level or above, shall be enrolled in the ORP, and shall be notified by the employer of such action. Any employee who is eligible to participate in the ORP and who fails to execute a contract with one of the approved companies and to notify the Division of Retirement in writing within ninety (90) days after the date of eligibility, shall be deemed to have elected membership in the Florida Retirement System. With the exception of Postdoctoral Associates,



who do not receive retirement benefits at the University, all other employees participate in the Florida Retirement System, except those who remain in the State and County Officers and Employees Retirement System or the Teachers Retirement System. Lump sum payments made pursuant to this section in conjunction with sick leave benefits shall not be considered salary payments and shall not be used in determining the average final compensation of an employee in any state-administered retirement system.

(4) Employment Services. The responsibility of an employee is the full and competent performance of all duties pertinent to the full-time equivalent (FTE) of his or her employment. Activities that may interfere or may create a conflict of interest in keeping with University of Florida procedures located in University of Florida Regulation 1.011 are to be disclosed and may be prohibited or allowed under certain conditions.

(a) Certification of Employability. The law requires that a person be appointed and certified as completing an assignment in order to be paid. If a person is not appointed, is not assigned duties and responsibilities, or is not certified as fulfilling those duties, then he or she is not eligible for salary payment.

(b) Workweek. Each employee is expected to work the number of hours in the employee's established workweek, or FTE, unless on approved leave.

1. The minimum workweek for full-time employees is forty (40) hours.

a. Each department or division is required to keep an accurate record of all hours worked by each ~~USPS employee and~~ nonexempt TEAMS employee as well as a complete and accurate record of all authorized leave that is approved in accordance with these regulations by all eligible University of Florida employees.

~~b. All hours worked by USPS employees must be totaled at the end of the~~

~~workday and the total shall be rounded to the nearest quarter of an hour.~~

~~e.b. For USPS employees, approved paid leave, except for some types of administrative leave, may be used only in the amount necessary to fulfill the employee's FTE.~~

~~d.c.~~ An employee who uses any type of leave in an amount that is less than a full hour will be charged with such leave to the closest quarter of an hour.

2. Upon reasonable notice, the appropriate University of Florida administrator shall require an employee to use any part of his or her accrued vacation, overtime, or special or regular compensatory leave, as described in subsection (4) of University of Florida Regulation 1.201, at any time deemed advisable for the efficient management of the operation of the unit, conservation of funds or savings to the University.

3. The appropriate administrator has the authority to require an employee who has accrued overtime, special, or regular compensatory leave, as described in subsection (4) of University of Florida Regulation 1.201, to first use such leave before using accrued vacation leave when necessary for the conservation of funds or savings to the University. The employee will be allowed to use such accrued compensatory leave, upon request and with supervisory approval, before using accrued sick leave.

(c) Developmental Research School—P.K. Yonge.

The faculty of the Developmental Research School serve on a 190-196 day work schedule. The academic calendar for the Developmental Research School, including the working days and holidays, shall be determined by its Director after consultation with its faculty and the Dean of the College of Education.

(5) University of Florida Holidays:

(a) The following days shall be considered University of Florida holidays and shall be observed as paid days off and are provided to employees in proportion to their FTEs, with the exception of individuals receiving workers' compensation salary indemnification benefits. Employees required to perform duties on such official holidays shall have their schedules adjusted to provide equivalent paid leave time. No classes shall be scheduled on such official holidays.

1. New Year's Day.
2. Birthday of Martin Luther King, Jr., third Monday in January.
3. Memorial Day.
4. Independence Day.
5. Labor Day.
6. University of Florida Homecoming.
7. Veteran's Day.
8. Thanksgiving Day.
9. Friday after Thanksgiving.
10. Christmas Day.
11. If any of these holidays fall on a weekend, a day during the workweek will be observed.

(b) An observed holiday benefit (maximum of eight (8) hours) does not count for purposes of overtime.

(c) OPS employees are not eligible for holiday benefits unless they are OPS faculty members who are compensated on a biweekly basis.

(d) To receive holiday pay, TEAMS ~~and USPS~~ employees must be in pay status

for a reasonable portion of the employee's regularly scheduled shift of the employee's last workday before the holiday.

~~(e) —USPS employees who have completed their probationary period earn one (1) personal holiday in proportion to their FTEs per fiscal year.~~

~~1. —Such personal holiday shall be credited to eligible employees on the last day of the pay period in which July 1 falls. It must be taken by the employee or be forfeited at the close of business on the last day of the pay period in which the following June 30 falls.~~

~~2.1. —Cash payment is not provided for unused personal holidays. Personal holidays must be taken in full-day increments (that is, as an 8-hour day for full-time employees, as a 4-hour day for .50 employees).~~

~~(f)~~(e) Supervisors are encouraged not to require employees to perform duties on holidays.

1. Those employees required to perform duties on holidays may have their schedules adjusted during the workweek to provide equivalent time off.

a. In the event ~~a USPS or~~ a nonexempt TEAMS employee's work schedule is not adjusted within the workweek in which the holiday occurs, as described above, he or she shall earn special compensatory leave for hours attributed to the holiday benefit in excess of the hours in the employee's established workweek (or FTE).

b. When the holiday is observed on ~~the USPS or~~ a nonexempt TEAMS employee's regular day off, he or she shall earn special compensatory leave for hours attributed to the holiday benefit in excess of the hours in the employee's established workweek (or FTE) unless the employee's work schedule is adjusted within the workweek in which the holiday occurs.

2. When an exempt TEAMS employee or faculty member is assigned to perform

duties on a holiday, he or she may take off another day as a way to enjoy the holiday benefit, typically during the workweek in which the holiday occurred. If the exempt TEAMS employee or faculty member who has been assigned to perform duties on a holiday terminates employment prior to being given time off, the employee shall be paid, upon termination, for the holiday hours worked without compensation within the previous twelve (12)-month period.

~~(g)(f)~~ No classes shall be scheduled on holidays unless approved by the President or designee. Classes not held because of a holiday shall not be rescheduled.

~~(h)(g)~~ Employees also shall be entitled to observe a state day of mourning in observance of the death of a person in recognition of service rendered to the state or nation, as appropriately designated. An employee who is on approved leave with pay when a state day of mourning is declared shall not have such day charged against his or her accrued leave.

(6) Benefits for TEAMS Personnel. The following benefits are provided for TEAMS personnel.

(a) TEAMS Employee Development Program. Full-time TEAMS employees are provided with the opportunity to take up to six (6) credit hours of courses per semester at a public community or state college closest to their assigned work location in Florida, at a Florida state university closest to their assigned work location, or at a vocational technology center closest to their assigned work location under the terms and conditions set forth in subsection (1) of University of Florida Regulation 1.012.

(b) Higher Education Opportunity for Children of full-time TEAMS Employees. This program is designed to provide children of TEAMS employees with enhanced opportunities for post-secondary education.

1. Children of TEAMS employees who wish to apply for entrance under this

program to undergraduate study at the University of Florida or at a public community or state college in Florida must complete an application for admission to the University of Florida before the published deadline for the academic year of entry. Before this deadline, the parent TEAMS employee must notify ~~the Office of UF~~ Human Resources ~~Services~~ of the child's name, via the Higher Education Opportunity of Children of Full-Time TEAMS Employees Application Form, which is incorporated herein by reference and can be obtained at <https://learn-and-grow.hr.ufl.edu/education-programs/higher-education-opportunity-for-children-of-teams-employees/> , that the child has filed an application for entrance under this program, and must certify that the child meets the following criteria:

a. He or she must be the natural, adopted, step, foster or any other child for which legal guardianship can be documented of a full-time TEAMS employee.

b. He or she will continue to be eligible for the program through the end of the calendar year in which the child turns twenty-six (26) years of age. ~~UF The Office of~~ Human Resources ~~Services~~ will send to the Office of Admissions the names of children whose parents have provided the indicated information before the program's deadline so the admissions office may verify application to the University of Florida.

2. One hundred and fifty (150) children will be chosen at random from the pool of names by ~~UF the Office of~~ Human Resources ~~Services~~. Those children among the one hundred and fifty (150) who meet admissions requirements to the University will be offered admission to the University, conditional upon receipt of their high school diploma before the date of entry into the University offered by the Executive Director of the Office of Admissions. Those children among the one hundred and fifty (150) who do not meet admissions requirements to the University, who receive a high school diploma before the beginning of the academic year and

who wish to continue in this program may enroll at a public community or state college in Florida.

3. The University will pay the in-state matriculation fees less any Bright Futures Scholarship award for each of the one hundred and fifty (150) children for up to twelve (12) credits per semester during the academic year and for up to six (6) credits per twelve (12) week summer semester at the University of Florida or a public community or state college. The children are responsible for payment of all other fees charged by the institution and for any costs associated with attending the institution.

4. Continued Eligibility. To continue to receive this benefit, the following conditions must be met on August 30 commencing the second year of the child's enrollment in the program and in each succeeding year:

a. The child's legal guardian must be a full-time TEAMS employee on the first day of classes for each new semester.

b. The child's cumulative GPA must be 2.75 or higher.

c. If the child is attending a public community college, he or she must provide to [UF the Office of Human Resources Services](#) a current official copy of the transcript of grades from the community college showing all courses attempted and grades received.

5. The University's total obligation for each child is limited to paying the matriculation fees less any Bright Futures scholarship award for a maximum of one hundred thirty-two (132) credit hours. All completed courses, passed or failed, and withdrawals are totaled in the count of credit hours.

(c) Vacation Leave Pay. Upon request during the month of December, up to sixteen (16) hours of accrued vacation leave at a TEAMS employee's regular rate of pay shall be cashed

out provided the employee's remaining accrued vacation leave totals at least forty (40) hours.

Authority: BOG Regulation 1.001.

History: New 7-15-97, Amended 6-28-98, 3-2-03, 12-31-03, 5-30-04, 7-19-05, 3-30-07 (technical changes only), 3-14-08 (BOT approval), 3-17-09 (technical changes only), 6-12-09 (BOT approval), Formerly 6C1-1.200, Amended 3-17-2011, 3-26-20 (BOT approval), Amended 3- -2025.



REGULATIONS OF THE  
UNIVERSITY OF FLORIDA

1.201 Leaves.

(1) The following describes the leaves provided to University of Florida employees. Also refer to the University of Florida Regulation 5.0761 for leave provisions for interns, residents and fellows in the College of Medicine and University of Florida Regulation 6.011 for leave provisions for county extension employees.

For the purposes of this regulation, Executive Service shall comprise the President and the members of Technical, Executive, Administrative, and Managerial Support (TEAMS) who hold the title of Vice President or who are otherwise designated by the University President to receive Executive Service benefits.

(2) Each employee is expected to work the number of hours in the employee's established workweek unless on approved leave.

(3) The minimum workweek is forty (40) hours for full-time employees. Holiday pay (maximum of eight (8) hours) and paid leave are not considered overtime and are paid at the employee's regular pay rate. Approved leave shall be adjusted to ensure an employee's workweek will not exceed the employee's full-time equivalent (FTE) appointment.

(4) Compensatory leave shall consist of the following types and such unused leave shall be paid as follows:

(a) Overtime compensatory leave is provided in lieu of payment for overtime for ~~nonexempt University Support Personnel System (USPS) and~~ nonexempt TEAMS employees at the rate of one and one-half times the total hours worked beyond forty (40) or by crediting the

employee with up to one hundred twenty (120) hours of overtime compensatory leave, which is earned at one and one-half hours for each hour of overtime worked. Overtime compensatory leave is only available to nonexempt ~~USPS and nonexempt~~ TEAMS employees and is not available to any other employees.

1. Overtime shall be paid no later than the end of the following pay period, unless accrued as overtime compensatory leave.

2. If the employee separates from the University, or accepts another position at the University with an exempt designation, such leave shall be paid at the employee's regular rate of pay. An employee who reassigns, promotes or accepts a demotion to another position in a work area paid by a different account number will be paid for unused overtime compensatory leave at the employee's regular rate of pay. If an employee reassigns, promotes or accepts a demotion to another position within the same department, cash out is at the department's discretion.

3. Upon reaching one hundred twenty (120) hours of overtime compensatory leave, the employee must either receive cash payment for additional hours of overtime worked or use accrued overtime compensatory leave credits before receiving further overtime compensation in the form of compensatory leave.

4. The President or President's designee may elect to pay or require an employee to use any or all of the employee's accrued overtime compensatory leave at any time. Typically, with approval from the President or designee, overtime compensatory leave shall be used or cashed out prior to the end of each fiscal year and/or before any scheduled salary increase.

(b) ~~Regular compensatory leave shall be provided to a USPS exempt employee for work beyond forty (40) hours on an hour-for-hour basis. The University will pay for unused regular compensatory leave with the approval of the President or designee. The President or~~

~~designee has the authority to grant approval to an employee to retain regular compensatory leave in excess of one hundred twenty (120) hours for a period not to exceed six (6) months in circumstances involving natural disasters and other extraordinary situations that last for an extended period of time which would prevent employees from using their accrued compensatory leave.~~

~~1. ——— When a USPS employee moves within the University of Florida from a position in a class that accrues regular compensatory leave credits to another position which also accrues regular compensatory leave, any unused regular compensatory leave will be transferred.~~

~~2. ——— When a USPS employee moves from an exempt class that accrues regular compensatory leave to a USPS class that does not accrue regular compensatory leave or accepts a position in TEAMS, any unused regular compensatory leave will be transferred. In such cases, the employee must use regular compensatory leave before using vacation leave.~~

~~3. ——— Regular compensatory leave shall not be transferred to a faculty position. As a result, each supervisor should make a reasonable effort, whenever practical, to allow an employee to use regular compensatory leave credits as requested before the employee transfers to a faculty position.~~

(c) Special compensatory leave is provided on an hour-for-hour basis to ~~USPS and~~ nonexempt TEAMS personnel as follows:

1. Special compensatory leave is provided to compensate an employee for hours over his or her FTE that are attributed to a holiday in the workweek when the employee observed the holiday and worked additional hours in the workweek or when the holiday falls on the employee's regularly scheduled day off or the employee is required to work the holiday and the employee's work schedule is not adjusted accordingly within the workweek.

2. Special compensatory leave is provided to compensate an employee when administrative leave for jury duty or court appearance provided in subsections (16)(a) and (b) below and the employee's time worked hours exceed his or her FTE in the workweek.

3. Special compensatory leave is provided to an employee required to perform essential duties during an emergency closing for the hours worked during the closing if the employee's work schedule is not adjusted accordingly within the workweek.

4. The President or designee has the authority to pay or require an employee to use any or all of the employee's accrued special compensatory leave at any time in order to provide for the efficient management of the unit, to conserve funds, or to provide savings to the University. If the employee separates, the employee shall be paid for all unused special compensatory leave at the employee's regular rate of pay. An employee who reassigns, promotes or accepts a demotion to another position in a work area paid by a different account number will be paid for all unused special compensatory leave at the employee's regular rate of pay. If an employee reassigns, promotes or accepts a demotion to another position within the same department, cash out is at the department's discretion based on budget considerations. With approval from the President or designee, special compensatory leave shall be used or cashed out prior to the end of each fiscal year and/or before any scheduled salary increase.

5. An employee who is unable to work due to a compensable workers' compensation injury and is receiving salary indemnification benefits shall not be eligible for special compensatory leave or any paid holiday benefit.

(5) An employee shall be paid proportionate to the FTE in pay status for all holidays designated for University employees.

(6) Leave shall be accrued while in pay status and shall be credited on the last day of

that pay period or, in the case of separation, on the last day the employee is on the payroll.

(7) During an approved leave of absence for parental, foster care, medical or military reasons, an employee may use accrued leave to continue the contributions to State benefits and other expenses.

(8) Unless agreed otherwise, an employee shall be employed in the same or similar status upon completion of the approved leave period. While on paid leave, an employee may not be employed elsewhere unless the requirements for outside activity and extra compensation have been met.

(9) Sick leave accrual for full-time employees shall be as follows with proportionate accrual for less than full-time.

	Hours Accrued During Pay Period	
	Monthly	Biweekly
Faculty (except for Postdoctoral Associates)	8.667	4
TEAMS (except for Executive Service)	8.667	4
Executive Service	10.833	5
<del>USPS</del>	<del>8.667</del>	<del>4</del>

(a) Sick leave shall be accrued before use unless available through a sick leave pool. There is no maximum on the amount of sick leave that can be accrued.

(b) Sick leave is authorized for the following purposes: The employee's personal illness, injury, exposure to a contagious disease, a disability where the employee is unable to perform assigned duties or appointments with health care providers.

1. The illness, injury, appointments with health care providers or death of a member of the employee's immediate family.

2. An “immediate family member” shall be defined as an employee’s spouse, domestic partner, great-grandparent, grandparent, parent, brother, sister, child, grandchild or great-grandchild; or the great-grandparent, grandparent, parent, brother, sister, child, grandchild, or great-grandchild of the employee’s spouse or domestic partner, or the spouse or domestic partner of any of them. This also includes individuals for whom the employee is the current legal guardian.

(c) Notice of absence due to illness, injury, disability or exposure to a contagious disease shall be given on the first day of absence.

(d) An employee shall not be paid for any unused sick leave upon separation, and such leave shall be forfeited unless the employee is recalled by the University within 365 days after a formal University layoff. Notwithstanding the foregoing, upon separation from University employment as a result of retirement on or before June 30, 2016, an employee with ten (10) or more years of creditable service who was hired prior to April 1, 2010, shall be paid for one-fourth of unused sick leave up to a total of 480 hours.

(e) An employee at another university in the Florida State University System or State of Florida agency who accepts employment at the University within thirty-one (31) days may transfer up to eighty (80) hours of accrued sick leave. Upon termination, any leave accepted in transfer shall be forfeited or cashed out in keeping with the provisions of this regulation.

(f) Upon reemployment with the University within 180 days, any sick leave paid at separation shall be restored provided the employee repays the full amount of any lump-sum payment received for accumulated sick leave credits within sixty (60) days of reemployment. An employee who was not paid for any unused sick leave shall have such forfeited sick leave restored.

(g) Postdoctoral Associates do not accrue sick leave.

(10) Vacation leave for full-time employees shall be as follows with proportionate accrual for less than full-time. Any exceptions other than those listed below will require approval of the Vice President over the area and the Vice President for UF Human Resources Services. An academic year (thirty-nine (39) weeks) employee, a Developmental Research School employee, an employee appointed for less than nine (9) months, and Postdoctoral Associates shall not accrue vacation leave. Hospitalist faculty members do not accrue vacation leave because of the unique nature of their duties and work schedules. ~~Hours of accrual for USPS employees are based on years of creditable service, and such service shall be awarded as one (1) month of service credit for each calendar month that the employee is on the salaried (non-OPS) payroll of the University, on the salaried (non-OPS) payroll of a state agency prior to January 6, 2003, on the salaried (non-OPS) payroll of a state university in the State of Florida prior to January 6, 2003, or on the salaried (non-OPS) payroll of these institutions while on authorized unpaid leave during the indicated time periods.~~

	Hours Accrued During Biweekly Pay Period	Yearend Maximum	Maximum Lifetime Payment
Faculty (except for Postdoctoral Associate and Hospitalists)	6.769	352	200
TEAMS (except for Executive Service)	6.769	352	200
Executive Service	9.195	352	200
<del>USPS (Months of Service)</del>			
<del>0 to 60</del>	<del>4</del>	<del>240</del>	<del>200</del>
<del>61 to 120</del>	<del>5</del>	<del>240</del>	<del>200</del>
<del>Over 120 months</del>	<del>6</del>	<del>240</del>	<del>200</del>

(a) Vacation leave shall be accrued prior to use unless vacation leave is advanced by the President or designee.

(b) Employees may accrue vacation leave in excess of the year-end maximum during a calendar year. Employees with accrued vacation leave in excess of the year end maximum, shall have any excess converted to sick leave on an hour-for-hour basis at a time or times in the following calendar year to be designated by the University. The President or designee is authorized to grant approval to an employee to retain vacation leave in excess of the year-end maximum in circumstances involving natural disasters and other extraordinary situations lasting for an extended period of time that prevent the employee from using vacation leave.

(c) An employee who separates from employment shall be paid for all unused vacation leave hours up to the lifetime maximum payment allowed for the employee's pay plan. Upon recall by the University within 365 days after a formal University layoff, the employee shall have all unpaid vacation leave restored, and any vacation leave paid at time of separation also shall be restored upon repayment.

Upon entering into the Deferred Retirement Option Program (DROP), an employee may elect to be paid up to the maximum payment allowed of his or her unused vacation leave. Such payment, along with any additional payment to be received upon separating from the University (end of DROP), shall not exceed the maximum payment associated with the employee's established pay plan upon entering DROP.

(d) An employee at another university in the Florida State University System or State of Florida agency who accepts employment at the University of Florida may within thirty-one days transfer up to eighty (80) hours of accrued vacation leave.

(e) Upon moving from a vacation leave-accruing position to a position that does not



accrue vacation leave, the employee shall be paid for unused vacation leave up to the maximum lifetime payment allowed for the employee's pay plan, unless the employee elects to retain all unused vacation leave, for up to two (2) years.

(f) Upon reasonable notice, an employee shall be required to use any part of his or her accrued vacation leave at any time deemed advisable by the President or designee based on the effective functioning of the unit, the efficient use of available personnel and budget.

(11) Compulsory medical leave provisions shall be consistent with the following:

(a) Medical certification by a health care provider designated or approved by the President or designee shall be required.

(b) Notice shall be provided to the employee identifying duration of the leave, the conditions for return to the position, and whether such leave shall count toward entitlements under the Medical Leave Act (FMLA) of 1993 (Public Law 103-3).

(c) The employee is allowed to use paid leave during compulsory leave to continue the contributions to benefits and other expenses.

(d) Unless agreed otherwise, an employee shall be employed in the same or similar status upon completion of the approved leave period and upon receipt of a current medical certification that the employee is able to perform assigned duties.

(e) Employees who fail to meet the conditions of the compulsory leave or who fail to obtain medical certification and are unable to perform duties shall be offered part-time employment, placed on unpaid leave or have such leave extended, requested to resign, or be dismissed for inability to perform the duties of the position.

(12) Employees are provided with twelve (12) workweeks of Family and Medical Leave within a twelve (12) month period in compliance with FMLA and the Final Regulations

of the Family and Medical Leave Act of 1993 (29 CFR Part 825). All employees are eligible, including OPS employees who have worked at least twelve (12) months, which need not have been consecutive, and who have worked at least 1,250 hours in the twelve (12) months prior to the leave. The twelve (12) month period for determining FMLA eligibility is the twelve (12) months immediately preceding an employee's request for FMLA leave. Faculty, TEAMS, and Executive Service ~~and USPS~~ employees may use paid leave for an FMLA event, and such shall be counted toward the entitlement. If at the end of the leave period, an employee is unable to return from leave to work full-time and perform the duties of the position, the President or designee shall offer the employee part-time employment, place the employee on unpaid leave, extend the leave of absence or dismiss the employee for inability to perform the duties of the position.

(13) Parental Leave.

(a) Eligible employees shall be provided with up to six (6) months unpaid parental leave during which time the employee may use paid leave when the employee becomes a biological or adoptive parent. OPS employees, including Postdoctoral Associates, are not eligible for parental leave beyond their FMLA entitlement and are not eligible for paid parental leave. Parental leave is also provided to an employee who is a domestic partner to an expected biological or adoptive parent. Parental leave may begin two (2) weeks prior to the expected date of the child's arrival unless otherwise mutually agreed to by the President or designee and the employee.

(b) A Faculty or, TEAMS ~~or USPS~~ employee may be advanced up to six (6) weeks of sick or vacation leave to be used in connection with the birth or adoption of a child or the initial placement of a child in the foster care of the employee. The following guidelines would apply:

1. The paid parental leave may be used in conjunction with other accrued leave up to the six (6) months currently provided in University regulation and policy. The paid parental leave may not be used to extend the six (6) months of leave (paid and unpaid) currently allowed.

2. The employee may work part-time during the paid parental leave with agreement by the supervisor.

3. The leave may not be used during periods when the employee would not otherwise be assigned duties or be in pay status.

4. The employee will be required to repay the leave hours advanced within a three-year period from the first date the leave is used. Upon the employee's separation from the University, the number of hours of parental leave taken will be deducted from any sick and/or vacation leave balance or other payment, if owed by the University under other provisions of this regulation, prior to the payment being made. If the paid parental leave taken exceeds the available balance of unused leave that is payable, if any, at the time of separation, the employee will be required to repay the cost of the difference of the hours that have not been repaid.

(14) Up to six (6) months of leave may be granted to an eligible employee for his or her serious personal health condition or when he or she needs to care for a member of his or her "immediate family" as defined under subparagraph (9)(b)3 above with a serious health condition, which may be extended up to one (1) year for extenuating circumstances.

(15) Up to twelve (12) months of leave without pay may be granted for personal reasons to an eligible employee, which must be taken as a complete leave without pay.

(16) Employees provided paid administrative leave shall not exceed forty (40) hours during the workweek. Administrative leave is not accrued.

(a) Administrative leave for jury duty shall not exceed the number of hours in the employee's normal workday. If jury duty does not require absence for the entire workday, the employee shall return to work immediately upon release by the court. If the jury duty does not coincide with the regular work schedule, the employee shall be granted administrative leave based on the total hours served on jury duty and such leave shall be granted on the next scheduled work shift. Any jury pay shall be retained by the employee.

(b) Administrative leave shall be provided to an employee summoned as a fact witness in a matter not involving personal interests. Witness pay shall be retained by the employee. Administrative leave shall not be provided to an employee serving as an expert witness.

(c) Administrative leave for athletic competition in Olympic events shall be provided under the same conditions accorded to state employees in Section 110.118, Fla. Stat.

(d) Administrative leave up to two (2) days shall be provided to a ~~USPS or~~ TEAMS employee upon the death of an immediate family member.

(e) Administrative leave shall be provided for official emergency closing of University facilities. Special compensatory leave shall be provided to eligible ~~USPS and~~ TEAMS employees required to perform essential services during the emergency closing. Only employees scheduled to work during the time of the emergency closing shall be provided leave.

(f) The President or designee shall provide administrative leave for Florida Disaster Volunteers under the same conditions accorded to state agency employees in Section 110.120, Fla. Stat.

(g) The President or designee may grant up to two (2) days of administrative leave for civil disorder or disaster for an employee who is a member of a volunteer emergency

response team based on the nature of the duties performed by the employee and the location and nature of the civil disorder or disaster.

(h) The President or designee may provide administrative leave up to two (2) hours for voting in public elections upon the request of the employee and based upon the nature of the employee's duties and the location of the polling place.

(i) The Vice President for UF Human Resources ~~Services~~ or designee in conjunction with the appropriate Vice President or designee may place an employee under investigation on administrative leave or may reassign the employee pending the conclusion of the investigation pursuant to University of Florida Regulations 3.045, 3.046 and 7.048.

(j) The Vice President for UF Human Resources ~~Services~~ or designee in conjunction with the appropriate Vice President or designee may place an employee on administrative leave or may reassign the employee between the notice of reduction in pay, suspension, layoff or dismissal and the effective date of such action pursuant to University of Florida Regulations 3.045, 3.046, and 7.048.

(k) The Vice President for UF Human Resources ~~Services~~ or designee in conjunction with the appropriate Vice President or designee may place an employee on administrative leave when the employee's presence in the workplace may result in damage to property or injury to the employee or others.

(17) Military Leave. Federal and state laws shall govern the granting of military leave and the employee's reemployment rights as follows:

(a) Disabled Veterans Reexamination or Treatment. An employee who has been rated by the Veterans Administration to have incurred a service-connected disability and has been scheduled by the Veterans Administration to be reexamined or treated for such disability

shall, upon presentation of written confirmation of having been so scheduled, be granted administrative leave or leave not affecting accrued leave balances for such reexamination or treatment without loss of pay, benefits, or efficiency rating, not to exceed six (6) days in any calendar year.

(b) Examinations for Military Service. Upon presentation of a copy of the employee's official orders or appropriate military certification, an employee who is ordered to appear for an examination for entrance into the military service shall be granted administrative leave or leave not affecting accrued leave balances for this purpose.

(c) National Guard State Service. Upon presentation of a copy of the employee's official orders or appropriate military certification, an employee who is a member of the Florida National Guard shall be granted leave with pay on all days when ordered to active service by the state. Such leave with pay shall not exceed thirty (30) calendar days at any one time. Such leave will be counted as administrative leave or leave not affecting accrued leave balances and shall be without loss of time or performance rating.

1. A copy of the official orders shall be filed in the employee's personnel file.
2. Any absence in excess of thirty (30) calendar days may, upon request by the employee and approval by the supervisor, be covered by accrued vacation, sick or compensatory leave.
3. If not requested by the employee or approved by the appropriate supervisor as vacation or compensatory leave, such absences in excess of thirty (30) calendar days shall be approved as leave without pay.

(d) Other Military Leave. Upon presentation of a copy of the employee's official orders or appropriate military certification, an employee, except an employee who is employed

in a temporary position or employed on a temporary basis, who is drafted, who volunteers for active military service, or who is ordered to active duty (not active duty training) shall be granted leave in accordance with Chapter 43 of Title 38, United States Code. Active military service includes active duty with any branch of the United States Army, Air Force, Navy, Marine Corps, Coast Guard, National Guard of the State of Florida or other service as provided in Sections and 115.09, Fla. Stat. Such leave shall be without loss of performance rating.

1. Verification of military certification. Such leave of absence shall be verified by official orders or appropriate military certification. The first thirty (30) calendar days of leave shall be with full pay and shall not affect an employee's vacation or sick leave balance. The remainder of military leave shall be without pay unless the employee elects to use accrued paid leave as described below. Leave payment for the first thirty (30) calendar days shall be made only upon receipt of evidence from an appropriate military authority that thirty (30) calendar days of military service have been completed.

2. Applicability of laws. Federal and state laws shall govern the granting of military leave and the employee's reemployment rights.

3. Use of vacation leave. Beyond the first thirty (30) calendar days of leave, which shall be with full pay and shall not affect an employee's vacation or sick leave balance, use of accrued paid leave is authorized during military leave in keeping with the University's extended leave of absence policy.

4. Reinstatement. The position of an employee granted military leave may be filled on a temporary basis. Upon separation from the military service, the employee is eligible to return to his or her former position or a different position in the same class in the same geographic location if reinstatement is requested within one (1) year after separation. The

University may require the employee to submit to a medical examination to determine the employee's fitness to perform the essential functions of the position to which the employee may be returning. Based on the medical findings, the University may place the employee in another class with duties that employee is able to perform and which is the nearest approximation to the position held prior to the military service.

(e) Short-Term Military Training. Upon presentation of a copy of the employee's official orders or appropriate military certification, an employee who is a member of the United States Armed Forces Reserve, including the National Guard, shall be granted leave with pay during periods in which the employee is engaged in annual field training or other active or inactive duty training exercises. Whether continuous or intermittent, such leave with pay shall not exceed 240 hours in any federal fiscal year (October 1 - September 30). Such leave will be designated as administrative leave or leave not affecting accrued leave balances and shall be without loss of time or efficiency rating.

1. A copy of the official orders shall be filed in the employee's personnel file.
2. Any absence in excess of 240 hours may, upon request by the employee and approval by the appropriate supervisor, be covered by accrued vacation or compensatory leave.
3. If not requested by the employee or approved by the appropriate supervisor as vacation or compensatory leave, such absences in excess of 240 hours shall be approved as leave without pay.

(18) Workers' Compensation. Employees who sustain a work-related injury compensable under the Florida Workers' Compensation Law shall be treated in accordance with Chapter 440, Fla. Stat. and provided with University benefits as follows:

- (a) Time away from work for the initial medical assessment and/or treatment of a



work-related injury shall be counted as work time but shall not cause employees to exceed their scheduled work hours for that day.

(b) Workplace Injury Leave is an annual benefit available to leave accruing employees only and shall be used to compensate these employees for a portion of their wages lost due to work-related injuries compensable under Chapter 440, Fla. Stat.

1. Workplace Injury Leave shall be pro-rated based on an employee's current FTE but shall not exceed forty (40) hours per fiscal year for full-time employees. Such leave time shall be counted against an employee's FMLA entitlement. Unused Workplace Injury Leave hours shall not carry forward from one fiscal year to next. Workplace Injury Leave shall be used only when a workers' compensation authorized medical provider documents that an employee is unable to work due to their compensable injury and/or when a work unit cannot provide an employee with modified duty work within the employee's medical restrictions.

2. All authorized work-related injury absences or time away from work that do not meet the criteria for Workplace Injury Leave shall be covered by an employee's FMLA leave, FMLA leave of absence or other leave if all FMLA leave has been exhausted.

(c) Employees receiving workers' compensation salary indemnification benefits may elect to use FMLA personal leave to supplement that benefit; however, such leave usage shall not cause an employee to receive more than the employee's regular University daily earnings.

(d) Employees who are unable to work due to compensable workers' compensation injuries and are receiving salary indemnification benefits shall not be eligible for holiday pay or accrual of special compensatory leave.

(e) Modified/alternate duties, consistent with the University's Modified Duty Program Policy, 2006, shall be provided to employees with work-related injuries. A copy of the

policy is available from the Workers' Compensation Office, PO Box 115008, Gainesville, Florida 32611-5008.

(f) If at the end of the modified duty period, an employee is unable to perform the essential functions of the employee's position, the Vice President or designee responsible for the employee's unit may place the employee on unpaid leave or extend the leave status, offer the employee alternate employment or terminate the employee from employment.

(19) Domestic Violence Leave. Employees may take up to three (3) days of leave in a twelve (12)-month period if the employee or a family or household member is a victim of domestic violence. The fiscal year of July 1 to June 30 will be considered the twelve (12)-month period.

(a) An employer must provide leave for the following specific activities:

1. Seeking an injunction for protection against domestic violence or repeat violence, dating violence or sexual violence;
2. Obtaining medical care or mental health counseling or both for the employee or a family or household member to address injuries resulting from domestic violence;
3. Obtaining services from victims' services organizations such as a domestic violence shelter or rape crisis center;
4. Making the employee's home secure from the perpetrator of domestic violence or finding a new home to escape the perpetrator; or
5. Seeking legal assistance to address issues arising from domestic violence or attending or preparing for court related proceedings arising from the act of domestic violence.

(b) An employee seeking leave from work under this section must provide his or her employer advanced notice of the leave except in cases of imminent danger to the health or safety

of an employee, or to the health or safety of a family or household member.

(c) The employee is required to use accrued leave. In the event that the employee does not have sufficient leave hours to cover the event, the leave that is not covered will be unpaid.

(20) Leaves of Absence for Faculty.

(a) Requests for Leave or Extension of Leave.

1. A faculty member shall make a written request at the beginning of the proposed leave. If possible, the request should be made at least one (1) full semester or, in the case of twelve (12)-month faculty, six (6) months prior to the date the leave is requested.

2. For an extension of the leave, the faculty member shall make a written request not less than sixty (60) days before the end of the leave, if possible. If possible, the request should be made at least one (1) full semester or, in the case of twelve (12)-month faculty, six (6) months prior to the date the leave is requested.

3. The University shall approve or deny such request in writing not later than thirty (30) days after receipt of the request.

4. An absence without approved leave or extension of leave shall subject the faculty member to the provisions of the University's regulations dealing with misconduct.

(b) Unpaid or Uncompensated Leaves are provided for eligible faculty members as follows:

1. Upon request of a faculty member, the President or designee shall grant a leave without pay for a period not to exceed one (1) year unless the President or designee determines that granting such leave would be inconsistent with the academic or employment needs of the University. Such leave shall be extended upon mutual agreement. (If possible, the request should

be made at least one (1) semester or its equivalent prior to the beginning of the academic term or date the leave is requested.)

2. Upon return, the salary of the faculty member shall be adjusted to reflect all non-discretionary increases distributed during the period of leave.

3. Retirement credit for such periods of leave without pay shall be governed by the rules and regulations of the Division of Retirement and the provisions of Chapter 121, Fla. Stat. While on leave without pay, the faculty member shall retain accumulated sick leave and vacation leave but shall not earn sick leave or vacation leave nor be entitled to holiday pay.

4. While on approved leave without pay, a faculty member may use accrued leave with pay for parental, foster-care, medical or military reasons. The use of this leave may be in the amount necessary to cover the faculty member's contribution to the state insurance programs and for other expenses.

(c) Paid or Compensated Leaves are provided for eligible faculty members as follows:

1. Faculty members shall accrue normal leave credits while on compensated leave or while participating in the professional development leaves program. If a faculty member is on compensated leave in less than full pay status for other than professional development programs, the faculty member shall accrue leave in proportion to the pay status. During the professional development leave, a person is considered to be in regular employment status in accordance with the established and assigned FTE even though on reduced pay.

2. No faculty member on compensated leave may be employed simultaneously by another employer unless the faculty member complies with state and University requirements for extra compensation, outside employment/activities and conflict of interest.

(d) A Developmental Research School faculty member may be granted five (5) days (noncumulative) of leave per year for emergencies or for other personal reasons. One (1) day shall be administrative leave and four (4) days shall be taken from sick leave. Except in cases of emergency, the faculty member shall provide at least two (2) days' notice of the intended leave. Such leave shall not be used on the day immediately preceding or following a holiday. These faculty members shall not be required to give reasons for personal leave, except that the leave is for personal reasons.

(e) Professional development leave provides eligible faculty with the opportunity to take a leave for professional renewal, planned travel, study, formal education, research, writing, employee development, certification or other experience of professional value, but not as a reward for service.

1. These leaves are available for faculty after six (6) years of continuous full-time University service.

2. In the case of faculty on a contract or grant, the terms of the leave must be consistent with the terms of the contract or grant.

3. Specific leave programs for eligible employees include:

a. One semester leaves or six (6)-month leaves for twelve (12)-month employees are available at one-half pay or full-pay.

b. Two (2) semester leaves or twelve (12)-month leaves for twelve (12)-month employees are available at one-half pay.

c. One (1) semester leaves for academic year employees are available at one-half pay or full-pay.

d. Two (2) semester leaves for academic year employees, are available at half-pay.

4. In the case of IFAS and the Health Science Center, contact the appropriate Dean, Director or Senior Vice President's Office for information. For other units, contact the appropriate Office of the Dean. Each application shall include a statement describing the program to be followed while on leave, the expected increase in value of the employee to the University, specific results anticipated from the leave, any expected supplementary income, and a statement from the applicant agreeing to comply with the terms of the leave program.

5. The President or designee shall select applicants when the University believes that completion of the proposed project or work would substantially improve the productivity of the department or function of which the employee is a part.

6. Terms of Program.

a. If an employee receives fellowships, grants-in-aid or financial assistance from sources other than the University to assist in accomplishing the program, the University salary shall be reduced so that the total income is equal to the faculty member's regular salary. Non-salary funds for travel and living expenses from sources other than the University will not result in a reduction in University salary during the leave.

b. Employment unrelated to the purpose of the professional development leave is governed by applicable outside activity and conflict of interest provisions of University regulations and state law.

c. Contributions made by the University to the retirement and Social Security programs shall be continued on a basis proportional to the University salary received during the professional development leave. University contributions made to the employee insurance programs and other employee benefits shall be continued during the leave.

d. Twelve (12)-month employees shall continue to accrue vacation and sick leave

on a full-time basis during the professional development leave.

e. Nine (9)-month employees shall continue to accrue sick leave on a full-time basis during the professional development leave. If accepting the leave, the employee must agree to return to the University for at least one (1) academic or calendar year (depending on the employee's appointment) following participation in the program. If the employee does not fulfill that agreement or does not participate in the program as stated in the proposal, the employee shall reimburse the University the amount of salary received from the University during the professional development leave.

f. Upon returning to the University, the employee shall submit to the chair or supervisor, with a copy to the Dean or Director, a written report of the employee's accomplishments during the leave. This report shall include information regarding the activities undertaken during the leave, the results accomplished during the leave as they affect the employee and the University and the research or other scholarly works produced or expected to be produced as a result of the leave.

g. Employees shall not be eligible again for a full-pay sabbatical in this program until six (6) years of full-time service have been completed following prior participation.

(21) The President or designee has authority to provide an employee leave with or without pay or to reassign an employee when such leave or reassignment is in furtherance of the mission of the University.

(22) December Personal Leave Days for TEAMS Employees, Faculty, and Postdoctoral Associates.

(a) TEAMS employees, faculty (except Hospitalists) and Postdoctoral Associates earn four (4) personal leave days in proportion to their FTEs per fiscal year in addition to the

University holidays.

(b) Such personal leave days shall be credited to eligible employees on December 1 of each year. Personal leave days must be taken in full-day increments (that is, as an 8-hour day for full-time employees, as a 4-hour day for .50 FTE employees) on workdays between the dates December 26 and December 31, inclusive.

(c) Eligible essential personnel who are required to work between December 26 and December 31 shall have their schedules adjusted to provide equivalent paid leave time within December 2 and June 30 of the current fiscal year based on departmental need.

(d) Cash payment is not provided for unused personal leave days. Any unused personal leave days expire at the end of each fiscal year.

(23) Personal Leave for Postdoctoral Associates.

(a) Full-time Postdoctoral Associates will accrue five (5) hours of personal leave each biweekly period, with proportionate accrual for less than full-time, up to a maximum of 352 hours. Such leave may be used in lieu of sick leave and vacation leave under the policies and procedures regulating such leaves.

(b) Postdoctoral Associates shall not be paid for unused personal leave upon separation from employment.

Authority: BOG Regulation 1.001.

History: New 6-28-98, Amended 1-12-00, 5-20-02, 3-12-03, 6-28-04, 3-30-07, 9-5-08 (technical changes only), Formerly 6C1-1.201, Amended 3-16-10, 12-10-10, 3-17-11 (technical changes only), 9-6-11, 2-01-12, 4-3-15, 3-23-18 (technical changes only), 3-26-20 (BOT approval), Amended 3- -2025.



REGULATIONS OF THE  
UNIVERSITY OF FLORIDA

1.202 University Bonus Plans.

(1) The University of Florida may create Bonus Plans that authorize the award of Bonuses based on employee work performance or for purposes of recruitment and retention.

(2) Definitions.

(a) “Bonus” is defined as a one-time monetary award in addition to base pay given to an employee that has met the criteria of this Regulation and applicable Bonus Plan.

(b) “Bonus Plan” is defined as a documented and properly approved plan that is consistent with this Regulation and Board of Governors Regulation 9.015 and sets forth the categories of employees who are eligible to receive Bonuses and the evaluation criteria by which Bonuses may be awarded.

(3) Faculty, TEAMS, ~~USPS~~, and Law Enforcement Officers are eligible to receive a Bonus, subject to applicable collective bargaining obligations. Individuals must be employed and in good standing with the University during the Bonus Plan time period and at the time a Bonus payment is made. Individuals are not in good standing for Bonus payment eligibility if, at the time the Bonus payment is made, they have:

(a) received a notification of non-renewal, termination, layoff, or ending of time-limited appointment;

(b) submitted a notice of resignation;

(c) received a notice of written reprimand or suspension in the six months prior to the time the Bonus payment is made;

(d) received an overall unsatisfactory evaluation in the preceding evaluation period;  
or

(e) received and have not successfully completed a performance improvement plan.

(4) The University may establish and implement one or more of the following Bonus Plans.

(a) Work Performance Bonus Plans. Criteria for work performance Bonus Plans may include but are not limited to, documented work performance involving increased duties or responsibilities, successful completion of a special project, attainment of established goals, superior performance, or specific achievements or assignments of significance.

(b) Recruitment Bonus Plans. Criteria for recruitment Bonus Plans may include, but are not limited to, candidates with desirable specialized skills and exceptional experience, or where market conditions or departmental structure merit such a recruitment award.

(c) Retention Bonus Plans. Criteria for retention Bonus Plans may include, but are not limited to, circumstances to address verified offers of competing employment, to address market conditions which are significantly higher than the current salary, to ameliorate salary compression or inversion, or to acknowledge successful completion of career development, training, or certification programs that are in the best interests of the University or support the mission of the University.

(d) Bonus Plans in Collective Bargaining Agreements. The University may authorize the inclusion of provisions that award bonuses in collective bargaining agreements that are duly ratified by the Board of Trustees. Any Bonus provisions in such agreements must be based upon standards appropriate to institutions of higher education or relevant industry standards.

(e) Clinical Care Compensation Plans. The University may authorize comprehensive incentive-based compensation programs for services related to the delivery of clinical care through a University faculty practice plan approved by the Board of Governors and operating in accordance with Board of Governors Regulation 9.017 or another health-care-related program.

(5) Bonuses and Bonus Plans shall not create inequities among comparable employees in violation of Regulation 1.006.

(6) All proposed Bonus Plans are subject to approval by the President or designees and the Senior Vice President(s) or Vice President(s) over the employees included in the Bonus Plan. Any University approved Bonus Plans that deviate from the provisions of Board of Governors Regulation 9.015 are also subject to approval by the Board of Trustees and Board of Governors.

(7) To request the approval of a Bonus Plan, a unit must complete the Bonus Plan Approval Request Form in its entirety, obtain the appropriate SVP(s) or VP(s) approvals and submit the Form to UFHR Classification & Compensation at [compensation@ufl.edu](mailto:compensation@ufl.edu) for review and approval by the President or designees.

(8) All approved Bonus Plans shall be reviewed by the President or designees and the applicable SVP and VP approvers no less frequently than every three years following initial approval. Bonus Plans may be terminated or modified by the University at its discretion at any time and do not create any employee entitlement, contract or property right.

(9) Each year, on a schedule established by the Board of Trustees, the President shall submit a report to the Board of Trustees that contains the following:

(a) The President's certification that any Bonuses paid during the reporting period complied with the criteria in the applicable Bonus Plan and were paid from funds contained within the University's budget as approved by the Board of Trustees; and

(b) The total amount paid during the reporting period for performance, recruitment and retention Bonuses.

(10) Failure to comply with or violations of this Regulation or a Bonus Plan may result in discipline, up through termination, and/or the termination of the Bonus Plan or denial of a Bonus made pursuant to the Plan.

(11) UF Human Resources is responsible for overseeing implementation of and enforcing compliance with this Regulation. Please contact the following with questions or concerns:

UF Human Resources

Classification & Compensation

903 W. University Ave.

PO Box 115009

Gainesville, FL 32611-5009

(352) 273-2842

[compensation@ufl.edu](mailto:compensation@ufl.edu), <http://hr.ufl.edu>

Authority: BOG Regulation 9.015; section 1012.978, Fla. Stat.

History: New 12-9-2022, amended, 2025.

REGULATIONS OF  
THE UNIVERSITY OF FLORIDA

3.006 Parking

(1) This Regulation sets forth the parking restrictions and requirements for the UF campus. UF does not guarantee parking, nor can it guarantee the safety and security of vehicles, property, and persons within the campus parking facilities. UF charges fees for the use of its parking spaces in order to pay for the operation and maintenance of campus parking facilities and support the transportation infrastructure. All persons holding a valid operator's license may use properly registered motor vehicles, motorcycles, motor scooters, bicycles, and other UF approved vehicles in accordance with the terms of UF regulations, Transportation and Parking Services (TAPS) policies and procedures and applicable Florida Statute.

(2) Definitions:

(a) "Abandoned Vehicle" means a Vehicle that is left on UF campus for more than three (3) consecutive days without a valid Permit.

(b) "Back-in Parking" means parking a Vehicle with the front of the Vehicle facing the drive lanes and rear facing license plate is not visible.

(c) "Commercial Entity" means any person or company that has entered into a contract with UF to provide a service, regardless of the length of the contract, including but not limited to vendors and contractors.

(d) "Disabled Parking" means designated parking spaces for anyone legally qualified to use disabled parking.

(e) "Employee" means (i) a UF employee including Academic Personnel, TEAMS, ~~USPS~~, LEO and OPS (non-student), and (ii) any (non-student) employee of a UF direct support

organization and other affiliates.

(f) “False Registration” means applying for, receiving, or displaying a Permit by providing false information or by other fraudulent means; including reproducing, altering or defacing a Permit or any other document used for registration.

(g) “Head-in Parking” means parking a Vehicle with the front of the Vehicle facing into the front of the parking space and with the rear license plate visible and facing into the drive lanes.

(h) “Holidays” means official UF holidays only. Academic breaks and weekends are not holidays.

(i) “Impound/Impoundment” means to tow a Vehicle away from the place it is parked, to boot a Vehicle by use of an immobilization device, or to seize and hold legal custody of a Vehicle.

(j) “Inoperable Vehicle” means a Vehicle in a state of disrepair or incapable of being moved under its own power. Inoperable Vehicles include any vehicle abandoned, wrecked, dismantled, scrapped, junked, or in a partially dismantled condition, including uninflated tires, no wheels, or lacking other parts necessary for the normal operation, regardless of displaying a valid Permit.

(k) “LPR” means License Plate Recognition, an online system integrated with digital cameras that use optic character recognition software to convert a digital image of a license plate into text. The license plate data is then sent to a database where it is compared in real-time to a list of plate numbers that are associated with a Virtual Permit.

(l) “Parking” means the act of stopping or standing of a vehicle anywhere on campus, whether occupied or not and whether the vehicle’s motor is running or not.

(m) “Permit” means a non-transferable UF parking permit, decal, hangtag, virtual permit, dashboard permit or metered parking receipt issued by TAPS.

(n) “Reserved Space” means an individually marked space, reserved for the specified user twenty-four (24) hours a day, seven (7) days a week or as otherwise displayed on the applicable signage.

(o) “Restricted Area” means an area where a Vehicle may be parked only if it bears the appropriate Permit for that area.

(p) “Service Drive Area” means parking areas reserved for Vehicles for delivery, service, emergency, and other Vehicles with Service Drive Permits.

(q) “Shands Employee” means a (non-student) employee of UF Health Shands Hospital.

(r) “Student” means an individual who is enrolled at UF; full- time or part-time, regardless of the number of hours or days attending classes.

(s) “Transportation and Parking Services (TAPS)” means the UF unit: (a) responsible for (i) issuing Permits, (ii) collecting parking fees, (iii) assessing parking fines; and (iv) enforcing parking rules on campus; and (b) vested with the authority to store, dispose or transfer the title of Abandoned Vehicles.

(t) “Vehicle” means appropriately registered cars, motorcycles, motor scooters and other means of motorized transportation intended for and in current condition to be operated on public highways. Bicycles, mopeds, Segways, or micromobility devices are not Vehicles.

(u) “Virtual Permit” means a non-physical Permit that uses virtual verification by LPR.

(v) “Visitor” means a person who is not a Student, Employee, Shands Employee or Commercial Entity or other member of the UF community coming on to campus to attend to UF business or related activities; to participate in a UF related or sponsored event, class, activity, or program; or to further the UF educational mission.

(3) General Guidelines for Permits and Registration

(a) TAPS, the University of Florida Police Department (UFPD), appropriate law enforcement, and specifically designated personnel are authorized to issue citations for parking and registration violations in accordance with UF regulations and TAPS policies and procedures.

(b) Students, Employees and Shands Employees must register their Vehicle(s) and license plate(s) with TAPS in order to purchase a Permit and must display a valid appropriate Permit (or be properly registered for a Virtual Permit) during hours of Permit restriction as established on applicable signage at each parking facility.

(c) All registrants are responsible for providing TAPS with current and accurate information regarding Vehicle registration, ownership and tag number, as well as changes in address, enrollment and employment status.

(d) There is no grace period for registration of Vehicles and acquisition of Permits. New Employees may contact TAPS to obtain a temporary Permit for fourteen (14) business days from the start date of their employment at no cost. Proof of employment status is required.

(e) Parking spaces at UF are not intended for Vehicles altered for purposes other than transportation or in violation of UF policy and regulations, bicycles, mopeds, Segways, or aircraft with or without a Permit

(f) Permanently marked Commercial Entity Vehicles (identified as clearly and conspicuously marked with non-removable non-transferable painted or vinyl lettering or company logos on both sides of the Vehicle) may park without a Permit in non-reserved, Permit restricted parking spaces, and in Service Drive Areas. They may not park in gated areas, carpool zones, reserved spaces, bicycle lanes, on the grass, on sidewalks, in no parking zones, and other prohibited areas at any time. A commercial representative in a Commercial Entity Vehicle using a



permanently marked delivery truck, service vehicle, rideshare vehicle or bus making brief stops in the appropriate spaces or zones at one or more points on campus is not considered Parking and are not required to pay a Parking fee or display a Permit.

(g) A Commercial Entity may purchase a Commercial Permit for an unmarked Vehicle upon presenting a letter from the Commercial Entity, UF project manager or department substantiating the need to park on campus. At the request of the UF project manager, TAPS may issue no-cost Permits for Parking in approved, fenced construction compounds and lay-down areas, or in the remote contractor lot for contractor Parking.

(h) Commercial solicitation is not permitted on UF campus without prior approval and Permits shall not be issued (and will be considered invalid) if used for a purpose prohibited by UF regulations and policies.

(i) Disabled Parking:

i. Students and Employees with a State-issued “Disabled Persons Parking Permit” or license plate must purchase a Permit in order to park on campus.

ii. Visitors with a State-issued “Disabled Persons Parking Permit” or license plate may use designated disabled spaces and in non-reserved decal restricted spaces in order to park on campus.

(j) Daily/Temporary Parking:

i. Visitors may obtain a temporary Permit from TAPS; or utilize daily and hourly pay parking facilities or metered spaces upon payment of the required fee.

ii. All vendors must be registered with UF, as visitor parking spaces may not be used for commercial purposes without prior approval.

iii. UF departments or colleges sponsoring an event on campus shall schedule and

reserve event parking with TAPS a minimum of two (2) weeks in advance of the event. TAPS will determine the assignment of event parking based on availability.

(k) Permit Regulation:

i. Physical Permits must be properly displayed on the inside of the Vehicle windshield, passenger side, lower corner. The Permit must be clearly visible from the exterior of the Vehicle while parked on campus or a citation may be issued.

ii. Physical Permits may be transferred between Vehicles registered to permit holders, or to family members residing in the same household, but only one Vehicle per Permit may be parked on campus at any time.

iii. Adhesive Permits are required for all two or three-wheeled motor vehicles and must be displayed on the front or rear fender or front fork of the Vehicle unless otherwise approved by TAPS.

iv. Drivers of two or three-wheeled motor vehicles must park in motorcycle/scooter parking zones as designated on campus. They may not park in an automobile space, except for metered spaces upon payment of the required fee.

v. The Permit holder is responsible for assuring that the Vehicle is parked in compliance with the rules and regulations regardless of who drives it, and for knowing when the issued Permit expires.

vi. The Permit holder is responsible for all citations issued to any Vehicle associated with a Permit holder.

vii. A lost Permit must be reported to TAPS, and a stolen Permit must be reported to UFPD. TAPS will issue a replacement Permit for a \$25 fee. Permits reported lost or stolen will immediately become invalid; and use of a Permit previously reported lost or stolen is considered to be

False Registration and subject to fine and penalty. Any Vehicle bearing a Permit reported as lost or stolen is subject to immediate immobilization and tow, even if the Vehicle bearing the Permit is owned by the person who has reported the Permit as lost or stolen.

viii. Any Vehicle parked on campus is parked at the risk of the operator. UF assumes no liability for damage to Vehicles operated or parked on campus.

(l) Payment:

- i. All Student Permit charges will be charged to the Student's UF account.
- ii. Employees may pay for their Permits through payroll deduction.
- iii. The Permit price may be pro-rated on a bi-weekly basis over the term of the Permit.

The prorated price will be determined at the time of purchase.

(m) Refunds:

i. TAPS may provide a full refund on annual and semester Permits when the refund is requested less than fifteen (15) calendar days from the date of purchase or effective date. Monthly, weekly and daily Permits are non-refundable.

ii. Employees may receive a refund of one twenty-fourth (1/24) of the annual price for each unused pay period on an annual Permit, based on when the Permit is returned.

iii. No refunds will be issued unless and until the Permit is returned to TAPS.

(n) Retired and Emeritus: Retired faculty and staff are eligible to register and purchase Permits. Retired faculty and staff designated as "Emeritus" shall be issued a complimentary "Official Business" Permit.

(4) Designated Parking Spaces and Areas.

(a) Parking is permitted only within marked spaces. The absence of "No Parking" signs, curb markings or other indicators does not mean that parking is allowed.

(b) All Vehicles must abide by a Head-in Parking rule to ensure that the license plate is facing the drive lane and can be read by LPR. Exceptions to this rule are as follow:

- i. Vehicles with ADA requirements.
- ii. Electric Vehicles requiring Back-in Parking to actively charge at a charging station.
- iii. Vehicles displaying an official State-issued front license plate.
- iv. Vehicles displaying an optional front tag purchased from TAPS

(c) Where parallel or angled parking is permitted, Vehicles must be parked facing the flow of traffic.

(d) Vehicles shall not be parked in such a manner as to obstruct vehicular/bicycle/pedestrian traffic, wheelchair ramps, interfere with normal operational activities, or create a hazard.

(e) Parking on grass, unpaved surfaces, sidewalks, crosswalks, Service Drive Areas without a proper Permit, loading zones, truck spaces, or on streets (except where specifically marked for parking) is prohibited.

(f) Use of parking spaces requires either a Permit or a receipt for paid parking during restricted hours as defined by signage.

(g) No parking space may be used for commercial solicitation purposes.

(h) Unauthorized parking in Reserved Spaces or Restricted Areas is prohibited.

(i) A Vehicle parked overtime at any time limited parking space (meters, time restricted loading zones and Service Drive Areas, etc.) may receive a citation at the time the violation is identified and may receive another citation in the same day if the Vehicle remains in the same space more than two (2) hours from the time of issuance of the first citation.

(j) Vehicles may park according to Permit type in the appropriate lots and spaces as

identified on the TAPS parking map and parking lot signage.

(k) All Vehicle operators using a parking space controlled by a meter must pay to occupy the space in accordance with the instructions on the meter.

(l) Only authorized Vehicles may park in disabled spaces.

(m) Oversized Vehicles such as trucks, trailers, motor homes, or any Vehicle that occupies more than one (1) standard car space or extends beyond the space shall be parked in an area designated by TAPS with appropriate Permit.

(n) Special Events/Maintenance: TAPS has authority to close streets, lots, and parking spaces to facilitate special events, and to perform necessary maintenance. Contact TAPS when planning a special event on campus to receive proper parking permits and assignments. No department has the authority to close any lots without first obtaining permission from TAPS.

(5) Impounding Vehicles.

(a) Vehicles are subject to being Impounded at the operator's or owner's expense under any of the following conditions:

i. Unauthorized parking in Reserved Spaces, Restricted Areas, Service Drive Areas, no-parking zones, disabled spaces, or any other place in violation of this Regulation.

ii. Inoperable Vehicles and Abandoned Vehicles must be attended to promptly with immediate notification made to TAPS, Monday – Friday between 8:00 am and 5:00 pm, and the UFPD after 5:00 pm on weekdays and on weekends and Holidays. These vehicles are subject to tow after three (3) consecutive days.

iii. Parking in such a way as to interfere with campus operational activities or in violation of any UF regulation or policy.

iv. Accumulation of three (3) unpaid delinquent parking citations in an academic year.

- v. Parking on campus after the suspension of parking privileges.

(b) Vehicles are Impounded at the owner's/department's expense. Subject to any applicable appeal process, the owner/department is required to pay for the outstanding citations, the Impoundment fee, and any additional applicable charges in full prior to claiming their Vehicle. The fact that a previously Impounded Vehicle has been removed from the area without authorization from TAPS shall be prima facie evidence that the registered owner has tampered with the Impounded Vehicle. Owners of Impounded Vehicles may make restitution online at the TAPS website or during office hours at the TAPS office.

(6) Parking Violations, Penalties and Payment.

(a) Violations and Suspension of Parking Privileges: Vehicle operators are subject to the parking fines in accordance with the schedule of violation charges as provided in this Regulation.

TAPS reserves the right to restrict the ability of an individual or UF unit to purchase a Permit if they:

- i. Falsify or misrepresent information to TAPS;
- ii. Lend their Permit to another person when the latter is not entitled to driving or parking privileges;
- iii. Fails to respond to and resolve citations;
- iv. Demonstrates actions that show a willful disregard for public safety or property, or engages in other types of disruptive behavior with another member of the UF community;

- v. Owes a delinquent parking debt to UF;
- vi. Displays a counterfeit, stolen, altered, lost, or revoked Permit; or
- vii. Issues fraudulent payments to TAPS for services or fines.

(b) Delinquency:

- i. Parking citations not paid within fifteen (15) days of issuance, or not under appeal,

are subject to an additional late fee as outlined in this Regulation.

ii. An Employee may not purchase a new Permit if there are any outstanding citations on their account. Any violations or debts which are still outstanding after forty-five (45) days may be recovered by UF pursuant to UF Regulation 3.0421 <https://regulations.ufl.edu/wp-content/uploads/2012/09/30421.pdf>.

iii. Outstanding student accounts will also result in student records and registration being placed on hold until the debt is settled.

iv. More than three (3) outstanding citations will result in the Vehicle being Impounded.

v. More than ten (10) outstanding citations will result in suspension of parking privileges.

vi. Unless otherwise specified, all fines may be paid via the TAPS website, to the TAPS office in person, or via mail.

(7) Appeal Process for Citations, Suspensions and Impoundments.

(a) Citation, Suspension and Impoundment appeals: The University Hearing Authority (Student Traffic Court and Faculty/Staff Adjudicators) has jurisdiction over the disposition of appeals of parking violations.

i. Persons wishing to contest a citation, suspension or Impoundment must complete an online statement of appeal on the TAPS website within fifteen (15) calendar days from the date of issuance, or otherwise forfeit the right to appeal.

ii. Persons with an unfavorable appeal judgment (not suspensions or Impoundments), may file a second appeal by completing an online second level appeal on the TAPS website within fifteen (15) calendar days from the date of the first appeal judgment.

iii. Decisions of the University Hearing Authority on appeals, suspensions and Impoundments are final.

(8) Parking Rates and Fines.

(a) Parking Rates (2021-2022):

Student Permit – Annual	\$160.00
Student Permit – Semester	\$80.00
Student Permit – Monthly	\$35.00
Student Permit – Weekly	\$15.00
Employee (Gold Permit) – Annual	\$1,512.00
Employee (Gold Permit) – Semester	\$504.00
Employee (Silver Permit) – Annual	\$1,350.00
Employee (Silver Permit) – Semester	\$450.00
Shands Employee (Gold Permit) – Annual	\$1,512.00
Shands Employee (Gold Permit) – Semester	\$504.00
Shands Employee (Silver Permit) – Annual	\$1,350.00
Shands Employee (Silver Permit) – Semester	\$450.00
Employee (Official Business Permit) – Annual	\$570.00
Employee (Official Business Permit) – Semester	\$190.00
Employee (Orange Permit) – Annual	\$420.00
Employee (Orange Permit) – Semester	\$140.00
Employee (Orange Permit) – Monthly	\$60.00
Employee (Orange Permit) – Weekly	\$25.00
Employee (Orange Permit) – Daily	\$5.00
Employee (Blue Permit) – Annual	\$420.00
Employee (Blue Permit) – Semester	\$140.00
Employee (Blue Permit) – Monthly	\$60.00
Employee (Blue Permit) – Weekly	\$25.00
Employee (Blue Permit) – Daily	\$5.00
Employee (Medical Resident) – Annual	\$588.00
Employee (Medical Resident) – Semester	\$186.00
Employee (Medical Resident) – Monthly	\$70.00
Employee (Shands South 1) – Annual	\$420.00
Employee (Shands South 1) – Semester	\$140.00
Employee (Staff Commuter) – Annual	\$216.00
Employee (Staff Commuter) – Semester	\$72.00
Employee (Staff Commuter) – Monthly	\$35.00
Employee (Staff Commuter) – Weekly	\$15.00
Employee (Staff Commuter) – Daily	\$3.00
Employee (Disabled) – Annual	\$420.00
Employee (Disabled) – Semester	\$140.00
Employee (Disabled) – Monthly	\$60.00
Employee (Disabled) – Weekly	\$25.00
Employee (Disabled) – Daily	\$5.00
Employee (Carpool) – Annual	\$198.00
Student/Employee (Motorcycle/Scooter) – Annual	\$210.00



Student/Employee (Motorcycle/Scooter) – Semester	\$70.00
Commercial – Annual	\$576.00
Commercial – Semester	\$192.00
Commercial – Monthly	\$75.00
Commercial – Daily	\$7.00

(b) Parking Fines (2021-2022):

No or expired permit	\$35.00
Parking out of assigned area	\$35.00
Parking in a restricted area	\$40.00
Parking in a reserved parking space	\$40.00
Overtime Parking	\$20.00
Parking over lines	\$20.00
Parking on grass	\$35.00
Parking facing traffic	\$30.00
Parking on sidewalk	\$35.00
Parking obstructing traffic	\$40.00
Parking illegally in a Service Drive Area	\$40.00
Parking in a No Parking Zone	\$35.00
Permit improperly attached or displayed	\$15.00
False Registration	\$150.00, plus cost of equivalent permit
Use of an unauthorized duplicate or lost or stolen permit	\$150.00, plus the cost of equivalent permit
Unauthorized use of permit	\$35.00
Driving/parking on campus while eligibility is suspended	\$100.00
Failure to pay parking lot fee	\$35.00
Unauthorized operation of a vehicle in a restricted area	\$50.00
Backed into parking spaces where prohibited	\$35.00
Parking without a permit in a parking garage reserved for persons with disabilities	\$250.00
Bicycles parked out of assigned areas	\$10.00
Tampering with or unauthorized removal of an immobilizing device	\$200.00, plus replacement price of device if not returned to UF undamaged
Motorcycle/Scooter not parked in direction of pavement-marked	\$20.00

arrows	
Unsafe or improper operation of a micromobility device or a bicycle	\$50.00
Failure to pay fine within 15 days	\$10.00, plus fine

Authority: BOG Regulation 1.001

History:

3.006 Definitions: New 9-29-75, Amended 8-15-78, 8-19-79, 8-26-81, 8-12-82, 3-6-85, Formerly 6C-3.06, Amended 5-14-87, 4-27-88, 4-23-89, 4-17-90, 5-7-92, 5-19-93, 4-30-95, 5-1-96, 6-7-00, 5-22-01, 3-31-06 (technical changes only), 3-30-07 (technical changes only), 3-14-08 (technical changes only), 3-17-09, Formerly 6C1-3.006, Amended 3-17-11, 3-28-14 (technical changes only), Amended 3-26-20, Consolidated and Amended 4-22-22), **Amended 3-\_\_-2025**.

REGULATIONS OF THE  
UNIVERSITY OF FLORIDA

3.040 Employee Recognition Program.

(1) The University shall establish and maintain an employee recognition program for Academic Personnel; and Technical, Executive, Administrative, and Managerial Support (TEAMS); and University Support Personnel System (USPS) employees.

(2) The program shall consist of two components: superior accomplishments and satisfactory service.

(a) Superior accomplishment. Academic Personnel and TEAMS and USPS employees who have contributed outstanding and meritorious service in their fields, including those who have made exceptional contributions through service and superior accomplishments in State University System operations, are eligible for consideration for an award.

1. The President or his designee shall appoint a University Superior Accomplishment Awards Committee composed of a Chairman and at least four additional members who are Academic Personnel and TEAMS and USPS employees.

2. The Superior Accomplishment Awards Committee shall:

a. Establish criteria for superior accomplishment and coordinate the selection process for the Superior Accomplishment Awards Program for each of the University Divisions and for the total University-wide program.

b. Make recommendations to the President or his designee concerning such accomplishments and awards to be given, if any. The President or President's designee shall make a final decision.

3. A Superior Accomplishment Program shall be established at the Division level and at the University level. For purposes of this rule, the University is organized into six divisions as follows: Division 1—Office of the President, Office of the Senior Vice President and Chief Operating Officer, Office of the Vice President for [UF Human Resources Services](#), Office of the Vice President for Advancement, the Office of the Vice President for Research and Graduate Programs, the Office of the Vice President and General Counsel, and the Office of the Vice President for University Relations; Division 3—Office of the Vice President for Academic Affairs; Division 4—Office of the Vice President for Agriculture and Natural Resources; Division 5—Office of the Senior Vice President for Health Affairs; Division 6—Office of the Vice President for Student Affairs; and Division 7—Office of the Vice President for Business Affairs. Within each Division, Superior Accomplishment Award recipients will be selected in categories established by the committee for: Academic Personnel [and](#), TEAMS, ~~and USPS~~ employees. Award recipients at the Division level will automatically become nominees for the University's Superior Accomplishment Award for their employment category.

4. Individual awards granted under this component for the Division level award may not exceed the sum of \$500, excluding all applicable taxes. Individual awards granted under this component at the University level may not exceed the sum of \$2,000, excluding all applicable taxes. Awards may be in cash, savings bonds, or other items. In addition, certificates, pins, plaques, letters of commendation, and other tokens of recognition may be awarded provided that the cost of the awards per recipient does not exceed \$100.

5. Awards made at the Division level shall come from that Division's budget. Awards made at the University level will come from the President's budget.

6. Recognition programs established at the Department level that support the

University's Superior Accomplishment Program may award cash or other type of monetary award to employees. In addition, certificates, pins, plaques, and other tokens of recognition may be awarded to employee. The cost for all such awards will be funded from within each Department's budget. All departmental level recognition programs must be pre-approved by the Vice President for [UF Human Resources Services](#).

(b) Academic Personnel [and](#) ~~TEAMS~~ ~~and USPS~~ employees who have achieved increments of five (5) continuous years of satisfactory service at the University are recognized for such service.

Authority: BOG Regulation 1.001.

History: New 3-26-80, Amended 3-6-85, Formerly 6C1-3.40, Amended 2-23-88, 5-21-89, 11-20-90, 5-18-92, 5-22-01, 3-2-03, 3-17-09, 3-23-18 (technical changes only), [Amended 3-  
-2025](#).

REGULATIONS OF THE  
UNIVERSITY OF FLORIDA

3.054 Appointment; Technical, Executive, Administrative, and Managerial Support ~~and~~  
~~University Support Personnel System~~ Staff.

(1) Technical, Executive, Administrative, and Managerial Support (TEAMS) ~~and~~  
~~University Support Personnel System (USPS)~~ Appointment Modifiers.

(a) The University shall use the following appointment modifiers to define the conditions of TEAMS ~~and USPS~~ employee appointments. Such appointment modifiers apply to the appointment of a qualified employee unless otherwise stated.

1. Regular—A continuing appointment or an original temporary appointment that may be followed by a continuing appointment. The appointment modifier is not included in the title.

2. Provisional—An appointment to a position where the employee has not yet passed a required examination, but meets the minimum qualifications for the position; the employee is not fully qualified, but is expected to acquire such qualification within six (6) months; is under a cooperative education program, a vocational rehabilitation program, an approved university training program, or an approved apprenticeship program; an appointment to provide a nonpermanent assignment to a vacant position; or to overlap one employee with another for training purposes.

3. Temporary—An appointment to provide a noncontinuing assignment to a vacant position; to replace an employee on leave, temporarily promoted or reassigned. Temporary appointments may include the assumption of additional or replacement duties.

4. Emeritus—An honorary title that may be conferred at retirement in recognition of distinguished service.

5. Multi-Year—An Executive Service appointment that extends beyond twelve (12) months.

6. Time Limited—An appointment to a position funded by contract and grant, auxiliaries, or local funds, as appropriate, for a particular project, enterprise, or specified period. Such designation must be made to the position at the time of recruitment. A time-limited position shall have the same rights as a position with a regular appointment modifier, except such position shall not have rights provided for layoff, recall, and notice of nonreappointment.

7. Probationary—An appointment to a position in a class for the designated period, where the employee meets the minimum qualifications for the position. Continuous successful performance in a class with the appointment modifier of temporary may be counted toward completion of the required probationary period. The decision to count such time toward completion of the probationary period shall be made at the time the employee is initially appointed with probationary status.

(2) Initial Appointment to TEAMS~~and USPS~~.

(a) Definitions.

1. For the purposes of this regulation, a “new” employee is one not employed by the University in TEAMS~~or USPS~~ at the time the department or unit makes the offer of employment.

2. For the purposes of this regulation, Executive Service shall denote those employees who hold the title of Vice President or who are so designated by the University President or the Board of Trustees.

(b) The initial appointment of a new employee to a TEAMS position shall be for a probationary period of six (6) months, or for such other period as is approved by the Vice President of UF Human Resources Services or designee. During this probationary period, the appointment may be terminated at any time without any requirements of notice and without rights of appeal.

(c) Employees designated in the Executive Service serve at the will of the President, do not have tenure or permanent status, and have no expectation of appointment beyond a 60 days' notice period.

~~(d) — A USPS employee who is in the probationary period and who transfers to TEAMS shall be given an initial probationary appointment of six (6) months less the time already spent in the most recent USPS probationary appointment or extension thereof. During this probationary appointment to TEAMS, the appointment may be terminated at any time without any requirements of notice and without rights of appeal.~~

~~(e) — A USPS employee who has attained permanent status and who transfers to TEAMS shall be given an initial regular appointment to TEAMS of twelve (12) months.~~

~~(f) — In no case shall a University employee have concurrent USPS and TEAMS appointments.~~

(3) Regular Appointment to TEAMS. After satisfactory completion of the probationary appointment, subsequent regular appointments to TEAMS shall be for a period of twelve (12) months and shall be for the period of March 1 through the last day of February. It is understood the initial notice of appointment may not cover these exact dates due to hire date. Such appointments shall run through the end of February and subsequent appointments shall be for the period of March 1 through the last day of February. This notice of appointment is



considered to be an ongoing agreement unless the employee is notified. It is not necessary for notices of appointment to be issued on a yearly basis.

(4) Promotion, Changes of Assignment, Demotions and Relocations in TEAMS ~~and USPS.~~

(a) Current University employees shall not be eligible to be promoted, demoted or reassigned outside the current department until the employee has completed six (6) months satisfactory service in his or her current position, unless approved by the President. Approval shall be granted only when the action is consistent with the efficient use of University resources and agreed upon by the Vice President for UF Human Resources ~~Services~~ and by both the current department and the receiving department.

(b) A University employee may apply for a promotion, demotion, or reassignment to a non-exempt or exempt position by creating an online resume in the myUFL HR system and applying for each specific position of interest.

(c) A promotion in TEAMS ~~or USPS~~ is the appointment to another TEAMS ~~or USPS~~ position or class with substantially increased responsibilities and/or a higher pay grade, or a permanent assignment of substantially increased responsibilities for the existing classification. An employee must meet the minimum qualifications for the position to which promoted.

(d) A TEAMS ~~or USPS~~ change of assignment is the appointment to a different position in the same class or in a different class having the same pay grade.

(e) A TEAMS ~~or USPS~~ demotion is an appointment to a class or position having less responsibility.

(f) A TEAMS ~~or USPS~~ relocation is the appointment of an employee from one geographic location within the University to a different geographic location within the

University in excess of 50 miles from the employee's current work location.

(5) Pay Upon Appointment.

(a) A University employee who is newly appointed to a regular TEAMS ~~or USPS~~ appointment shall receive pay commensurate with the responsibilities assigned, but not below the minimum of the pay range except as provided in paragraph (c) below.

(b) A TEAMS ~~or USPS~~ employee who is promoted or reassigned shall receive pay commensurate with the responsibilities assigned. The employee's pay may remain unchanged, decreased, or increased depending upon the employment needs of the department or unit, but not below the minimum of the pay range. A TEAMS ~~or USPS~~ employee who is demoted shall receive pay commensurate with the responsibilities assigned, but not below the minimum of the pay range except as provided in paragraph (c) below.

(c) A provisional TEAMS ~~or USPS~~ appointment may be below the minimum of the pay range. If a provisional TEAMS ~~or USPS~~ appointment is made below the minimum of the pay range, the pay shall be increased to at least the minimum of the pay range upon the employee attaining the minimum qualifications for the class.

Authority: BOG Resolution dated January 7, 2003.

History--New 3-26-80, Formerly 6C1-7.20, Amended 3-6-85, Formerly 6C1-3.54, Amended 4-30-95, 7-1-96, 3-2-03, 5-30-04, 7-19-05, 3-17-09, Formerly 6C1-3.054, Amended 4-1-16, 3-17-17, Amended 3-\_\_-2025.

REGULATIONS OF THE  
UNIVERSITY OF FLORIDA

3.056 Resignation and Non-Reappointment of Technical, Executive, Administrative, and Managerial Support Staff.

(1) Except for an emergency situation, a member of Technical, Executive, Administrative, and Managerial Support (TEAMS) staff in an exempt position shall be required to give at least one (1) month's notice of resignation, and a TEAMS staff member in a non-exempt position shall be required to give at least two (2) weeks' notice of resignation.

(2) Definitions.

(a) For the purposes of this regulation, Executive Service shall denote the members of TEAMS who do not hold tenure or permanent status and who hold the title of Vice President.

(b) For the purposes of this regulation, a "new" employee is one not employed in TEAMS ~~or University Support Personnel System (USPS)~~ by the University at the time the department/unit makes the offer of employment.

(3) Non-reappointment by the University.

(a) TEAMS Employees in Initial Non-Exempt Appointments and Executive Service Appointments.

1. With the exception of appointments to Executive Service, a new TEAMS employee's initial appointment at the University to a non-exempt position shall be probationary and the employee may be terminated at any time without any requirement of notice and without rights of appeal.

2. Employees in TEAMS designated in the Executive Service serve at the will of the President, do not have tenure or permanent status, and have no expectation of appointment beyond the three (3) months' notice period set forth in subsection (c) below.

(b) TEAMS employees whose positions hold appointment modifiers of Provisional, Temporary, Time-Limited, or Probationary are not entitled to any notice of non-reappointment, and their employment ceases on the last day of the appointment unless the University issues a renewal of their appointment.

(c) Any other employee in TEAMS status shall be given three (3) months' written notice that his or her employment will end. The applicable three-month notice shall be calculated from the date of the notice to the date that employment will end without regard to an employee's appointment period.

(d) The decision to discontinue an appointment to a TEAMS employee shall not be based on constitutionally impermissible grounds.

(e) Following receipt of the notice of non-reappointment, a TEAMS employee may be reassigned to other duties and responsibilities or placed on administrative leave in accordance with University of Florida Regulation 1.201 for all or any part of the period from the notice to the end of employment, or in lieu of all or a portion of the notice period may be paid an amount, less withholding, equal to all or any part of the salary he or she would have received prior to the effective date of the end of employment as may be allowed under Florida law. Such reassignment will occur when it is determined by the University that such action best meets the employment needs of the department or unit. Regardless of a reassignment, the employee is entitled to the same amount of salary he or she received prior to reassignment until the effective date of the end of employment under the notice.

(f) No single multi-year appointment shall exceed five (5) years in duration. Any multi-year appointment issued by the University must be approved in advance of issuance and in writing by the President or designee or the Vice President or designee of the unit in which the employee is appointed.

(g) No appointment shall create any right, interest, or expectancy of continued employment. At any time during any appointment, TEAMS personnel may be non-renewed upon written notice that the appointment will not be renewed as stated above.

(h) Notice of non-reappointment should be made by certified mail with return receipt requested or hand-delivered.

Authority: BOG Regulation 1.001.

History: New 3-6-85, Formerly 6C1-3.57, Amended 7-1-96, 10-31-99, 6-27-02, 3-2-03, 7-19-05, 6-12-09 (BOT approval), Formerly 6C1-3.056, Amended 6-8-12, 3-22-13, 3-23-18 (technical changes only), [Amended 3-\\_\\_-2025](#).

REGULATIONS OF THE  
UNIVERSITY OF FLORIDA

3.062 General Personnel Policy for Technical, Executive, Administrative, and Managerial Support ~~and University Support Personnel System~~ Employees.

(1) General Information.

(a) University of Florida rules delineate the employment relationship between Technical, Administrative, and Managerial Support (TEAMS) ~~and University Support Personnel System (USPS)~~ staff ~~members~~ and the University of Florida. These rules describe certain rights, benefits and expectations that encourage professionalism, service, and contribution. Management retains all other rights and prerogatives in order to manage the University so that it may attain its mission.

(b) It is the policy of the University of Florida to make all appointments and promotions on the basis of merit and fitness and to provide equitable treatment regarding wages and salaries, employee benefits, hours and working conditions for all employees.

(c) In determining qualifications, it is recognized that the University is an Equal Opportunity Employer. It accepts its obligation as a member of the community at large to exercise a positive program of nondiscrimination in accordance with Regulation 1.006 in all areas of employment-recruitment, hiring, training, assigning, promoting, use of facilities and privileges. The cooperation of all administrative officers and other employees is expected and necessary in implementing this policy.

(d) The University of Florida Board of Trustees prescribes personnel rules for all University of Florida TEAMS, ~~USPS~~ and Other Personnel Services (OPS) employees. All

rules and policies or procedures arising from these University-wide rules shall be consistent with the relevant provisions of Federal and State law and the Constitution of the United States of America and the State of Florida.

(e) The President of the University, shall be responsible and accountable for administering the human resources programs. The President is authorized to delegate such responsibilities through University of Florida rules, written delegations, and the University of Florida Statement of Organization and Operation.

(f) The President or designee shall establish and maintain all policies, procedures, and records which are necessary to substantiate compliance with all laws and rules relating to employment.

Specific Authority: 1001.74(4), FS.

Law Implemented: 1001.74(19), FS.

History--New 1-7-03, 5-30-04. Formerly 6C1-3.062, Amended 7-10-23 (technical changes only), [Amended 3--2025](#).

REGULATIONS OF THE  
UNIVERSITY OF FLORIDA

5.0764 College of Medicine Policy on Pharmaceutical, Medical Device, and  
Biotechnology Industry Conflicts of Interest.

(1) Definitions. The following definitions apply to this regulation:

(a) “COM” means the University of Florida College of Medicine in Gainesville (the “COM-GNV”) and the University of Florida College of Medicine in Jacksonville (the “COM-JAX”).

(b) “COM personnel” means any employee or appointee of the University of Florida (whether full-time, part-time or courtesy), including but not limited to Academic Personnel (AP), Technical, Executive, Administrative and Managerial Support (TEAMS), ~~University Support Personnel System (USPS)~~, and Other Personnel Services (OPS) employees, who has a COM appointment. Academic Personnel are defined in University of Florida Regulation 7.003 and include without limitation faculty members, residents, fellows, graduate assistants and post-doctoral associates.

(c) “Gifts” mean anything accepted by COM personnel, or by another person on behalf of the COM personnel, when equal or greater payment is not given within 90 days of receipt. Gifts include, without limitation, food or beverages, transportation, lodging, parking, membership dues, admission fees, flowers, personal services, preferential rates or terms on a debt, loans, goods or services, forgiveness of a debt, and the use of real property. Any prohibition against gifts does not extend to gifts from a relative.



(d) “Industry” means pharmaceutical, medical device, biotechnology, hospital and research equipment supply industries and their representatives.

(e) “Industry-COM Conflict of Interest Committee” or “CIC” means the Industry Academic Relations Committee for COM personnel under the jurisdiction of the COM-GNV or the JAX Industry COM Conflict of Interest Committee for COM personnel under the jurisdiction of the COM-JAX. The compositions of the committees as well as the committee’s designees for any purposes set forth in this regulation are as set forth on the committees’ website at <https://hscj.ufl.edu/college-of-medicine/administrative-affairs/IARCommittee.aspx> and <https://hscj.ufl.edu/college-of-medicine/administrative-affairs/ConflictOfInterest.aspx>.

(f) “On-site” means facilities and grounds owned, operated or controlled by the University of Florida, the COM, or any affiliated patient-care facility.

(g) “Off-site” means facilities and grounds that do not fall under the definition of “On-site.”

(h) “Relative” means the spouse, domestic partner or fiancé of a COM personnel as well as the father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, grandfather, grandmother, great-grandfather, great-grandmother, grandchild, great-grandchild and the spouse, domestic partner, or fiancé of any of them, or any other natural person living in the same household as the COM personnel.

(i) “Speaker Bureaus” means any speaking engagement in which COM personnel are speaking on behalf of Industry as determined by the terms, conditions and intent of the agreement with the COM personnel when the following conditions apply: (i) the speech is not completely original to the COM personnel and all or part of the speech content is provided or dictated by or on behalf of Industry-- or (ii) the content of the speech is subject to Industry

approval.

(2) Introduction. COM personnel must pay particular attention to potential conflicts of interest in connection with Industry in order to protect the integrity of professional judgments and to preserve public trust in physicians, researchers and academic medical institutions.

(3) Applicability of Policy. The COM Policy on Pharmaceutical, Medical Device, and Biotechnology Industry, Conflicts of Interest (“COM Industry Conflicts Policy”) applies to all COM personnel. The policy is supplemental to and does not supersede the University of Florida’s policy regarding the disclosure of outside activities, financial interests and conflict of interest, which is applicable to all University of Florida employees as set forth in University of Florida Regulation 1.011.

(4) General Statement of Policy

(a) The goal of the COM Industry Conflicts Policy is to increase transparency respecting Industry interactions and to eliminate or mitigate conflicts of interest created by these interactions. All interactions between COM personnel and Industry must be consistent with the policy.

(b) All COM personnel must become familiar with the COM Industry Conflicts Policy and are expected to understand and adhere to it. The COM Industry Conflicts Policy covers the following gifts and activities and, as in effect at any particular time, is more fully set forth at [https://coi.ufl.edu/wordpress/files/2021/12/COM\\_COI\\_Policy.pdf](https://coi.ufl.edu/wordpress/files/2021/12/COM_COI_Policy.pdf).

(5) ~~To~~ To the extent of any conflict or ambiguity between this or another University Regulation and the policy posted at the referenced Web site, this and other University Regulations shall govern. It shall not be a conflict, however, that the posted policy merely imposes additional requirements and provides additional detail.

(a) COM personnel may not accept gifts from Industry regardless of the monetary value of the gift unless such a gift is specifically allowed under the COM Industry Conflicts Policy.

(b) COM personnel may not accept pharmaceutical samples and educational materials from Industry unless their acceptance is specifically allowed under the terms and conditions of the COM Industry Conflicts Policy.

(c) On-site access by Industry is restricted to areas open to the general public unless otherwise allowed under the COM Industry Conflicts Policy.

(d) Participation by COM Personnel in Continuing Medical Education (CME) and other educational activities is allowed only under the conditions set forth in the COM Industry Conflict Policy. The policy applies to both on-site and off-site educational activities and any training for or by Industry.

(e) COM Personnel participation in Industry-sponsored speakers bureaus is prohibited.

(f) Food/Entertainment

1. COM personnel may not accept meals or any other gifts of food for themselves or others if sponsored or provided by Industry unless allowed by the COM Industry Conflicts Policy. The Policy applies to both onsite and offsite food or entertainment.

2. Industry requesting to support the educational mission of the COM may provide educational grants and gifts to the University. Such grants and gifts will be placed in an appropriate University or University of Florida Foundation, Inc., account and monitored and distributed pursuant to applicable University and University of Florida Foundation, Inc., regulations, policies and procedures.

(g) No Ghostwriting. The professional presentations, books, articles, reports, or other materials, oral or written, of COM personnel must have appropriate authorship attribution.

(h) Scholarships/Fellowships. COM personnel may not accept scholarships or fellowships to support training initiatives from Industry. Scholarship and fellowship funds from Industry may be provided to the University of Florida or the University of Florida Foundation, Inc., as appropriate. Any such contribution or grant will be reviewed by the CIC or by the CIC's designee. There shall be no quid pro quo associated with such funding.

(6) Disclosure and Notification.

(a) Outside activities and financial interests must be reported pursuant to the requirements of University of Florida Regulation 1.011. COM personnel who have no outside activities or financial interests to report are required to provide an annual attestation to that effect.

(b) COM personnel who present formal lectures to students or residents of the University of Florida must disclose at any presentation all outside activities, financial interests and relationships with Industry that relate directly or indirectly to the subject matter of the presentation. Disclosures of such interests may be expected in other circumstances, such as to other COM personnel (including but not limited to residents and other trainees) and patients.

Authority: BOG Regulation 1.001.

History: New 6-8-12, Amended 3- -2025.

REGULATIONS OF THE  
UNIVERSITY OF FLORIDA

7.003 Academic Personnel Employment Plan: Academic Appointments, Types of Appointments, Appointment Status Modifiers, Academic-Administrative Classification Titles, and Faculty Award Titles.

(1) Academic Personnel (AP) Employment Plan.

(a) The University of Florida maintains a uniform employment plan for Academic Personnel of the University. As used herein “Academic Personnel” comprises the faculty, and certain graduate and professional student appointments, and excludes members of ~~the University Support Personnel System (USPS) and~~ Technical, Executive, Administrative and Managerial Support (TEAMS). The Academic Personnel Plan includes all authorized class titles and codes; the class specifications; employment and professional status modifiers; and instructions for implementing and maintaining the Academic Personnel Plan.

(b) The Academic Personnel classification consists of positions having the principal responsibility of teaching and/or research, extension and/or providing administrative functions directly related to the academic mission and accomplishment of the University goals. Only those appointments that are tenure eligible shall be considered tenure accruing appointments under University of Florida Regulation 7.019. Tenure ineligible appointments are not tenure-accruing.

(2) Academic Appointments. The academic appointees of the University shall consist of personnel holding the academic ranks of assistant professor, associate professor, professor or above, the equivalent in academic ranks in the instructional, research, or extension units or other

academic functions, and personnel holding other specialty faculty or student titles identified below. Equivalent faculty ranks may be granted in the scholar, scientist, engineer, and curator series.

(a) Academic Appointment Titles

1. Professor (Faculty title). Candidates for this faculty rank shall be qualified for the rank of associate professor and in addition, be a recognized national or international authority or an outstanding teacher in his or her field or specialization. A candidate for this rank must have a distinguished record of achievement beyond the level of associate professor. An appointee holding this title is tenure eligible unless the title is appropriately modified as set forth in subsection (4)(a) of this regulation.

2. Associate Professor (Faculty title). Candidates for this rank shall hold the highest degree appropriate to his or her field or possess professional qualifications in his or her field above those which would be equivalent to the highest degree appropriate to his or her field. He or she is expected to have produced creative work, professional writing, or research, and to have had successful teaching or professional experience. A candidate for this rank must have a distinguished record of achievement beyond the level of assistant professor. An appointee holding this title is tenure eligible unless the title is appropriately modified as set forth in subsection (4)(a) of this regulation.

3. Assistant Professor (Faculty title). Candidates for this rank shall hold the highest degree appropriate to his or her field or possess equivalent qualifications based on professional experience. A candidate shall be expected to demonstrate successful experience pertinent to the position for which he or she is being recommended and have demonstrated qualities pertinent to the goals of the academic unit in which he or she will be employed. An appointee holding this title is tenure eligible unless the title is appropriately modified as set forth in subsection (4)(a) of

this regulation.

4. Curator (Faculty titles). Candidates for these positions may be awarded in the following academic ranks (equivalent to Assistant Professor, Associate Professor and Professor): Assistant Curator, Associate Curator and Curator. Appointees holding these titles are tenure eligible unless the title is appropriately modified as set forth in subsection (4)(a) of this regulation.

5. Scientist/Scholar/Engineer Series (Faculty titles).

a. Candidates for these tenure ineligible faculty positions are individuals not normally involved in regular academic programs, but who are carrying out the equivalent faculty duties in research and/or cooperative extension programs which may be funded by external or temporary sources. The candidates in the following ranks shall have the same professional qualifications required of those faculty described in subparagraphs (2)(a)1-3 above: Scientist, Associate Scientist, Assistant Scientist; Scholar, Associate Scholar, Assistant Scholar; Engineer, Associate Engineer; Assistant Engineer.

b. Faculty holding these titles shall have no regular teaching duties. Teaching on an occasional basis is not precluded, but substantial teaching assignments will not be made.

6. University Librarian (Faculty titles). Candidates may be awarded these positions in the following academic ranks: Assistant University Librarian, Associate University Librarian, and University Librarian. Appointees holding these titles are tenure eligible unless the title is appropriately modified as set forth in subsection (4)(a) of this regulation.

7. Lecturer (Faculty titles). Candidates may be awarded these tenure ineligible faculty positions in the following academic ranks: Lecturer, Senior Lecturer, and Master Lecturer. Candidates shall have received the academic degree appropriate to the assignment of duties, or

equivalent experiences or accomplishments in the field may be substituted. Appointment as Senior Lecturer shall constitute a promotion from Lecturer and shall be based on additional experiences and/or accomplishments in the field and in assigned duties. Appointment as Master Lecturer shall constitute a promotion from Senior Lecturer and shall be based on additional experiences and/or accomplishments in the field and in assigned duties.

8. Developmental Research School Faculty Positions (Specialty Faculty titles). Candidates for the positions of P.K. Yonge (PKY) University Developmental Research School Instructor, PKY Assistant Professor, PKY Associate Professor and PKY Professor, in the department of the College of Education shall have at least a master's degree and shall have had at least three (3) years experience or relevant experience pertinent to the assigned position and shall hold a valid teacher's certificate appropriate to the assignment. These specialty faculty titles are not equivalent faculty ranks to those set forth in subparagraphs (2)(a)1-4 above. Eligibility and ineligibility for permanent status is described in University of Florida Regulation 7.025.

9. County Extension Agents I, II, III, IV (Extension Faculty titles). Candidates for these extension faculty positions shall hold a master's degree and/or possess other qualifying experience or accomplishments. Responsibilities include the development of long-range educational programs in the area of responsibility of the Florida Cooperative Extension Service in concert with the county in which the agent is employed. Eligibility requirements for these ranks and eligibility or ineligibility for the awarding of permanent status are described in University of Florida Regulation 7.025 and subsection (3) of University of Florida Regulation 6.009.

10. Assistant in, Associate in, and Senior Associate in (Specialty Faculty titles). Candidates for these tenure ineligible specialty faculty positions must hold a master's degree in a



field of specialization unless the administrator of the unit determines that experience and/or training is equivalent to the educational requirements. Authorship or co-authorship of significant publications in the field of specialization may be regarded as evidence of qualifying experience and training. The authority to grant a promotion from the rank of Assistant in to Associate in or from Associate in to Senior Associate in in the College of Law, IFAS, and the Health Center is delegated by the President to the appropriate Senior Vice President. Appointment as Associate in shall constitute a promotion from Assistant in and shall be based on additional qualifying education and/or experience and on accomplishments in performing assigned duties.

Appointment as Senior Associate in shall constitute a promotion from Associate in and shall be based on additional qualifying education and/or experience and on accomplishments in performing assigned duties.

11. Postdoctoral Associate (Specialty OPS title). The appointee shall have received the doctorate in a field appropriate to the assigned duties and responsibilities. This appointment is used when the individual renders compensable services to the University and is assigned specific duties and responsibilities. Such appointments are temporary, and appointees to these specialty OPS titles shall have no continuing contractual relationship with the University. Postdoctoral associates may be appointed for up to four (4) years. Appointments of the postdoctoral associate beyond four (4) years will acquire approval of the Senior Vice President of the area requesting the appointment.

(b) Postdoctoral Fellow. The appointee shall have received the doctorate in a field appropriate to the position offered. The appointment is for the individual's further experience in research and teaching and is generally limited to two (2) or three (3) years. To qualify for a fellowship exemption under the Federal income tax laws, no assigned duties and responsibilities

or services can be required other than those which are an integral part of the Fellow's program in research and teaching. Appointees to these positions shall have no continuing contractual relationship with the University.

(c) Student Titles – Graduate School Series.

1. All titles in this series shall be governed by the following criteria:

a. Appointees in this series must be properly registered and working toward a graduate degree through the Graduate School, and the appointee must meet the requirements set forth by the Graduate School.

b. The appointment may be for any desired percentage of full-time, and the assignment shall be commensurate with the percentage of time or the degree of effort of the appointment.

c. The appointment is not tenure eligible, is not a regular faculty appointment, and is temporary in nature, either because of the character of the project or assignment or, because upon completion of requirements for a degree, the appointee will not be offered re-appointment to the position. Appointees shall have no continuing contractual relationship with the University.

2. Senior Graduate Teaching or Research Associate. The appointee shall, as a minimum, have completed most of the work leading to a doctorate. Appointment to either of these positions represents a promotion from the position of Graduate Teaching or Research Associate.

3. Graduate Teaching or Research Associate. The appointee shall, as a minimum, have completed most of the work leading to a doctorate. Appointment to either of these positions represents a promotion from the position of Graduate Teaching or Research Assistant.

4. Graduate Teaching or Research Assistant. The appointee shall have completed

thirty (30) semester credits of graduate work. Appointment to either of these positions represents a promotion from the position of Graduate Assistant.

5. Graduate Assistant. The appointee is normally a beginning graduate student since “Graduate Assistant” is the lowest rank of graduate assistant positions.

(d) Student Titles – Professional School Series.

1. All titles in this series shall be governed by the following criteria:

a. The appointment may be for any desired percentage of full-time, and the assignment shall be commensurate with the percentage of time or the degree of effort of the appointment.

b. The appointment is not tenure eligible, is not a regular faculty appointment, and is temporary in nature, either because of the character of the project or assignment or because upon completion of degree requirements, the appointee will not be offered re-appointment to the position.

c. Appointees to these positions shall have no continuing contractual relationship with the University.

d. Appointees to positions identified by professional status modifiers “Medical”, “Dental Teaching” or “Legal Writing” must be registered students in the Colleges of Medicine, Dentistry, or Law, and such appointees must meet the standards of their respective colleges.

2. Medical or Dental Teaching or Research Associate, or Legal Writing Associate. Appointment to either one of these positions represents a promotion from the position of Medical or Dental Teaching or Research Assistant, or Legal Writing Assistant.

3. Medical or Dental Teaching or Research Assistant, or Legal Writing Assistant. The appointee shall have completed thirty (30) semester credits of graduate work.

4. Resident. The appointee serves as a member of the house staff or trainee of a

Health Center professional school. The appointee must be a graduate of an approved program or hold a terminal degree appropriate for the appointment and be enrolled in the respective training within his or her selected area of specialization. The term "intern" usually refers to a resident in the first year of postgraduate work in the involved specialty. Notwithstanding the foregoing, in the College of Veterinary Medicine an "Intern" is a participant in a one-year program. An Intern in the College of Veterinary Medicine must hold a veterinary degree and be a graduate of an accredited veterinary school. A "Resident" in the College of Veterinary Medicine must hold a veterinary degree, be a graduate of an accredited school, and have performed an internship or have equivalent experience in private practice.

(3) Types of Appointments. Appointments are classified with respect to duration of time and degree of effort as follows:

(a) Duration of time.

1. Continuing - those appointments for periods of no more than a twelve- (12) month period (July 1 - June 30) but at least thirty-nine (39) weeks beginning with the Fall or Summer term.

2. Temporary - those appointments for a period of time of less than thirty-nine (39) weeks of an academic year, or for a specific or limited period of time. If an appointment is temporary, the contract or letter of appointment shall so state and notice of non-renewal of such an appointment is not required.

3. Multi-year or Term - those appointments for a fixed term as indicated in the employment offer and contract. The multi-year or term contract cannot exceed five (5) years. Persons with such appointments shall not be entitled to any notice of the ending of employment during the term or at the end of the specified multi-year or term appointment. The appointment shall automatically expire at the end of the specified multi-year period, and no further notice of

cessation of employment is required. The appointment shall not be tenured, permanent status, tenure eligible or permanent status accruing or eligible.

(b) Degree of Effort.

1. Full-time - the utilization of effort considered to be the normal or standard amount required during a given time period, equivalent to 100% or 1.00 FTE.

2. Part-time - the utilization of effort considered less than customary or standard during a given time period, equivalent to less than 100% or less than 1.00 FTE or, appointments for less than thirty-nine (39) weeks. It includes either working less than 100% of the time through an academic or calendar year or working full-time for less than the full number of terms in the academic year.

(4) Appointment Status Modifiers. A modifier defines certain conditions of an appointment and is, unless otherwise noted, to be included in the title.

(a) Faculty appointments which include the appointment status modifiers listed below are not eligible for tenure or permanent status.

1. The University shall notify the appointee in writing of the duties and responsibilities and the tenure or permanent status eligibility of the position at the time of the appointment.

2. Appointees whose faculty titles include status modifiers shall be considered members of the department for the term of the appointment and for the purpose of the assignment of duties and responsibilities. At the option of the departmental faculty the appointees may also attend, speak, and/or vote on departmental matters subject to the policy of the department, college, and/or University.

3. These appointments, with the exception of the "emeritus" status, will be reviewed by the appropriate department annually.

4. Acting. (Modifier for administrative title). This modifier applies to a temporary appointment to fill a vacancy at an administrative level. The appointee may or may not receive compensation as a result of these temporary duties dependent on the nature of the new duties and of the previous responsibilities. Refer to subsection (5) below for a description of the academic-administrative classification.

5. Adjunct. This modifier applies to temporary appointments extended to persons of satisfactory professional qualifications who perform temporary teaching, research, or extension functions in connection with established programs. Such persons are appointed for one (1) academic term at a time and possess no continuing contractual relationship with the University. Persons with adjunct appointments may not be employed for more than fifty percent (50%) of the time throughout an academic year, or full-time for more than twenty-six (26) weeks of a fiscal year, unless approved by the Office of Academic Affairs based on the needs of the unit at the time approval is granted.

6. Affiliate or Joint. These modifiers apply to persons paid or holding appointments in a department or unit of the University who participate in another department or unit such as (joint) teaching and/or supervision of graduate students and/or research or extension on a regular or infrequent (affiliate) basis. A majority vote of the departmental faculty is required in the secondary department(s) to award such status. An affiliate appointment is not tenure eligible in the secondary department(s). Joint appointments may be tenure eligible. The rights and privileges of affiliate appointees in the department should be made clear to them at the time of appointment. Affiliate faculty members normally will be reviewed by the departments annually and such appointments may be altered or terminated at any time.

7. Clinical. The faculty modifier "Clinical" applies to persons of professional

qualifications who perform teaching, research, service or extension functions in a clinical environment, in connection with an established program of the University. The faculty modifier “Clinical Hospitalist” applies to persons who perform teaching, research, and service functions in a hospital as hospitalists. Appointees to a faculty position modified by “clinical” shall not be eligible for tenure.

8. Of Practice. The modifier “Of Practice” may be used in conjunction with the faculty title “Professor” for senior faculty appointments. Candidates for this tenure-ineligible faculty rank shall hold the highest degree appropriate to the field or possess equivalent qualifications based on professional experience. A candidate for this field-specific rank shall be expected to demonstrate a national or international record of distinction in non-academic achievement pertinent to the position and have demonstrated applied and practical professional experience relevant to the goals of the academic unit in which she or he will be employed. This position will require ongoing professional engagement in the candidate’s practice field, including maintaining professional credentials, and contributions to research, teaching and service within and outside the University. It may not be used with the modifiers “Research” or “Clinical.”

9. Emeritus (Modifier for Faculty title). Faculty members, academic administrators, and such other officers of the University as the President may designate shall become eligible for the title "Emeritus" in connection with their faculty rank when they retire. The title is to be conferred in recognition of meritorious service, and it shall entail continued campus courtesies, under the same conditions as required for active faculty and administrators, including parking, use of the library and recreation facilities, admission to athletics and cultural events, receipt of such publications as are sent to regular faculty members and members of the Alumni Association, participation in contract and grant endeavors, and participation in academic

convocations. Consideration for this title shall be accomplished prior to the faculty member's retirement although the Provost may permit consideration following retirement in exceptional circumstances. The names of all eligible nominees shall be submitted by the chairperson or director to the faculty for a departmental or school vote. The departmental or school vote shall accompany the submission of the nomination to the President from the department or school, the chairperson or director, and the dean or Provost. The President or designee will make the final determination and notify the Office of Academic Affairs.

10. Provisional. This modifier applies to the appointment of a person who is not fully qualified for an academic rank but who expects to acquire such qualification in a short period of time. Such appointments do not carry eligibility for tenure or permanent status during the duration of the appointment, and persons holding such appointments have no continuing contractual relationship with the University. The appointment may not be extended beyond one (1) year except in the case of a provisional assistant professor or equivalent whose appointment can be extended for one (1) additional year.

11. Visiting. This modifier applies to appointments extended to qualified persons who are not expected to be available for more than limited periods of time, or to appointments to positions which are not expected to be available for more than a limited period of time. This appointment is not eligible for tenure or permanent status. The title shall not be held for more than four (4) years or the equivalent in proportional time unless approved by the Office of Academic Affairs based on the qualifications of the appointee and the needs of the unit.

12. Courtesy/Honorary/Affiliated Clinical/Industry - These modifiers apply to persons having the appropriate professional qualifications or having distinction and honor in his or her field who are appointed without compensation to a department, center or unit faculty. The



“Industry” modifier may also be used for persons from industry who are paid with Other Personnel Services (OPS) funds only. Persons appointed with this status may or may not be otherwise affiliated with the University. This appointment is not eligible for tenure or permanent status. The “Affiliated Clinical” modifier is to be used for appointments in the Health Science Center only. Promotion shall be based on the credentials of the appointee and the recommendation of the faculty and administrators of the department, college and unit, as appropriate. Requests for promotion are submitted to the Office of Academic Affairs for final review and approval.

13. Research or Extension. This modifier may be used in those instances where a person holding professional rank is primarily engaged in research or extension. This appointment is not eligible for tenure or permanent status.

14. Program. This modifier may be used in those instances where a person holding professional rank is primarily engaged in Florida Cooperative Extension Service work and is funded through non-appropriated sources. This appointment is not eligible for tenure or permanent status.

15. Multi-year or Term. The modifiers “Multi-year” or “Term” are to be applied to faculty who are appointed and employed for a fixed term, unless terminated for cause, as indicated in the employment offer and contract. A multi-year or term contract cannot exceed five (5) years. The use of the modifier “Multi-year” or the modifier “Term” means that the appointment, whatever the faculty title or rank, is not a tenured, permanent status, tenure eligible or permanent status eligible or accruing appointment.

(b) Professional status and student modifiers may be used to describe the professional school or area or the position filled by a student as described in paragraphs (2)(c) and (2)(d)

above. Appointees should be advised of the duties and responsibilities and the duration of such appointments and any special conditions required.

(5) Academic-Administrative Classification Titles. (Administrative/Faculty Title).

(a) Faculty appointed to serve in administrative positions, such as vice presidents, deans, directors, or department chairpersons, shall retain the rights and privileges afforded to them by their faculty rank. The following provisions shall apply to faculty members who are appointed to administrative positions.

1. Faculty appointed to serve in these administrative appointments shall not be eligible for tenure or permanent status in the administrative appointments. Tenure or permanent status shall not be granted in an administrative classification.

2. Tenure or permanent status granted to any faculty member prior to or during any such administrative appointment shall be retained only in the faculty rank in which it was granted. Any tenure or permanent status consideration during such appointment shall be based on the teaching, research, extension and service duties of the faculty member rather than the administrative portion of the assignment and on the University's criteria for tenure and promotion. Upon the cessation of such appointment, the faculty member shall be entitled to reassignment to the same or similar position in which tenure or permanent status was granted or held (or would normally have been granted or held) in the faculty member's current faculty rank.

3. Non-tenured and non-permanent status faculty who are appointed to serve in such administrative appointments shall be entitled to written notice of non-renewal if they are not to be offered further employment with the University.

4. Non-tenured faculty in tenure-accruing positions and non-permanent status faculty in permanent status-accruing positions who are appointed to serve in such administrative

appointments shall accrue time toward tenure or permanent status only in their academic rank during such appointment. Appointees shall be advised in writing of the tenure or permanent status-earning eligibility of the faculty appointment at the time of the initial appointment in the academic-administrative classification.

(b) A faculty member holding an administrative position may be removed or reassigned to other institutional duties at any time during the term of the appointment and the salary rate and appointment period shall be established to reflect the new responsibilities. Such removal or reassignment shall be discussed with the faculty member at such time and, if appropriate, with administrators of other departments or units affected.

(c) The change in the appointment status normally shall be submitted through the appropriate administrative channels to the Office of Academic Affairs for approval.

(d) Faculty appointed to serve in administrative positions shall have no right to continue appointment in such classifications or positions beyond the term of the appointment period. An appointment term shall automatically expire at the end of the contractual period [twelve (12) months or nine (9) months or in the case of the University Laboratory School, ten (10) months] or on June 30, whichever occurs first. Such appointments are subject to annual renewal in accordance with University of Florida Regulation 7.004(3) and notice of non-renewal shall not be required for the administrative appointment.

(6) Faculty Award Titles.

(a) Eminent Scholar, endowed chair programs, and Clinical Eminent Scholar.

1. The title Eminent Scholar may be granted to a tenure eligible faculty member in the endowed chair program. The criteria for the title of Eminent Scholar in the endowed chair program shall be developed by the dean of the recipient's college in consultation with faculty

members. Such criteria shall include, but not be limited to, an outstanding professional reputation and outstanding contribution of scholarly activities. Eminent Scholar is a title only and shall not be considered a promotional rank.

2. University faculty members whose performance meets the criteria of an established endowment are eligible for consideration for the endowed chair program. The decision concerning the recipient of an endowed chair rests with the administration of the academic college or unit in consultation with the faculty members of that college or unit.

3. The title of Clinical Eminent Scholar may be granted to a tenure ineligible faculty member. The criteria for granting the title of Clinical Eminent Scholar shall be developed by the Dean of the recipient's college in consultation with faculty members. Such criteria shall include, but not be limited to, an outstanding professional reputation and outstanding contribution of scholarly activities. Clinical Eminent Scholar is a title only and shall not be considered a promotional rank.

4. The Eminent Scholar and endowed chair programs may be evaluated on an annual basis using recognized academic standards, and each college or unit will be responsible for submitting a report on each Eminent Scholar and Clinical Eminent Scholar and the endowed professorship programs upon request of the Provost or President.

(b) Graduate Research Professor (Faculty title). The title of Graduate Research Professor was awarded to recognize outstanding accomplishment and an international reputation in teaching and research. This title is no longer awarded.

(c) Distinguished Service Professors and Research Curators (Faculty titles). The title of Distinguished Service Professor was awarded to recognize outstanding accomplishment in teaching, extension, or service while at the University. The title of Distinguished Research

Curator was used to recognize outstanding accomplishments in research, service, and, where applicable teaching, in either the Florida Museum of Natural History or the University libraries. These titles are no longer awarded.

(d) Distinguished Professor and Distinguished Curator (Faculty titles) - These titles are awarded to tenured faculty holding the rank of Professor or Curator to recognize a distinguished and exceptional record of achievement beyond the level of Professor or Curator that is recognized both nationally and internationally. An exceptional record of achievement is one that places the candidate at the top of the discipline in research, as defined in University of Florida Regulation 7.019, with distinction in the areas of teaching and service as also defined in that regulation. Distinguished Professor is a title only and shall not be considered a promotional rank. Recommendations for the award of the title of Distinguished Professor are processed under the same procedures used for the recommendation for promotion under University of Florida Regulation 7.019, except that nomination for this award is to be initiated by the appropriate college dean or equivalent administrator. Candidates may not be self-nominated.

Authority: BOG Regulation 1.001.

History--New 12-9-75, Amended 8-15-78, 8-19-79, Formerly 6C1-7.05, 7.06, 7.08, 7.12, FAC, 3-26-80, 5-14-85, Formerly 6C1-7.03, Amended 4-30-95, 7-17-97, 6-28-98, 6-15-99, 6-21-00, 3-12-03, 6-3-03, 3-17-09, 6-12-09, Formerly 6C1-7.003, Amended 3-16-10, 3-17-11, 3-22-13, 4-3-15, 4-1-16; 8-31-22 (technical changes only), Amended 3-\_\_-2025.

## **NOTICE OF PROPOSED REGULATION REPEAL(S)**

Date: March 13, 2025

**REGULATION TITLE:**

See Attachment “A”.

**REGULATION NO.:**

See Attachment “A”.

**SUMMARY:** UF Human Resources proposes to repeal regulations 3.045, 3.047, 3.058, and 3.059. These regulations in their entirety are related to a UF employee classification title, University Support Personnel System (USPS), that is no longer active. Therefore, these regulations are obsolete and unnecessary and should be repealed.

**AUTHORITY:** See Attachment “A”

**COMMENTS CONCERNING THE PROPOSED REGULATION REPEAL(S) SHOULD BE SUBMITTED WITHIN 14 DAYS OF THE DATE OF THIS NOTICE TO THE CONTACT PERSON IDENTIFIED BELOW.** The comments must identify the regulation on which you are commenting.

**THE PERSON TO BE CONTACTED REGARDING THE PROPOSED REGULATION AMENDMENT IS:** Kathy Gowan, Legal Assistant II, 123 Tigert Hall, Post Office Box 113125, University of Florida, Gainesville, Florida 32611, 352-392-1358 office, 352-392-4387 facsimile, regulations@ufl.edu.

**NAME OF PERSON WHO APPROVED THE PROPOSED REGULATION REPEAL(S):**  
Melissa Curry, Vice President of UF Human Resources

**THE FULL TEXT OF THE PROPOSED REGULATION REPEAL(S) ARE ATTACHED TO THIS NOTICE.**

**Attachment “A”**

<b>Regulation Number</b>	<b>Regulation Title</b>	<b>Authority</b>
3.045	University Support Personnel System (USPS) Predetermination and Arbitration Appeal Procedures for Employees with Permanent Status	BOG Regulation 1.001
3.047	University Support Personnel System; Disciplinary Procedures	Specific Authority: 1001.74(4), 1012.92(1), (3) FS. Law Implemented: 1001.74(19), 1012.92 FS.
3.058	University Complaint Procedure for University Support Personnel System Employees	BOG Regulation 1.001
3.059	Pay Upon Appointment and Probationary Status After Promotion; University Support Personnel System Employees	BOG Regulation 1.001

~~REGULATIONS OF THE  
UNIVERSITY OF FLORIDA~~

~~3.045 University Support Personnel System (USPS) Predetermination and Arbitration  
Appeal Procedures for Employees with Permanent Status:~~

~~(1) — Predetermination procedures for USPS employees with permanent status:~~

~~(a) — Written Notice — Prior to the dismissal, suspension, or disciplinary reduction in pay of a permanent employee, the University shall give the employee written notice as follows:~~

~~1. — The employee shall be given written notice of the proposed action at least five (5) days prior to the date the action is to be taken.~~

~~2. — If the employee is available, the notice shall be hand delivered to the employee and the employee shall acknowledge receipt. Otherwise, the notice shall be mailed to the employee by certified mail, return receipt requested. The mailed notice shall be considered received by the employee even if refused or ignored.~~

~~(b) — Contents of Notice — The notice shall be signed by the person authorized to make the final decision or his or her designated representative and shall include the following:~~

~~1. — The effective date of the University's proposed final action;~~

~~2. — The specific charges or reasons for the action;~~

~~3. — A list of documents on which the charges or other reasons are based; and a statement that documents shall be available to the employee upon request;~~

~~4. — A statement that the employee may, within two (2) workdays of receipt of the notice, submit a request in writing for a conference at which the employee may make an oral~~



~~or written statement, or both, to the University to refute or explain the charges or reasons for the action; and the name, address, and telephone number of the person to whom the request for a conference shall be directed;~~

~~5. — A statement that the requested conference must be held prior to the proposed effective date of the action, at a time and place determined by the University, normally during regular business hours, and that the employee may bring a representative to advise and assist;~~

~~6. — A statement that the University of Florida desires to reduce the risk of error in taking the action against the employee and to avoid damaging the employee's reputation by untrue or erroneous charges, and therefore, the University is interested in receiving and considering the employee response; and~~

~~7. — A copy or summary of the predetermination procedures shall be enclosed with the notice.~~

~~(c) — Conference — If a conference is requested by the employee, it must be conducted by the person(s) authorized to make the final decision or his or her designated representative(s) as follows:~~

~~1. — The person(s) conducting the conference shall convene the conference at the time and place set by the University and shall identify all participants. He or she shall explain that the purpose of the conference is to hear the employee's response to the charges in order to protect the employee from erroneous or arbitrary adverse action, to afford the University an opportunity to reevaluate its position after reviewing the information presented by the employee, and to thereafter affirm or alter the disciplinary action as may be warranted.~~

~~2. — The conference shall be informal and shall not be in the nature of an evidentiary~~

~~hearing. The employee may bring a representative to assist or advise him or her, but discovery, cross-examination, and similar legal procedures are not permissible.~~

~~3. — The employee shall be permitted to submit relevant information, orally or in writing, or both, with the privilege being reserved to the University of Florida to give such information the weight it deems proper. The employee shall be informed that if he or she chooses to make no response, the University of Florida will proceed on the basis of the best information it can obtain without such response.~~

~~4. — After the conference is conducted, the employee shall be notified, as soon as practicable, that the proposed final action will be effective on a specific date, that the proposed final action has been revised, or that no action will occur.~~

~~(d) — Decision — After the conference, if the University determines that it will proceed with the reduction in pay, suspension, or dismissal of the employee, the employee shall be notified in writing by personal delivery or by certified mail, return receipt requested, within five (5) workdays from the date the action is effective, of the employee's right to appeal to an arbitrator under subsection (2) below. If the employee occupies a position included in a certified bargaining unit, the employee shall be further notified that he or she may, in the alternative, use the unit's grievance procedures as provided in the applicable collective bargaining agreement.~~

~~(e) — During the period between the first notice and the effective date of the action, one of the following options shall be used by the University: retain the employee in his or her usual duties; temporarily assign the employee to other duties; place the employee on vacation leave; or place the employee on administrative leave.~~

~~(f) — Extraordinary Situations.~~

~~1. — The President or President's designee shall immediately suspend an employee from performance of his or her duties when the President or designee has reason to believe that the employee's presence on the job would adversely affect the functioning of the University or would jeopardize the safety or welfare of other employees. The President or designee shall determine whether a suspension shall be with or without pay based on the severity of the misconduct and the threat to safety.~~

~~2. — If oral notice is given, written notice of such action, and the reasons therefore, must be furnished to the employee within twenty-four (24) hours.~~

~~3. — Written notice in an extraordinary situation shall include a statement of the reasons for such action and shall be sent by certified mail, return receipt requested, or hand delivered and the employee shall acknowledge receipt.~~

~~4. — Notice of a suspension or dismissal shall include a statement that the employee has a right to appeal to an arbitrator under subsection (2) below.~~

~~(1) — USPS Arbitration Appeal Procedures.~~

~~(a) — An employee who has earned permanent status in his or her current classification shall have the right to appeal to an arbitrator any suspension, dismissal, layoff, demotion with reduction in pay, job abandonment, or reduction in pay, provided that the employee has not signed a statement indicating the action was voluntary. An employee whose position is classified to a lower class shall have the right to appeal only the reduction in pay, if any, that has occurred as a result of the demotion appointment.~~

~~1. — If an employee requests an arbitration, the employee shall, within ten (10) working days after the receipt of notice of the employment action from the University, file with Human Resource Services a completed Arbitration Request Form. This form is~~

~~incorporated by reference and is titled Arbitration Request Form, arb-req Rev. 2/04, and can be obtained from the Office of Employee Relations, Human Resource Services, 903 West University Avenue, Gainesville, Florida. A copy of the form must also be filed with the President or designee and the employee's immediate supervisor.~~

~~2. — Failure to initiate an arbitration request within the time limits prescribed shall be deemed a waiver of the right to arbitration. In the event of a question regarding timeliness of any notice, the date of receipt if transmitted in person, or the postmark if transmitted by mail, shall be determinative.~~

~~3. — After the Request for Arbitration has been received, the Vice President for Human Resource Services will determine whether the request has been filed in accordance with the provisions of this section and shall notify the employee or his or her representative, the Dean or Director, and the Vice President responsible for the college, major budgetary unit, or administrative unit in which the grievant is employed of this determination. Additionally, the employee will be mailed a copy of this regulation.~~

~~4. — The Vice President responsible for the college, major budgetary unit or administrative unit in which the grievant is employed, or the Vice President's designee, shall serve as the University representative in the arbitration.~~

~~5. — The Vice President for Human Resource Services shall select an arbitrator on a rotational basis from an odd-numbered panel of at least seven (7) arbitrators maintained by the University and shall notify the University representative and the employee or his or her representative of the arbitrator selected. If the parties do not agree on the arbitrator selected, the selection shall be made by alternately striking names from the panel. The right of first strike shall be determined by a coin toss. The employee will receive notice of the~~

~~identity of the arbitrator selected and may request disqualification of the arbitrator based on cause within five (5) days of receipt of the notice. Cause is present when it appears the arbitrator was chosen through corruption, fraud, or other undue means.~~

~~6. — When an action is both appealable under this regulation and grievable under a collective bargaining agreement, the employee shall have the option of using either procedure. The filing of the arbitration request form constitutes a waiver of any rights to review of the matter under an applicable collective bargaining agreement, Chapter 120, Fla. Stat., or other University review procedures. If the employee seeks a review of a matter in an alternative forum after requesting arbitration under this regulation or fails to appear at the scheduled arbitration hearing, the University shall have no obligation to proceed further.~~

~~(b) — Fees and Expenses.~~

~~1. — All reasonable fees and expenses for the arbitrator will be paid by the University.~~

~~2. — The party desiring a transcript of the arbitration proceedings shall provide written notice to the other party of its intention to have a transcript of the arbitration made at least one(1) week prior to the date of the arbitration and shall be responsible for scheduling a reporter to record the proceedings. The parties shall share equally the appearance fee of the reporter and the cost of obtaining an original transcript and one (1) copy for the party originally requesting a transcript of the proceeding. The requesting party shall, at its expense, photocopy the copy of the transcript received from the reporter and deliver the photocopy to the other party within five (5) calendar days after receiving the copy of the transcript from the reporter.~~

~~(c) — The employee may self represent or be represented. However, if the employee seeks to be represented by an employee organization, then the employee must follow the~~

~~grievance procedures of the applicable collective bargaining agreement. If the employee elects to be represented, the employee must deliver or send to the Vice President for Human Resource Services within five (5) working days after filing an Arbitration Request form, a written statement indicating the name, address, telephone number and qualifications of the representative and confirming that the employee as well as the representative will be present during the arbitration hearing, and that the employee agrees to this representation.~~

~~(d) — If the aggrieved employee participates during working hours in the arbitration, the employee's compensation will not be affected by the time spent at the arbitration hearing. The employee must notify the immediate supervisor seven (7) days in advance of the anticipated absence. An employee will not be permitted to prepare the case during working hours.~~

~~(e) — Hearing.~~

~~1. — The arbitrator shall hold the hearing in the City of Gainesville, unless otherwise agreed by the parties. The hearing shall commence within thirty (30) working days of the arbitrator's acceptance of selection, or as soon thereafter as is practicable. Arbitration proceedings shall be conducted in accordance with this regulation, supplemented by the Labor Arbitration Rules, published by the American Arbitration Association, as Amended and Effective on August 1, 2007.~~

~~2. — Within thirty (30) working days, the arbitrator shall issue to the University and the employee a written order which may affirm, reverse, or alter the decision of the University.~~

~~3. — The employee and the University agree that the decision of the arbitrator shall be final and binding on both parties. No judicial review of the arbitration order is available~~

~~except as provided by Chapter 682, Fla. Stat.~~

~~(f) — Authority of the Arbitrator.~~

~~1. — The arbitrator shall neither add to, subtract from, modify, or alter the provisions of University regulations, policies, or procedures, or an applicable collective bargaining agreement. Arbitration shall be confined solely to the application and/or interpretation of those provisions and limited to the matters in the Request for Arbitration Form submitted for arbitration. No statements of opinion or conclusions not essential to the determination of the matters submitted shall be permitted. The arbitrator shall not review managerial decisions other than to ensure that such actions are in accordance with the applicable procedures under review. In the case of suspension, dismissal, and reduction in pay taken as a disciplinary action, the arbitrator shall determine whether there is just cause for such action.~~

~~2. — Where an administrator has made a judgment involving the exercise of discretion, such as decisions regarding non-reappointment, assignment, or severity of disciplinary action, the arbitrator shall not substitute the arbitrator's judgment for that of the administrator. Nor shall the arbitrator review such decision except for the purpose of determining whether the decision has violated these regulations.~~

~~3. — The burden of proof shall be on the employee in layoff, demotion, reduction in pay, and relocation actions when not taken as a disciplinary action and in job abandonment. The burden of proof shall be on the employer in suspension, dismissal, demotion, and reductions in pay when taken as disciplinary actions.~~

~~4. — The arbitrator's order and award may reinstate an employee, with or without back pay. The back pay award shall not exceed the amount of pay the employee would otherwise have earned at the employee's regular rate of pay and shall not be retroactive to a~~

~~date earlier than the date of the occurrence of the event giving rise to the action at issue. In no situation will the award exceed the actual loss to the employee or provide attorney fees to either party.~~

~~5. — The arbitrator may not award other monetary damages or penalties.~~

~~6. — The arbitrator may reduce a dismissal to a suspension for such time as the arbitrator may fix, or reduce the period of suspension, which order shall be binding on the University and employee concerned.~~

~~(g) — Arbitrability. Issues of arbitrability shall be bifurcated from the substantive issue(s) and, whenever possible, determined by means of a hearing conducted by conference call. The arbitrator shall have ten (10) days from the hearing to render a decision on arbitrability. If the issue is judged to be arbitrable, an arbitrator shall then be selected to hear the substantive issues, in accordance with the provisions of paragraph (2)(e) above.~~

~~Authority: BOG Regulation 1.001.~~

~~History: New 5-1-96, Amended 3-2-03, 12-31-03, 5-30-04, Formerly 6C1-3.045, Amended 3-16-10 (technical changes only), Amended 3-17-17.~~



~~RULES OF REGULATIONS OF THE~~  
~~UNIVERSITY OF FLORIDA~~

~~6C1-3.047 Finance and Administration; University Support Personnel  
System; Disciplinary Procedures.~~

~~(1) — The University of Florida shall administer standards for performance and conduct to ensure timely and equitable disposition of disciplinary problems. Discipline ranging from oral reprimands to dismissal can be imposed for just cause as defined in Rule 6C1-Regulation 3.046(1), F.A.C.~~

~~(2) — The University of Florida has adopted the following standards which that shall govern the manner and extent to which disciplinary action is taken. Levels of penalties are dependent upon the seriousness of the offense and any aggravating or mitigating circumstances, or as otherwise required by law. The concept of progressive discipline is endorsed dependent upon the offense. Each situation is assessed on a case-by-case basis, however, the University shall consider other discipline-related offenses collectively when in the best interest of the University of Florida. Appropriate disciplinary penalties include: oral reprimand, written reprimand, suspension without pay, or dismissal.~~

~~(3) — STANDARDS FOR PERFORMANCE AND CONDUCT.~~

~~(a) — Unsatisfactory Attendance. Unsatisfactory attendance includes: failure to obtain approval prior to any absence from work except in the case of proven emergency, failure to notify or call during an absence, an attendance record of recurring absences even if the majority of absences were necessary and/or excused, a pattern of absences, and tardiness.~~

~~(b) — Misconduct. Conduct, on or off working hours, that adversely affects the~~

~~employee's ability to perform his or her duties, or which adversely affects the University's ability to carry out its assigned mission. Misconduct may include but is not limited to: sexual harassment, threatening and/or abusive language, theft, fighting, falsification, insubordination, horseplay, possession, use, and/or distribution of non-prescribed drugs, possession or use of firearms, conviction of a crime, drinking on the job or reporting to work under the influence of alcohol or drugs, improper use of state property, leaving work area without permission, loafing, sabotage, sleeping on duty, strike or concerted activity, unauthorized solicitation, violation of safety practices, disruptive conduct, failure to follow instruction and retaliation.~~

~~(c) — Negligence. The failure to use ordinary or reasonable care in, or the omission of or inattention to, the performance of assigned duties. Negligence is synonymous with carelessness, lack of care and lack of attention.~~

~~(d) — Violation of provision of law, university rule, or departmental policy, procedure, or practice that is either verbal, written, or understood.~~

~~(4) — If a USPS employee enrolls in TEAMS while having work performance and/or disciplinary issues, corrective actions shall continue in the new pay plan.~~

Specific Authority: BOG Regulation 1001.74(4), 1012.92(1), (3) FS.

Law Implemented ~~1001.74(19), 1012.92 FS.~~

History: New 8-26-81, Formerly 6C1-3.19, Amended 3-6-85, 5-14-85, Formerly 6C1-3.47, Amended 2-9-87, 5-21-89, 6-28-98, 10-31-99, 6-27-02, 2-3-03, 7-19-05. Formerly 6C1-3.047.

~~REGULATIONS OF THE  
UNIVERSITY OF FLORIDA~~

~~3.058—University Complaint Procedure for University Support Personnel System  
Employees.~~

~~(1)——General Information.~~

~~(a)——The purpose of this regulation is to establish a prompt and efficient procedure for  
addressing employee complaints by University Support Personnel System (USPS) employees.~~

~~(b)——The primary objective of the complaint procedure is to maintain sound employee  
relations. This process allows employees to bring complaints to the attention of management  
with the assurance that they will receive a review and be accorded fair and equitable treatment  
without regard to race, creed, color, sex, sexual orientation, religion, national origin, political  
opinions or affiliations, age, genetic information, veteran status as protected under the Vietnam  
Era Veterans' Readjustment Assistance Act, disability, or marital status.~~

~~(c)——A permanent status employee may file a complaint concerning employment or  
alleging that the University failed to comply with the University complaint procedure and  
request specific action by the appropriate university official.~~

~~(d)——A USPS employee who does not have permanent status may file a complaint  
concerning only nondisciplinary matters affecting the employee's terms and conditions of  
employment with the immediate supervisor and, finally, the next level supervisor. The USPS  
Complaint Form, DHR-USPS/CF-12/02 which is incorporated herein by reference, developed  
and maintained by Human Resource Services, 903 West University Avenue, Post Office Box  
115002, Gainesville, Florida 32611.~~

~~(2) — Definitions:~~

~~(a) — The term “complaint,” for the purposes of this process, is defined as an allegation made by the employee that any condition affecting the employee’s terms and conditions of employment is unjust, inequitable, or creates a problem. An employee shall not have the right to file a complaint concerning evaluations of performance unless the employee alleges that the evaluation is based on factors other than performance.~~

~~(b) — The term “complainant” shall mean a USPS employee who has been directly affected by an act or omission of the University or its representative and who has filed a complaint under this process.~~

~~(c) — The complaint procedure is an informal, non-adversarial, in-house means of addressing employee complaints. Complaints will not be processed which that are or become the subject of any other administrative or judicial proceeding will not be processed.~~

~~(d) — The arbitration appeal process covers suspensions, reductions in pay, transfers, layoffs, demotions with a reduction in pay, job abandonment, and dismissals. These actions are not subject to the complaint procedure.~~

~~(e) — The vice president responsible for the area in which the complainant is employed and/or the Vice President for Human Resource Services or designee has been designated to resolve complaints on behalf of the University.~~

~~(3) — Time Limits:~~

~~(a) — A complaint shall be filed no later than ten (10) working days from the date that the complainant knew or should have known of the act or omission about which the complaint is being made.~~

~~(b) — All time limits contained in the complaint procedure may be extended by mutual~~

~~agreement of the parties. An extension should be freely granted unless to do so would impede the resolution of the complaint.~~

~~(c) — Upon the failure of the complainant to file a complaint within the time limits provided in this procedure or any extension thereof, the complaint shall be deemed to have been resolved at the prior step.~~

~~(d) — The term “days” shall mean working days.~~

~~(4) — Step One: Oral Discussion with Supervisor: An employee may informally present a complaint to the employee’s supervisor for discussion, consideration, and resolution within ten (10) working days from the date that the complainant knew or should have known of the act or omission about which the complaint is being made. Informal resolution is encouraged and a written complaint should only be filed after an informal resolution has proven unsuccessful. The supervisor should respond to the employee within ten (10) working days from the date of the discussion.~~

~~(5) — Step Two: Department Head Review.~~

~~(a) — If the employee is not satisfied with the Step One decision, the employee may present a written complaint to the administrative head of the employee’s department within ten (10) working days from receipt of oral reply from the employee’s supervisor. A copy of the written complaint shall be furnished to the employee relations manager assigned to the area. The written complaint should be clear, concise, and specifically detail what action is requested to resolve the complaint. Complaint resolutions which that are beyond the reasonable control of the University shall be denied.~~

~~(b) — The administrative head of the employee’s department, generally the director or a designee, will arrange for a meeting with the employee. The department head determines the~~

~~scope of the review of the complaint and will decide if consultation with others is appropriate. The department head will provide a written response to the complainant within twenty (20) working days from the receipt of the written complaint.~~

~~(6) — Step Three: Final Decision by Vice President. If the employee is not satisfied with the Step Two decision, a written request for review may be made through the employee relations manager to the vice president for the area in which the complainant is employed. The request for review must be made within ten (10) working days from the date of the receipt of the written response in Step Two. A copy of the request should also be provided to the department head. The vice president will review the written record and furnish a decision in writing to the employee within twenty (20) working days from the date of receipt of the complaint. A review of the written record is sufficient and no meeting is required. The decision of the vice president, or the vice president's designee, shall be final in all complaints.~~

~~Authority: BOG Regulation 1.001.~~

~~History: New 3-6-85, Formerly 6C1-3.58, Amended 2-9-87, 11-20-90, 7-15-97, 2-11-03, 7-19-05, Formerly 6C1-3.058, Amended 3-16-10.~~

~~REGULATIONS OF THE  
UNIVERSITY OF FLORIDA~~

~~3.059 Pay Upon Appointment and Probationary Status After Promotion; University Support Personnel System Employees.~~

~~(1) — Current University employees who have attained permanent status in any class may apply for a promotion, demotion, or reassignment by submitting a current employee Promotion/Reassignment/Demotion Application, Form DHR-PRD-02 Revised 2/04, incorporated herein by reference and which can be obtained from the Human Resource Services, 903 West University Avenue, Post Office Box 115002, Gainesville, Florida 32611.~~

~~(2) — A University employee making such application will be treated according to current University of Florida regulations. Upon the employee's acceptance of a promotion, demotion, or reassignment, all other pending requests will be cancelled. New requests for promotion or reassignment to position(s) outside the college, division, or department of current assignment will not be accepted for a period of six (6) months or, with respect to promotion, until permanent status in the new class has been attained, whichever date is later. Additionally, employees occupying positions covered by collective bargaining agreements will be treated in accordance with any specific provision of the applicable current contract related to such actions.~~

~~(3) — Advanced appointment rates for original promotion, reassignment, and demotion appointments.~~

~~(a) — A USPS applicant who receives a regular appointment to a USPS position must be paid the minimum of the pay grade for the class to which the applicant is appointed. A salary at a rate of pay which exceeds the minimum can be authorized, provided adequate funds are available~~

~~if the applicant possesses exceptional qualifications or the department can demonstrate an inability to recruit other acceptable applicants.~~

~~(b) — When a university employee receives a regular promotional appointment in the USPS, the employee must be paid at the minimum of the pay grade for the class to which he or she is appointed. A promotional salary increase which exceeds the minimum can be authorized provided adequate funds are available and the unit's budgetary officer has approved the increase before any commitment to the employee is made regarding salary adjustment.~~

~~(c) — If an employee is demoted prior to achieving permanent status in any class, the employee's salary in the lower class is determined in the same manner as an original appointment to the lower class.~~

~~1. — If an employee who holds permanent status in the USPS is demoted following promotion to a class in which permanent status has not been obtained, the employee's pay should be reduced to their former rate of pay for the class in which the employee last held permanent status, plus any scheduled salary adjustment the employee would have received in the lower classification.~~

~~2. — A USPS employee who is demoted after achieving permanent status shall receive pay commensurate with the responsibilities assigned. The employee's pay shall remain unchanged or decreased depending upon the employment needs of the department or unit, but not below the minimum of the pay range.~~

~~(d) — A USPS employee who reassigns to a position with the same paygrade shall receive pay commensurate with the responsibilities assigned. The employee's pay shall remain unchanged or decreased depending upon the employment needs of the department or unit, but not below the minimum of the pay range.~~



~~(4) — Probationary Status After Promotion.~~

~~(a) — A permanent USPS employee who is promoted and fails to perform satisfactorily in the new position shall be notified in writing as soon as possible that his or her work performance is unsatisfactory and that he or she will not attain permanent status in the class. The receiving department shall provide the employee with ninety (90) days to seek a vacant position in a class where permanent status has been obtained previously or in another position for which the employee qualifies.~~

~~(b) — Should the employee be unsuccessful in securing another position by the expiration of the ninety (90) day period, or if the employee refuses an offer of employment, the employee may resign or action will be initiated to effect the dismissal of the employee for just cause.~~

~~Authority: BOG Regulation 1.001.~~

~~History: New 4-27-88, Amended 12-27-90, 7-1-96, 6-28-98, 10-31-99, 5-22-01, 3-2-03, 5-30-04, Formerly 6C1-3.059, Amended 3-16-10 (technical changes only).~~



**COMMITTEE ON GOVERNANCE, GOVERNMENT  
RELATIONS AND INTERNAL AFFAIRS  
ACTION ITEM GGRIA2  
March 27, 2025**

**SUBJECT:** Direct Support Organization Appointments

---

**BACKGROUND INFORMATION**

Pursuant to University of Florida Governance Standards, all appointments of Directors to University Direct Support Organizations must be approved by the University of Florida Board of Trustees.

The Direct Support Organizations listed below have requested the following individuals be approved to their boards:

**Florida 4-H Club Foundation, Inc. (11)**

Dana Bluckhorn Davis	Wendy Smith	Samual J. Ard	Robert "Scott" Mixon
Errick Farmer	Raiza Solorzano	Danita Thomas Heagy	Curt Williams
Roy Petteway	Sarah Wolking	Bascom "Nax" Joye	

**University of Florida Alumni Association, Inc. (17)**

John Dicks	Beau Beaubien	Alex Hurd	Damon Sununtnasuk
Elizabeth Levine	Cristina Cabrera	Kim Kaupe	Craig Thompson
Ari Luxenberg	Jessica Costello	Careshia Moore	
Smith Meyers	Ruan Cox	Glenna Palazzo	
Kyle Robisch	Christina Criser Jackson	Andrea Pelt-Thornton	

**University of Florida Leadership and Education Foundation (2)**

Kati Migliaccio  
Michael Basore

**University of Florida Foundation, Inc. (4)**

Swati Patel	Jon Pritchett
Eugene Pettis	Howard Sheridan

**GatorCare (2)**

Joseph Glover  
Lesli Ward

**UF Historic St. Augustine (6)**

Susan Parker  
John Fraser  
Jeff Atwater

Doug Jones  
Charles Ellis  
Referend Father Thomas S. Willis

**University of Florida Investment Corporation, Inc. (1)**

William Walton

**Florida Foundation Seed Producers, Inc. (3)**

Ricky Hartley  
Jonas Forrester  
Matthew Griffin

**University of Florida Research Foundation (2)**

Saby Mitra  
Brad Bennett

**Citrus Research and Development Foundation (3)**

Joseph B. "Joby" Sherrod  
Deeley A. Hunt  
George F. Hamner, Jr.

**University of Florida Development Corporation (1)**

Burl "Colt" Little

**PROPOSED COMMITTEE ACTION**

The Committee on Governance, Government Relations, and Internal Affairs is asked to approve the individuals listed above and in the board materials for recommendation to the Board of Trustees for approval on the Consent Agenda.

**ADDITIONAL COMMITTEE CONSIDERATIONS**

None.

---

Supporting Documentation Included: Direct Support Organization Appointments Summary

Submitted by: Ryan Fuller, Interim Vice President and General Counsel

**Approved by the University of Florida Board of Trustees, March 27, 2025**

---

Morteza "Mori" Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary



**COMMITTEE ON GOVERNANCE, GOVERNMENT  
RELATIONS, AND INTERNAL AFFAIRS**

**DIRECT SUPPORT ORGANIZATIONS WITH  
BOARD APPOINTMENTS FOR  
UF BOARD OF TRUSTEES APPROVAL**

Florida 4-H Club Foundation, Inc. - 11

UF Alumni Association, Inc. - 17

UF Leadership and Education Foundation - 2

UF Foundation, Inc. - 4

GatorCare – 2

UF Historic St. Augustine - 6

UF Investment Corporation, Inc. - 1

Florida Foundation Seed Producers, Inc. – 3

UF Research Foundation – 2

Citrus Research and Development Foundation – 3

UF Development Corporation – 1

**DIRECT SUPPORT ORGANIZATION:**  
**Florida 4-H Club Foundation, Inc.**



<b>Name:</b>	Dana Bluckhorn Davis
<b>Type:</b>	Appointment
<b>Replacing:</b>	N/A
<b>Term Number:</b>	First
<b>Term Dates:</b>	10/01/2024 – 10/01/2027
<b>Length of Term:</b>	3 years
<b>Any UF Affiliates:</b>	N/A

**Bio:** Dana serves as an assessment specialist for the College of Central Florida. She is a Florida 4-H alumna from Levy County and served as 4-H state treasurer in 1989. Dana holds a bachelor's in elementary education and master's in educational assessment and program evaluation. She is a Florida Certified teacher in 1-6 education, K-12 English, Reading, and Exceptional Student Education (ESE), and holds Florida Civics Seal of Endorsed educator.

Dana has a passion for 4-H Camp Cherry Lake where she camped and worked as a youth and young adult. She has been an active 4-H volunteer and actively included 4-H curriculum resources in the classroom as an educator. Dana's educational and professional expertise will be an asset as 4-H seeks to expand presence in schools and reach more youth through school-based programs and expand pathway opportunities for youth college and career development through state college system.

**DIRECT SUPPORT ORGANIZATION:**  
**Florida 4-H Club Foundation, Inc.**



**Name:** Errick Farmer, PhD  
**Type:** Appointment  
**Replacing:** N/A  
**Term Number:** First  
**Term Dates:** 10/01/2024 – 10/01/2027  
**Length of Term:** 3 years  
**Any UF Affiliates:** N/A

**Bio:** Dr. Errick Farmer serves as Associate Dean for the Florida A&M University School of Allied Health Sciences. He is a 4-H alumnus from Jefferson County Florida. Dr. Farmer holds a Bachelor of Science in Business Communications from Florida State University, as well as a Master's in Applied Social Science, with a concentration in Public Administration and a Doctor of Philosophy in Educational Leadership, both from Florida A&M University. Prior to his current position, Dr. Farmer served as an Associate Professor of Professional Leadership Development at Florida A&M University, School of Business and Industry.

Dr. Farmer also worked as a Business Analyst within the FAMU – Division of Administrative and Financial Services, where he was responsible for the supervision and leadership of Management Analysts and responsible for developing and managing administrative functions of colleges and schools. Dr. Farmer has held various administrative positions within the Office of Academic Affairs and Sponsored Programs. He has a background in policy and procedures, training, contract management, and project management with an interest in expanding utilization of digital instruction.

**DIRECT SUPPORT ORGANIZATION:**  
**Florida 4-H Club Foundation, Inc.**



**Name:** Roy Petteway  
**Type:** Appointment  
**Replacing:** Clay Hollis  
**Term Number:** First  
**Term Dates:** 10/01/2024 – 10/01/2027  
**Length of Term:** 3 years  
**Any UF Affiliates:** N/A

**Bio:** Roy Petteway is sixth generation owner/operator of Petteway Citrus & Cattle is a family- owned business that began in 1900 and has since grown into a premier citrus and cattle enterprise in Hardee and Polk counties. Roy is a 4-H alumnus.

Roy is engaged in community outreach and education, often partnering with UF/IFAS Extension to teach local ranchers about intense grazing practices, herd management and Artificial Insemination (AI). He has been actively engaged in community boards including Soil and Water Conservation Service and Peace River Valley Citrus Growers Association.

# DIRECT SUPPORT ORGANIZATION

## Florida 4-H Club Foundation, Inc.



**Name:** Wendy Smith  
**Type:** Appointment  
**Replacing:** N/A  
**Term Number:** First  
**Term Dates:** 10/01/2024 – 10/01/2027  
**Length of Term:** 3 years  
**Any UF Affiliates:** N/A

**Bio:** Wendy Smith is an active and engaged community leader. Including in women's leadership with Florida Farm Bureau Federation, and most recently served as chair for the Florida Agricultural Legacy Learning Center in Flagler County. Wendy is a 4-H alumna from Marion County.

Wendy and her husband Jeb (Florida Farm Bureau president) produce cattle, hay and sod on the Smith's Century Pioneer Family Farm in St. Johns County. Wendy and Jeb have been married for more than 29 years and have four grown children who actively participated in 4-H.



# DIRECT SUPPORT ORGANIZATION

## Florida 4-H Club Foundation, Inc.



**Name:** Raiza Solorzano  
**Type:** Appointment  
**Replacing:** N/A  
**Term Number:** First  
**Term Dates:** 10/01/2024 – 10/01/2027  
**Length of Term:** 3 years  
**Any UF Affiliates:** N/A

**Bio:** Raiza Solorzano serves as the Young, Beginning & Small (YBS) Business Manager for Farm Credit of Florida, based in Alachua. In her role she serves as liaison to youth agricultural organizations including 4-H and FFA. She is a 4-H alumna from Palm Beach County.

Raiza holds a bachelor's degree in business administration from the University of Florida with a specialization in Finance, Marketing, and Economics in Agribusiness. She is actively involved with Farm Bureau, including serving as local leadership for the Alachua County YF&R group.

**DIRECT SUPPORT ORGANIZATION:**  
**Florida 4-H Club Foundation, Inc.**



**Name:** Sarah Wolking  
**Type:** Appointment  
**Replacing:** N/A  
**Term Number:** First  
**Term Dates:** 10/01/2024 – 10/01/2027  
**Length of Term:** 3 years  
**Any UF Affiliates:** Alachua County 4-H Advisory Board

**Bio:** Sarah Wolking is Senior Legal Skills Professor and Director of Externships for the UF Levin College of Law. Degrees include AB from Princeton University with High Honors (Sociology, 1988) and JD from Boston University (1992).

Sarah is a 4-H alumna from Alachua County and has been an active volunteer in the program for many years. She has actively led and collaborated on the creation of multiple programs related to natural resources, environmental science, civic engagement and law/leadership.

**DIRECT SUPPORT ORGANIZATION:**  
**Florida 4-H Club Foundation, Inc.**



<b>Name:</b>	Samual J. Ard, Esq.
<b>Type:</b>	Reappointment
<b>Replacing:</b>	N/A
<b>Term Number:</b>	Second
<b>Term Dates:</b>	04/01/2025 – 10/01/2028
<b>Length of Term:</b>	3 years
<b>Any UF Affiliates:</b>	N/A

**Bio:** Sam Ard is an alumnus of 4-H from Santa Rosa Co., Fla and was also involved in FFA as a youth. Sam previously served on the Florida 4-H Foundation Board of Directors from 1994 to 2000, and during that time served as Secretary, Treasurer, President-Elect and President. Sam was an active advocate and volunteer during his time on the board and has continued to be engaged in 4-H activities, especially in the Tallahassee region.

Sam is a graduate of Florida State University with a B.A. (1981) in Government and J.D. (1986). He is a Senior Partner at Ard, Shirley & Rudolph PA in Tallahassee. He has represented many agricultural clients as an attorney and before the Executive and Legislative branches of government throughout his career.

**DIRECT SUPPORT ORGANIZATION:**  
**Florida 4-H Club Foundation, Inc.**



<b>Name:</b>	Danita Thomas Heagy, D.C.
<b>Type:</b>	Reappointment
<b>Replacing:</b>	N/A
<b>Term Number:</b>	Second
<b>Term Dates:</b>	01/01/2025 – 01/01/2028
<b>Length of Term:</b>	3 years
<b>Any UF Affiliates:</b>	N/A

**Bio:** A proud 4-H alumna, Danita grew up in St. Johns County and was an active member of 4-H participating in local, state and national leadership programs. She and her family have established an endowment for St. Johns Co. 4-H in memory of her father, and she previously served on the St. Johns Co. 4-H Assoc. Board. She previously served as Florida 4-H Foundation Board VP for Finance and was integral in cost-saving portfolio consolidation efforts; current President-elect.

Dr. Heagy has been licensed Chiropractor since 1982 and is now retired from active practice. She previously served as a board member of the Florida Board of Chiropractic Medicine. She currently serves on Board of Directors for the National Board of Chiropractic Examiners (NBCE) representing Louisiana, Arkansas, Mississippi, Alabama, Georgia, Florida, Tennessee, Kentucky, North Carolina, South Carolina, Virginia, West Virginia, Puerto Rico, and U.S. Virgin Islands.

**DIRECT SUPPORT ORGANIZATION:**  
**Florida 4-H Club Foundation, Inc.**



<b>Name:</b>	Bascom “Nax” Joye
<b>Type:</b>	Reappointment
<b>Replacing:</b>	N/A
<b>Term Number:</b>	Second
<b>Term Dates:</b>	01/01/2025 – 01/01/2028
<b>Length of Term:</b>	3 years
<b>Any UF Affiliates:</b>	N/A

**Bio:** Nax was born and raised in Lake City, Fla. He is a graduate of the UF Warrington College of Business (BSBA 2012) and UF Levin College of Law (JD 2018). Mr. Joye is an associate with Moye O'Brien Pickert Dillon & Masterson, LLP. his practice focuses on construction and commercial litigation. He has over a decade of experience in the contracting business, with primary concentration on large commercial roofing systems, as well as a strong background in residential and commercial real estate sales and development.

While not a member of 4-H as a youth, Nax believes in the 4-H mission and the importance of civic engagement by young people. Nax and his wife Melissa reside in Orlando, Fla.

**DIRECT SUPPORT ORGANIZATION:**  
**Florida 4-H Club Foundation, Inc.**



<b>Name:</b>	Robert “Scott” Mixon
<b>Type:</b>	Reappointment
<b>Replacing:</b>	N/A
<b>Term Number:</b>	Second
<b>Term Dates:</b>	01/01/2025 – 01/01/2028
<b>Length of Term:</b>	3 years
<b>Any UF Affiliates:</b>	N/A

**Bio:** Scott serves as the Government and Community Relations Manager (North Florida) for Duke Energy. Scott has more than 30 years of experience in relationship management, communications and public affairs and marketing. Scott works with public and private leadership and the community. Scott has a professional background in finance and business, earning his Bachelor of Science from the University of Central Florida in business administration, after completing his Associate’s at North Florida College in Madison.

**DIRECT SUPPORT ORGANIZATION:**  
**Florida 4-H Club Foundation, Inc.**



<b>Name:</b>	Curt Williams
<b>Type:</b>	Reappointment
<b>Replacing:</b>	N/A
<b>Term Number:</b>	Second
<b>Term Dates:</b>	04/01/2025 – 04/01/2028
<b>Length of Term:</b>	3 years
<b>Any UF Affiliates:</b>	N/A

**Bio:** Curt serves as Director of Government and Community Affairs for Florida Farm Bureau Federation, and as Farm Bureau’s representative to the Foundation. Curt is also a cattle rancher and involved in seed sod and hay production. He is a double Gator with a B.S. Turfgrass Science and M.S. Agribusiness Management. He is also a graduate of UF Natural Resource Leadership Institute (NRLI), and class XI graduate of UF Wedgworth Leadership Institute. Curt participated in FFA as a student. He and his wife Katherine currently have children in the 4-H program.

**DIRECT SUPPORT ORGANIZATION:**

**UF Alumni Association, Inc. Board of Directors**



**Name:** John Dicks  
**Type:** Elected Director (New)  
**Replacing:** Jen Adams  
**Term Number:** First  
**Term Dates:** 07/01/2025 - 06/30/2027  
**Length of Term:** 2 years  
**Any UF Affiliates:**

**Bio:** John Dicks, BA '06, JD/MBA '10, is a lawyer in the Tampa office of Akerman, LLP, an AmLaw-100 firm. John is a business litigator and trial attorney with a diverse practice. As a litigator, John has experience in a wide variety of cases, but focuses primarily on legal malpractice defense. Other litigation experience includes complex commercial litigation, fraudulent transfers, real estate disputes (i.e. easements, landlord/tenant, etc.), probate disputes, judgment collection, and creditors' rights / special assets. He also has significant appellate experience. In the bankruptcy and assignment arenas, John has represented each of the players (debtors, creditors, assignees, etc.), but typically represents creditors or court-appointed fiduciaries, and thrives on adversary proceedings or related litigation matters. As a zoning and land use lawyer, John has experience representing both applicants and objectors, in all manner of public hearings – including procurement, land use, zoning, and code enforcement.

John lives in Tampa with his wife (Lauren; BA '07), three daughters (June, 8; Joey, 6; and Juliette, 4), dog (Betty), and (reluctantly) his cat (Teddy). John also serves on the Law Center Association for the University of Florida Levin College of Law. At UF, John was a member of Sigma Chi, Florida Blue Key, and the UF Hall of Fame. He is currently serving as one of two Presidential Appointees to the UFAA Board of Directors for the 2024-2025 fiscal year; his new term will expire 6/30/2027.



## DIRECT SUPPORT ORGANIZATION:

### UF Alumni Association, Inc. Board of Directors



**Name:** Elizabeth Levine  
**Type:** Elected Director (New)  
**Replacing:** Kristin Carter  
**Term Number:** First  
**Term Dates:** 07/01/2025 - 06/30/2027  
**Length of Term:** 2 years  
**Any UF Affiliates:**

**Bio:** Liz Levine, BA '08, BSPR '08, is a distinguished media expert with more than 16 years of experience in broadcast television, currently working in affiliate relations for CBS Television Network. She oversees relationships with many leading broadcasters, including Gray Media, Hearst Television, Nexstar Media, and TEGNA.

In addition to her dual degrees from UF, Liz holds a Master of Science in Public Relations and Corporate Communication, for which she focused on social media strategy and reputation management. She also earned a Master of Arts in Journalism and Mass Communications, where her graduate thesis examined trends in broadcasting catering to U.S. Hispanic audiences.

Beyond her professional and academic achievements, Liz has made significant contributions to the University of Florida Alumni Association. As an executive board member of the Gotham Gator Club® and a director on the board of the UF Association of Hispanic Alumni, she has spearheaded award-winning initiatives and was recognized as the 2022-23 UF Alumni Leader of the Year. She currently serves as President of the Gotham Gator Club® in New York City.

Her leadership roles at UF, including President of the National Collegiate Hispanic Honor Society and Communications Chair for Sports Illustrated on Campus, have laid the foundation for her lifelong commitment to service and excellence.

A citizen of the United States, Germany, and Spain, Liz's international background inspires her passion for travel. She is also a talented baker and a devoted sports fan, supporting the New York Jets, the Seattle Mariners, and all Gator sports.

The University recognized her as a 2024 40 Gators Under 40 honoree; her term will expire 6/30/2027.

## DIRECT SUPPORT ORGANIZATION:

### UF Alumni Association, Inc. Board of Directors



**Name:** Ari Luxenberg  
**Type:** Elected Director (New)  
**Replacing:** Carlos del Sol  
**Term Number:** First  
**Term Dates:** 07/01/2025 - 06/30/2027  
**Length of Term:** 2 years  
**Any UF Affiliates:**

**Bio:** Ari Luxenberg BA '03, is a Senior Vice President of Business Affairs for Paramount Television Studios where he is responsible for negotiating deals on behalf of the studio to hire actors, writers, directors, producers and other key elements for various television shows, including "Jack Ryan", "Reacher", and the upcoming series "Cross" on Amazon, "The Haunting of Hill House" on Netflix, and "Fatal Attraction" on Paramount+.

Prior to joining Paramount, Ari was a Director of Legal Affairs at Warner Bros. Television where he served as the legal executive for a variety of different series, including "The Leftovers" on HBO, "The Middle" on ABC, and "Blindspot" on NBC.

Ari was born in Tampa, Florida and is a life-long Gator, getting his start on campus at Galen Hall Football Camp and Lon Kruger Basketball Camp at the age of 7. He eventually attended UF and became involved in Student Government and served as President of Florida Cicerones as a senior. Ari is a UFAA 40 Gators Under 40 honoree and was inducted into the Florida Cicerones Hall of Fame.

Ari currently resides in Manhattan Beach, California with his wife Alissa and their beloved dog Fonzie. He is currently serving as one of two Presidential Appointees to the UFAA Board of Directors for the 2024-2025 fiscal year; his new term will expire 6/30/2027.

## DIRECT SUPPORT ORGANIZATION:

### UF Alumni Association, Inc. Board of Directors



**Name:** Smith Meyers  
**Type:** Elected Director (New)  
**Replacing:** Nik Patel  
**Term Number:** First  
**Term Dates:** 07/01/2025 - 06/30/2027  
**Length of Term:** 2 years  
**Any UF Affiliates:**

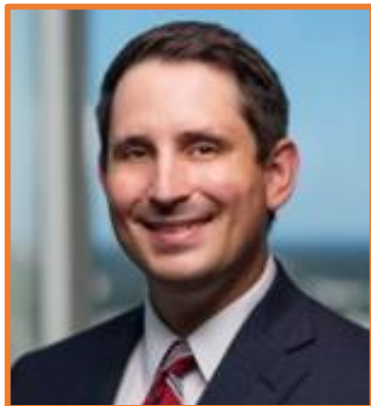
**Bio:** Smith Meyers, BSA '18, was born and raised in Tampa, FL. He attended the University of Florida and received a degree in Food and Resource Economics from the College of Agricultural and Life Sciences. While at UF, he had the privilege to serve in a number of student leadership roles including Student Body President, Senate President, and Chapter President of Alpha Tau Omega. Smith also received a number of honors while at UF, including being named a University of Florida Hall of Fame Inductee and a Florida Blue Key Leadership and Honor Society Inductee. Additionally, Smith had the opportunity to serve on multiple boards while at UF, including the UF Board of Trustees, the UF Alumni Association Board, the UF Athletic Association Board, the UF Foundation Board, and the Harn Museum of Art Board.

Smith currently works as a Director for Blake Investment Partners. As Director, Smith is responsible for managing relationships with existing investors, adding new investors to the Blake Investment Partners platform, and sourcing new investment opportunities. Prior to Blake Investment Partners, Smith worked in New York City as an Associate at Savills North America, an international office tenant advisory, where he coordinated global business development efforts on the Cross Border Transactions and Client Technology teams.

Smith currently lives in Tampa, FL with his wife, Austin (a fellow Gator!), and three children, Rowan, Sawyer, and Silas. Outside of work, Smith enjoys spending as much time as possible with his family and is active in his local church, Holy Trinity Presbyterian Church.

He is currently serving on the UFAA Board of Directors Membership & Philanthropy Workgroup for the 2024-2025 fiscal year; his term will expire 6/30/2027.

**DIRECT SUPPORT ORGANIZATION:**  
**UF Alumni Association, Inc. Board of Directors**



**Name:** Kyle Robisch  
**Type:** Elected Director (New)  
**Replacing:** Prineet Sharma  
**Term Number:** First  
**Term Dates:** 07/01/2025 - 06/30/2027  
**Length of Term:** 2 years  
**Any UF Affiliates:**

**Bio:** Kyle Robisch, Kyle Robisch is an experienced business litigator and advisor who helps companies and individuals protect what they care about.

He also regularly serves as outside general counsel to clients, helping them proactively manage risk, grow their businesses, and work with regulators and elected officials.

Although he maintains a broad litigation practice, he focuses on a few particular areas: commercial, business, and complex litigation, environmental litigation and permitting, and healthcare litigation. Defending mass action, class action, and multidistrict litigation is also a significant part of his work.

Kyle has been recognized by Florida Super Lawyers, Washington, D.C. Super Lawyers, and The Best Lawyers in America®. The University of Florida also named him one of their 2020 “40 Gators Under 40.”

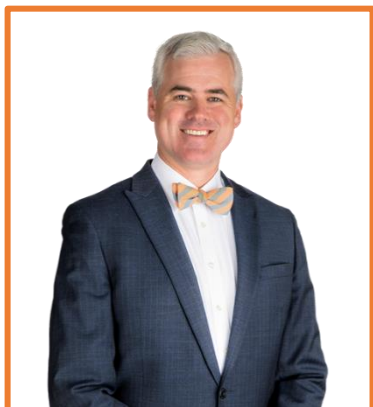
In the community, Kyle is active in the leadership of several organizations, including Special Olympics Florida, Junior Achievement, and The Florida Aquarium. He also recently served two terms as co-chair of the American Bar Association’s Water Resources Committee and is a regional chair for The Legal Mentor Network. In addition, the Florida Supreme Court recently appointed Kyle as a Director for the Florida Bar Foundation, the Florida Bar’s legal aid and access to justice arm.

Before joining Bradley, Kyle practiced at a national law firm’s headquarters in Washington, D.C. He began his legal career as a law clerk to the Hon. G. Kendall Sharp of the U.S. District Court for the Middle District of Florida.

He is currently serving on the UFAA Board of Directors Student Life Workgroup for the 2024-2025 fiscal year; his term will expire 6/30/2027.

## DIRECT SUPPORT ORGANIZATION:

### UF Alumni Association, Inc. Board of Directors



**Name:** Beau Beaubien  
**Type:** Elected Director (Reappointment)  
**Replacing:** N/A  
**Term Number:** Second  
**Term Dates:** 07/01/2025-06/30/2027  
**Length of Term:** 2 years  
**Any UF Affiliates:**

**Bio:** Beau Beaubien, BA '05, is currently Of Counsel at Greenberg Traurig, LLP and a member of the firm's Government Law & Policy Practice. He was previously Deputy Chief of Staff and Director of Cabinet Affairs to Governor Ron DeSantis. Beau formerly served as Special Counsel and Assistant Attorney General to Attorney General Pam Bondi. Beau was raised in Tampa, Florida. He graduated in 2005 from the University of Florida with a B.A. in Political Science, and in 2012 with his law degree from Florida State University. Beau enjoys reading about Florida history, fishing, and following Florida Gator athletics.

Beau and his wife Alyssa live in Tallahassee with their son Beau and daughter Eloise. He has served on the Board since 2022; his current term expires 6/30/2025.

## DIRECT SUPPORT ORGANIZATION:

### UF Alumni Association, Inc. Board of Directors



**Name:** Cristina Cabrera  
**Type:** Elected Director (Reappointment)  
**Replacing:** N/A  
**Term Number:** Second  
**Term Dates:** 07/01/2025-06/30/2027  
**Length of Term:** 2 years  
**Any UF Affiliates:**

**Bio:** Cristina Cabrera, BA '94, MBA '99, is a healthcare executive, proud community volunteer and mom. She currently works for a virtual healthcare platform company whose mission is to make it easy for people to access affordable, high-quality health and care. Her experience includes working in implementations and training, customer success, growth and partnership development in a variety of large and diverse organizations. Cristina received her Bachelor of Science in Business Administration and Master of Business Administration from UF. While a student, she held leadership roles in Kappa Alpha Theta, Florida Cicerones, Campus Diplomats and Preview. She was a member of Florida Blue Key and named Outstanding Female Leader at commencement.

Cristina currently serves on the board for her sorority's local college chapter and her local school parish. She also serves as a mentor for Florida Blue Key, the Junior League of Tampa actives and the Hillsborough Professional Women's Association. She currently lives in Tampa, FL with her son, Juan-Enrique.

She has served on the UFAA Board of Directors since 2023; her current term expires 6/30/2025.

## DIRECT SUPPORT ORGANIZATION:

### UF Alumni Association, Inc. Board of Directors



**Name:** Jessica Costello  
**Type:** Elected Director (Reappointment)  
**Replacing:** N/A  
**Term Number:** Second  
**Term Dates:** 07/01/2025-06/30/2027  
**Length of Term:** 2 years  
**Any UF Affiliates:**

**Bio:** The Honorable Jessica G. Costello, BA '06, was appointed on March 29, 2019, by the Governor of Florida to serve as a Hillsborough County Court Judge. She presides over County Civil and Domestic Violence Injunction cases. Shortly after her appointment to the bench, Judge Costello was selected by the Governor and First Lady of Florida to serve as a member of the Florida Children and Youth Cabinet, an entity whose mission is to improve the self-sufficiency, safety, economic stability, health and quality of life of all children in Florida. She is a proud mom to son Cameron and wife to husband Shane, a shareholder with a Tampa law firm.

Prior to her judicial appointment, Judge Costello served as an Assistant Statewide Prosecutor with the Florida Attorney General's Office. In this role she managed local, state and federal law enforcement teams in the prosecution of organized crime throughout the state with a focus on counterterrorism, gangs, human trafficking, drug trafficking and fraud. She has spent the majority of her career in the field of criminal prosecution and tried a significant number of cases to verdict, ranging from misdemeanors to complex multi-defendant criminal matters to capital homicide.

Judge Costello served as a member of Florida's Anti-Terrorism Task Force and the FBI's Joint Terrorism Task Force Executive Committee. She also worked with community leaders and nongovernmental organizations to engage and inform the public about issues related to crime in the community.

Named Florida's Gang Prosecutor of the Year in 2015, Judge Costello was selected as a Top Government Attorney by Florida Trend from 2014-2019 and was inducted into the Tampa Bay Business Journal's 'Up and Comers' Hall of Fame in 2016. She was named a 'Woman of Color Leading Change' by the YWCA of Tampa Bay in 2017, received the University of Florida's Outstanding Young Alumni award in 2018 and in 2020 was recognized for her leadership and service as an Honorary Inductee into Florida Blue Key. In 2021, the Florida Assoc. of Women Lawyers named her a 'Leader in the Law' and in January 2022 the Hillsborough County Bar Association named Judge Costello 'Outstanding Jurist of the Year'.

Jessica currently lives in Tampa, FL and has served on the UFAA Board of Directors since 2022; her current term expires 6/30/2025.



## DIRECT SUPPORT ORGANIZATION:

### UF Alumni Association, Inc. Board of Directors



**Name:** Ruan Cox  
**Type:** Elected Director (Reappointment)  
**Replacing:** N/A  
**Term Number:** Third  
**Term Dates:** 07/01/2025-06/30/2027  
**Length of Term:** 2 years  
**Any UF Affiliates:**

**Bio:** Ruan Cox, BS '08, is a scientist, strategic partnerships and strategy professional, community builder, as well diversity and inclusion advocate. He currently serves as an Associate Director for Strategic Partnerships at Regeneron Genetics Center, a subsidiary of Regeneron Pharmaceuticals, Inc. In this capacity, Ruan helps to push forward the mission of one of the world's largest human genomic research efforts, which is to improve patient care by using genomic approaches to speed drug discovery and development. He works with universities, academic health care centers, and private industry worldwide to help Regeneron execute a wide range of strategic partnerships to enable this mission. Before joining Regeneron, Ruan served as the Assistant Director for Business Development in the Technology Transfer Office at the University of South Florida's Research and Innovation Division. Prior to his work at the University of South Florida, Ruan worked at the world-renowned Moffitt Cancer Center where he helped to create the industry alliances unit in the center's Office of Innovation. Ruan's relationship building prowess combined with his scientific training led to over \$180 million in new funding generated for cancer research and clinical care.

Ruan earned a Bachelor of Science in Biology from the University of Florida and a Ph.D. in Molecular Medicine from the University of South Florida's Morsani College of Medicine with a focus in Immunology. Through his research contributions to this field, Ruan has had numerous publications that have contributed to the advancement of treatment options for resolution of lung injury. While earning his Ph.D., Ruan received prestigious fellowships from the American Heart Association, Florida Education Fund and Alfred P. Sloan Foundation. Ruan currently serves on boards for the Tampa Bay Economic Development Corporation, American Thoracic Society, Scientists, Inc. and Iota Phi Theta Fraternity, Inc. Of all his volunteer efforts, Ruan takes particular pride in his work for the UF Alumni Association where he served four years on the Tampa Bay Gator Club board including a term as president in the 2018-2019 fiscal year. His efforts as president of the Tampa Gator Club raised over \$35,000 for the organization and earned numerous awards from the Alumni Association including Best Gator Club®.

Ruan currently lives in Miami, Florida and has served on the UFAA Board of Directors since 2021; his current term expires 6/30/2025.



## DIRECT SUPPORT ORGANIZATION:

### UF Alumni Association, Inc. Board of Directors



**Name:** Christina Criser Jackson  
**Type:** Elected Director (Reappointment)  
**Replacing:** N/A  
**Term Number:** Second  
**Term Dates:** 07/01/2025-06/30/2027  
**Length of Term:** 2 years  
**Any UF Affiliates:**

**Bio:** Christina Criser Jackson, BA '06, MS '10, has dedicated her life to nonprofit work. With a bachelors in English and a master's degree in family, youth and community sciences, Christina is passionate about improving lives and strengthening our community. Starting her career at United Way Worldwide, Christina has served our Central Florida community for over a decade.

As President and CEO of United Way of Central Florida, Christina collaborates with a team of 35 staff members, 80 partner services, 2,000 volunteers, and 20,000 donors throughout Polk, Highlands, and Hardee counties. They are responsible for processing the Publix-United Way workplace campaign, raising over \$58 million annually throughout the southeastern United States. In addition to annual operations, her team recently opened the Carol Jenkins Barnett United Way Children's Resource Center at Bonnet Springs Park and launched a \$5.8 million grant to address behavioral health and early intervention needs in Polk County.

She is a board member at GiveWell Community Foundation, Polk Vision, and President of Association of Fundraising Professionals Florida Caucus. She is a sustaining member of the Junior League of Greater Lakeland and involved in various faith and civic groups. Christina is a graduate of the United Way Worldwide Advanced Leadership Program.

Christina currently lives in Lakeland, FL and has served on the UFAA Board of Directors since 2023; her current term expires 6/30/2025.

## DIRECT SUPPORT ORGANIZATION:

### UF Alumni Association, Inc. Board of Directors



**Name:** Alex Hurd  
**Type:** Elected Director (Reappointment)  
**Replacing:** N/A  
**Term Number:** Second  
**Term Dates:** 07/01/2025-06/30/2027  
**Length of Term:** 2 years  
**Any UF Affiliates:**

**Bio:** Alex Hurd, BA '01, is a purpose driven leader with a track record of creating, leading, and managing businesses that leverage global partnerships to generate commercial value and drive societal impact. His career has spanned the globe with assignments across the Americas, Asia, Africa, and Europe.

Alex is currently the Vice President, Health Services for Walmart Canada, overseeing a complex business spanning retail pharmacy, clinics, vision centers and OTC medicines. He oversees a team of over 5,000 Associates tasked with enhancing access to affordable, personalized care for all Canadians. During his ten-year tenure with Walmart, Alex has held multiple global leadership roles, including as COO for ClarusONE, Walmart and McKesson's UK-based pharmaceutical sourcing joint venture, and Head of strategy and business development for Walmart's Health and Wellness business unit in the U.S.

Alex began his career with Deutsche Bank's investment bank and spent several years leading healthcare and renewable energy programs for the Clinton Foundation. He is a Fulbright Scholar and former co-chair for the Consumer Goods Forum's health and wellness steering committee.

He is fluent in five languages and currently resides with his family in Toronto. He has served on the UFAA Board of Directors since 2023; his current term expires 6/30/2025.

## DIRECT SUPPORT ORGANIZATION:

### UF Alumni Association, Inc. Board of Directors



**Name:** Kim Kaupe  
**Type:** Elected Director (Reappointment)  
**Replacing:** N/A  
**Term Number:** Second  
**Term Dates:** 07/01/2025 - 06/30/2027  
**Length of Term:** 2 years  
**Any UF Affiliates:**

**Bio:** Kim Kaupe, BSBA '08, is a founder, keynote speaker, and one-of-a-kind teacher. From worldwide stages to her online courses, Kim's mission of investing in yourself, your career and your network has garnered the praise of corporate clients such as American Express, YPO and TEDx. On LinkedIn alone, she has served over 200,000+ students through her entrepreneur-focused LinkedIn Learning courses.

Her current company, Bright Ideas Only, is a marketing and fan engagement agency based in Austin, Texas and Charleston, South Carolina. The company works with powerhouse, A-list properties such as Oprah, The New York Mets, KISS, Shawn Mendes, ACE Comic Con, Miller Coors, and Paul McCartney to create new programs, revenue streams and branding. Her previous companies, 'ZinePak and The Superfan Company, garnered global praise from being named one of The Wall Street Journal's Startup of the Year to being featured on Season 5 of ABC's hit primetime show, Shark Tank, securing offers from 4 out of 5 sharks.

Kim's accolades include Forbes 30 Under 30, Advertising Age's 40 Under 40, Inc.'s 35 Under 35 and EY's Young Innovator of the Year Award. Kim regularly contributes commentary on business, entrepreneurship and entertainment to media outlets such as Rolling Stone, Forbes and Entrepreneur in addition to being featured on television networks, such as her appearance as a judge for 2019 Miss USA pageant LIVE on Fox.

Kim is passionate about giving back to the next generation through her volunteer work and service on foundation boards such as Junior Achievement and the Andrus Family Fund. She enjoys good music, witty banter, and commenting on life and entrepreneurship on her social channels. If you don't interrupt her during one of her beloved Florida Gator games, she is always up for a conversation, laugh, or figuring out a master plan on how she can meet one of her idols, Harrison Ford. She has served on the UFAA Board of Directors since 2022; her current term expires 6/30/2025.

## DIRECT SUPPORT ORGANIZATION:

### UF Alumni Association, Inc. Board of Directors



**Name:** Careshia Moore  
**Type:** Elected Director (Reappointment)  
**Replacing:** N/A  
**Term Number:** Third  
**Term Dates:** 07/01/2025 - 06/30/2027  
**Length of Term:** 2 years  
**Any UF Affiliates:**

**Bio:** Careshia Moore, BA '99, MEd '00, JD '07, is the President and CEO of Usher's New Look (UNL), the youth empowerment foundation celebrating 25 years of service. In her role as President and CEO of UNL, Ms. Moore provides strategic leadership to the organization that is committed to transforming the lives of underserved youth into passion-driven leaders.

Careshia is licensed attorney, advocate and educator who has a heart for inspiring others to reach their potential. She is a mentor, leadership development expert, workshop creator and facilitator and a designer of educational products. As a life-long educator, her observation of the disparities among historically marginalized youth was the catalyst for the work in which she is currently engaged and propels her to continue to seek out innovative strategies to equip youth to compete to succeed.

Careshia is active in her community through membership on various non-profit boards. She has served as a member of the Communities in Schools of Henry County Board of Directors and United Way Advisory Board. Currently, she serves as Chair of the Mentor Georgia Advisory Board, a member of Board of Directors for the University of Florida Alumni Association and a member of the Board of Trustees for Southern Education Fund. She is also a certified Aggression Replacement Trainer and has worked with justice-involved youth as a trainer and a Neighborhood Accountability Board Coordinator. In recognition of her dedication to the community and her passion for encouraging and inspiring others, she was named as one of Southern Journal Magazine's Top 14 under 40. Among other awards, she has earned the Educational Equity award from the John R. Lewis Legacy Institute.

Careshia is married to her husband of 20 years, and they are the proud parents of one son and one daughter. She is also a published author of a children's book, Mikaela the Koala. In the Fall, she will launch her second book, Preparing Your Child to Compete to Succeed Against Privilege that will serve as the basis for national parent engagement support groups and workshops.

She currently lives in McDonough, Georgia and has served on the UFAA Board of Directors since 2021; her current term expires 6/30/2025.

## DIRECT SUPPORT ORGANIZATION:

### UF Alumni Association, Inc. Board of Directors



**Name:** Glenna Palazzo  
**Type:** Elected Director (Reappointment)  
**Replacing:** N/A  
**Term Number:** Third  
**Term Dates:** 07/01/2025 - 06/30/2027  
**Length of Term:** 2 years  
**Any UF Affiliates:**

**Bio:** Glenna Palazzo, BSPR '90, is President and Owner of Black Cat Revenue, a strategic business consulting firm focused on increasing sales results and improving sales operational efficiencies. Her experience includes work in the legal services, accounting, customer experience and cyber security industries. A veteran executive, Glenna has held sales and operational leadership roles for large and diverse organizations including Harvard Business School Publishing, Korn Ferry, Wolters Kluwer and Epiq Legal Services before starting her own firm.

Glenna is active in her community and church serving as the past president of the high school Booster club, National Charity League and Frisco Women's League. She is a mission trip volunteer and youth group leader.

While at UF, Glenna was President of the Inter-Residence Hall Association, Chairman of the Reitz Union Board of Managers, a member of Preview, Kappa Delta, Florida Blue Key and inducted into the University of Florida Hall of Fame. Glenna earned her bachelor's degree, with honors, and was named the UFAA Outstanding Leader for her graduating class. She also represented the Gainesville Rotary Club as an Ambassadorial Scholar for her post graduate education at the Manchester Business School in Manchester, England.

Glenna, her husband Alan, and two daughters live in the Dallas metroplex and are avid Gator fans supporting all Gator athletics that come to the state of Texas. She has served on the UFAA Board of Directors since 2020; her current term expires 6/30/2025.

## DIRECT SUPPORT ORGANIZATION:

### UF Alumni Association, Inc. Board of Directors



**Name:** Andrea Pelt-Thornton  
**Type:** Elected Director (Reappointment)  
**Replacing:** N/A  
**Term Number:** Second  
**Term Dates:** 07/01/2025 - 06/30/2027  
**Length of Term:** 2 years  
**Any UF Affiliates:**

**Bio:** Andrea Pelt-Thornton, BA '83, is a retired Information Technology Agile Delivery Manager. Prior to her recent retirement from NextEra Energy/Florida Power and Light Company (FPL), she delivered Data Analytics and enterprise collaboration solutions for the corporation. As a member of the NextEra Energy Corporate Diversity Council, and past president of the African American Professional Employee Group, Andrea provided high level strategic direction to corporate-wide diversity and inclusion initiatives.

Andrea is active in various professional organizations including the Board of Directors for the Customer Service Week Conference (CS Week), delivering professional educational opportunities for utilities. She is also a past President of the Florida Chapter of the American Association of Blacks in Energy.

Andrea is committed to public service. She is President of the Delta Education, Health and Cultural Initiative, Inc., a non-profit organization which enriches the South Florida community. Additionally, Andrea is an active member of The Links Incorporated, Fort Lauderdale Chapter where she is the past Vice President of Programs. Andrea is a Director of the Black Archives and Lyric Theater Foundation in Miami, Florida, and a member of Delta Sigma Theta Sorority, Incorporated, where she has served in leadership roles nationally, regionally, and locally as president of the Miami Alumnae Chapter. An NAACP Life Member, Andrea fondly served for several years as part of the ACT-SO Committee for the Miami-Dade Branch of the NAACP.

Andrea established the Willie and Johnnie Pelt Endowed Scholarship fund and was awarded the 2022 Gator Philanthropist Award by the UF Association of Black Alumni. She also received the Delta Sigma Theta Miami Alumnae Chapter 2019 Professional Achievement Award, and was acknowledged by Legacy Magazine as one of South Florida's Most Influential Business Leaders of 2018. Andrea holds an MBA from Nova University, and a BS degree in Business Administration from the University of Florida. Together with husband Stanley and son Jeffrey, she loves travel, football, basketball, and family fun. She has served on the UFAA Board of Directors since 2023; her current term expires 6/30/2025.



## DIRECT SUPPORT ORGANIZATION:

### UF Alumni Association, Inc. Board of Directors



**Name:** Damon Sununtnasuk  
**Type:** Elected Director (Reappointment)  
**Replacing:** N/A  
**Term Number:** Third  
**Term Dates:** 07/01/2025 - 06/30/2027  
**Length of Term:** 2 years  
**Any UF Affiliates:**

**Bio:** Damon Sununtnasuk, BSBA '06, is the founder and CEO of two award winning companies - Natural Cure Labs LLC and Sunt Group LLC. He has an internationally decorated career in health, technology, and entrepreneurial leadership. Damon has led business efforts at several technology companies, including Microsoft, Google, and Samsung in London, Berlin, and Seoul, respectively. Damon's work and travel has taken him to more than 70 countries across six continents.

Damon currently serves as President of the Cambridge Alumni Association, Mexico, and is on the Florida Chapter Board of Directors of the Gift of Adoption Fund. Damon has served on the board of multiple "Gator Clubs" around the world from Seattle to London, Seoul to New York, and currently leads the informal Mexico City presence.

Damon earned his Bachelor of Science in Business Administration (Magna Cum Laude) from the University of Florida and his Master of Business Administration (First-Class Honours) from the University of Cambridge, England.

Damon has served on the UFAA Board of Directors since 2021; his current term expires 6/30/2025.

## DIRECT SUPPORT ORGANIZATION:

### UF Alumni Association, Inc. Board of Directors



**Name:** Craig Thompson  
**Type:** Elected Director (Reappointment)  
**Replacing:** N/A  
**Term Number:** Second  
**Term Dates:** 07/01/2025 - 06/30/2027  
**Length of Term:** 2 years  
**Any UF Affiliates:**

**Bio:** Craig, BS '08, MA '09, JD '12, currently serves as the Chief Legal Officer of Integra Investments, a real estate private equity firm based in Miami, Florida.

Born and raised in Pensacola, Craig is a triple Gator, having received his J.D., M.S. in Entrepreneurship and B.S. in Business Management. While a student, he was twice elected as President of Florida Blue Key, President of the Interfraternity Council, selected as a J. Wayne Reitz Scholar and was inducted into the University of Florida Hall of Fame. A Gator since birth, 55 members of the Ponce-Gonzalez family have attended the University of Florida since Craig's grandfather, Sergio Ponce, enrolled in 1941.

Craig currently lives in Coral Gables, FL with his wife, Georgia, a double Gator herself, and their two young children. He has served on the UFAA Board of Directors since 2023; his current term expires 6/30/2025.



## DIRECT SUPPORT ORGANIZATION:

### University of Florida Leadership and Education Foundation



<b>Name:</b>	Kati Migliaccio
<b>Type:</b>	Appointment
<b>Replacing:</b>	Elaine Turner
<b>Term Number:</b>	First
<b>Term Dates:</b>	No Term Limit - UF Employee
<b>Length of Term:</b>	3 years
<b>Any UF Affiliates:</b>	None

**Bio:** Dr. Kati Migliaccio is the dean of the College of Agricultural and Life Sciences at the University of Florida. In this role, she provides strategic leadership for the college's academic programs across 16 departments and schools that comprise UF's Institute of Food and Agricultural Sciences. Dr. Migliaccio is deeply committed to fostering a dynamic and enriching educational experience, ensuring the college's curriculum remains relevant to industry needs while embracing technology to drive innovation both in and outside the classroom.

Dr. Migliaccio's career at UF began in 2005, when she became faculty at the UF/IFAS Tropical Research and Education Center in Homestead, Florida. In this position, her teaching, research and Extension programs focused on hydrological processes with applications in both urban and agricultural contexts. In 2015, she moved to Gainesville and was promoted to professor in the UF/IFAS Department of Agricultural and Biological Engineering. Three years later, she was appointed chair of the department, a role she held until she became dean in January 2025. Throughout her career at UF, Migliaccio has expanded access to research opportunities for undergraduate students, strengthened departmental recruitment efforts and created pathways for students to engage with emerging technologies in their fields. Before her academic career, Migliaccio also worked with engineering firms in Texas and Arkansas, gaining valuable real-world experience that has informed her approach to education.

The University of Florida is a recognized leader in the field of artificial intelligence, and Dr. Migliaccio has played a key role in advancing the use and implementation of AI for the university. She has provided leadership for UF's Artificial Intelligence Initiative, spearheading efforts to integrate AI into the university's curricula across all disciplines. She remains a prominent leader in this initiative, guiding the university's strategic understanding of AI's future role and offering recommendations for optimizing its use to shape UF's trajectory in the years to come.

Dr. Migliaccio holds a bachelor's degree in agricultural engineering from Texas A&M University, a master's degree in biosystems and agricultural engineering from the University of Kentucky, and a doctorate in biological and agricultural engineering from the University of Arkansas.

## DIRECT SUPPORT ORGANIZATION:

### University of Florida Leadership and Education Foundation



<b>Name:</b>	Michael Basore
<b>Type:</b>	Reappointment
<b>Replacing:</b>	N/A
<b>Term Number:</b>	Third
<b>Term Dates:</b>	06/30/2024 - 06/30/2027
<b>Length of Term:</b>	3 years
<b>Any UF Affiliates:</b>	None

**Bio:** Michael Basore is President of TKM-Bengard Farms, a fourth-generation family farm founded by his father, Tom, in 1969. Located in Belle Glade, Florida, TKM is the largest lettuce producer east of the Mississippi, producing over 6,500 hundred acres of lettuce and harvesting approximately one hundred million pounds of iceberg annually. In addition to iceberg lettuce, they harvest romaine, green leaf, boston, endive, escarole, cabbage, parsley, cilantro, frisee, radicchio, sweet corn, cantaloupe, and honeydew melons.

TKM is managed by six Basore Brothers - Tom Jr, Brian, Toby, Kevin, Michael, and Stephen. Each brother, meanwhile, specializes in a different aspect of the business. Michael shares responsibility for key functions of the farm with his five brothers. In charge of harvesting and forecasting, Michael also oversees the sourcing of harvest materials. Instrumental in developing and implementing new technical and agricultural advancements in the day-to-day operations of the farm, Michael helps coordinate the transportation of refrigerated trailers filled with lettuce from the field to the pre-cooler. To make sure they are meeting customers' food safety requirements as well as what was mandated in the new Food Safety Modernization Act, the operation employs the latest technology for streamlined operations. For example, to simplify traceability efforts and have access to information in real time, the farm upgraded from using Palm Pilots to iPads and iPod Touches allowing free-flowing information between people working in the shipping office to farm managers out in the field.

A decade ago, it seemed unlikely that the lettuce industry would survive here in the nutrient-rich soil that Palm Beach County farmers have long called "black gold." Retailers wanted pretty produce, but Florida lettuce had a shorter shelf life and lacked the eye appeal of the California variety that dominated the market. In addition, Western growers, with a year-round growing season, simply outproduced their Florida competitors.

Florida growers also were slow to react when bagged salads took off in the early 1990s and sliced into sales. "We used to do 13,000 to 14,000 cases of naked lettuce a day. All of a sudden that disappeared," recalls Michael. In 1994, the Basore family hit a low point when its biggest customer, a produce processing company called South Bay Growers, pulled the plug on its lettuce operation. The company, a subsidiary of U.S. Sugar and a big land owner, was one of the nation's largest suppliers of winter

vegetables. But South Bay, which bought from the Basores and other growers, decided to switch to sugar cane. The move devastated the nearby town of South Bay, which lost 1,300 jobs, and left local growers like the Basores in the lurch. Without South Bay's lucrative contracts with chain stores, the Basores had virtually no buyers. "Marketing got real tough," says Tom.

In 1996, Toby, Kevin and Michael Basore launched a lettuce-growing operation called TKM Farms. The new company's business plan aimed at tapping into the lucrative processed-lettuce market--cleaning and mixing lettuce into 1-pound bags for sale in grocery stores or 4-pound bags for restaurants. In addition to the iceberg the family had grown for nearly three decades, the Basores began planting varieties ranging from endive to escarole, radicchio, frisee and baby spinach. Today, Tom jokes that his sons are growing crops of lettuce that he didn't know existed 25 years ago.

The Basores also realized that they needed to update their processing operations -- marketing field-soiled lettuce heads in battered boxes wouldn't do anymore. And so they moved part of the factory to the field. As the lettuce is harvested, nothing touches the ground anymore. Workers bend, hand-cut and pack thousands of heads of green leaf lettuce that are immediately tucked into crates and bound with shrink-wrap before being shuttled to the Basores' 70,000-sq.-ft. cooling house. Nothing touches the ground anymore.

In 1998, TKM made another strategic move, teaming up with Veg Pro International of Quebec. Employees and equipment from both companies shuttle back and forth between Quebec and south Florida following the growing seasons. Armed with a superior product, the Basores set another goal of surpassing the produce industry's expectations in the area of food safety and traceability. In 2003, they constructed a 70,000-square-foot packing facility called Cypress Cooling.

In 2011, American Vegetable Grower magazine presented TKM with its 10th annual Grower Achievement Award at the United Fresh Public Policy Conference in Washington, DC. As a company, TKM-Bengard has grown over 200% in the last 10 years.

During the winter months when Florida fields are productive, Veg Pro employees come south to run a slick assembly line packaging operation in the Basores' Belle Gade plant. Inside the lettuce factory, chilled to 34 degrees, white-aproned workers put spinach and other greens through a triple-wash cycle. Depending on what the day's harvest has yielded, the Canadians devise a "recipe" for their packaged "spring mix," which every 20 minutes or so is tested by quality assurance workers. On a day in mid-January, the workers blend tatsoi, mizuna, romaine, tango, arugula, and other types of lettuce until they've achieved just the right 60-40 mix of green and red leaves.

Today, TKM Bengard Farms -- the name stems from a recent partnership with Tom Bengard Ranch of Salinas, California -- bills itself as the largest lettuce grower east of the Mississippi River, working approximately 2,200 acres of iceberg, 1,800 acres of spring mix and baby spinach, and 600 acres of romaine, escarole, endive and other varieties of lettuce. Some will end up on grocery store shelves under the Ready Pac label. The bulk of it will be sold to fast food restaurants. Looking to diversify even more, the farm recently began developing fresh market Romaine hearts. Variety selection will determine how well the venture prospers.

There are many challenges with growing lettuce. It is a tough commodity to handle, but a big key to TKM's success is that the Basore brothers have worked together to make that happen. Michael and his wife, Tammy, live with their children, Myles and Sara, in Wellington, FL.

**DIRECT SUPPORT ORGANIZATION:**  
**UF Foundation Executive Board**



<b>Name:</b>	Swati Patel
<b>Type:</b>	Reappointment
<b>Replacing:</b>	N/A
<b>Term Number:</b>	Third (Elected Director)
<b>Term Dates:</b>	3/01/2025 – 02/28/2027
<b>Length of Term:</b>	2 years
<b>Any UF Affiliates:</b>	None

**Bio:** Swati Patel has spent over 20 years in the real estate, vacation property and hotel industry. She has been ranked among the top hotel owners/franchisees in Florida. With an MBA from Duke University and a Bachelor of Science in Psychology from the University of Florida, Swati leverages the intersection of human behavior and business strategy to catalyze financial and operational results.

During her tenure with Caiman Management, she has managed over 100 employees, more than 6 different properties, and championed service for the most prestigious names in hotels, including Hilton, Hampton Inn, and Holiday Inn. Swati has also served as a member of the Asian American Hotel Owners of America organization for over 25 years.

Dedicated to her family and community, she actively serves on several boards committed to increasing access to quality education, network capital and worldwide health. Swati serves on the alumni board for Duke University's Fuqua School of Business and previously served on the boards for Odyssey (former chair) and the US Fund for UNICEF's Southeast Region. She also supports the Atlanta Speech School and the Georgia Campaign for Adolescent Power and Potential (GCAPP), as well as multiple other local and global organizations.

Both graduates from the University of Florida, Swati and her husband, Rahul, have been generous supporters of the Fred Levin College of Law endowment, Athletics and the Machen Florida Opportunity Scholarships. She served on the Student Affairs Campaign Council for the University's *Florida Tomorrow* campaign and the Student Affairs Development Advisory board for the beginning of the current *Go Greater* campaign.

**DIRECT SUPPORT ORGANIZATION:**  
**UF Foundation Executive Board**



<b>Name:</b>	Eugene Pettis
<b>Type:</b>	Reappointment
<b>Replacing:</b>	N/A
<b>Term Number:</b>	Third (Elected Director)
<b>Term Dates:</b>	3/01/2025 – 02/28/2027
<b>Length of Term:</b>	2 years
<b>Any UF Affiliates:</b>	None

**Bio:** Eugene Pettis, co-founder of Haliczzer Pettis & Schwamm, leads a trial practice representing an impressive list of corporate, public sector and individual clients in civil trial matters.

He has over 30 years of experience handling a range of complex cases in the areas of medical malpractice, personal injury, commercial litigation, employment and professional liability, and became the first African-American President of The Florida Bar in 2013. During which, he provided visionary leadership and left a legacy of forward-thinking initiatives that continue at The Florida Bar, including the William Reece Smith Leadership Academy.

He is a sought-after keynote speaker who has used his engaging and enthusiastic style to motivate thousands. Eugene supports higher education, serving on the University of Florida Executive Board and the Moot Court Team at the Levin College of Law where he named the Eugene Pettis Family Black Law Student Association Academic Support Endowment.

His trial and litigation skills are highly regarded as evidenced through numerous awards from Best Lawyers in America. Eugene also a perennial selection by his peers for inclusion in Florida Super Lawyers, the South Florida Legal Guide “Top Lawyers” list and Florida Trends “Legal Elite.” In addition to his legal expertise, his leadership and commitment to community service have also won him recognition by the Urban League of Broward County with the Margaret Roach Humanitarian Award.

Eugene attended the University of Florida where he received his bachelor’s degree in political science in 1982 and his Juris Doctorate degree in 1985.

**DIRECT SUPPORT ORGANIZATION:**  
**UF Foundation Executive Board**



<b>Name:</b>	Jon Pritchett
<b>Type:</b>	Extension
<b>Replacing:</b>	N/A
<b>Term Number:</b>	First (Chair)
<b>Term Dates:</b>	3/01/2025 – 09/30/2025
<b>Length of Term:</b>	6 months
<b>Any UF Affiliates:</b>	None

**Bio:** Jon Pritchett is president of Pritchett Trucking, founded by his late father, Marvin, who started the business in 1970. Today, the company’s network spans 48 states and Canada and employs well over 400 people.

He is also president and CEO of Nextran Corporation, the parent company of a network of commercial truck dealerships and 16 full-service truck centers located along major truck routes throughout Florida, Georgia and Alabama. Nextran Truck Centers in Miami is a leader in the export of new commercial trucks from the United States, with more than 15 years of truck sales throughout Latin America and the Caribbean.

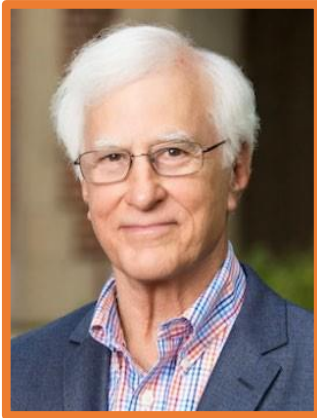
In 2017, the Nextran Foundation was launched with a mission to impact wellness for children and families and to support local communities through charitable giving and volunteer efforts. UF Health Shands Children’s Hospital, Children’s Miracle Network, March of Dimes and Tyler’s Hope for a Dystonia Cure are among the nearly 20 organizations approved for matching donations from the Nextran Foundation.

Jon has served the UF Foundation in various leadership roles since 2013; most recently as chair of the Executive Board. A Bull Gator for more than two decades, he and his wife, Kelly, are also directors on the Gator Boosters Board of Directors.

A generous supporter to UF, Jon has contributed to the construction of UF Health’s Children’s Hospital, has supported the Machen Florida Opportunity Scholars Endowment and helps fund many Athletics capital improvements.



**DIRECT SUPPORT ORGANIZATION:**  
**UF Foundation Executive Board**



<b>Name:</b>	Howard Sheridan
<b>Type:</b>	Reappointment
<b>Replacing:</b>	N/A
<b>Term Number:</b>	Third (Elected Director)
<b>Term Dates:</b>	3/01/2025 – 02/28/2027
<b>Length of Term:</b>	2 years
<b>Any UF Affiliates:</b>	None

**Bio:** Howard Sheridan practiced diagnostic and interventional radiology and nuclear medicine in Fort Myers, FL for over 30 years, where he also served as president of the medical staff of Southwest Florida Regional Medical Center and chair of its radiology department.

After founding the area's first high-energy linear accelerator radiation therapy center, Howard co-founded 21st Century Oncology—a leading provider of advanced radiation therapy and other integrated cancer care services to cancer patients in the US and Latin America. He also co-founded and served as vice president of 21st Century CARE, a non-profit dedicated to providing cancer assistance to the needy, cancer education and research.

He founded Edison National Bank—the oldest locally owned and operated community bank in Lee County—and serves as chair of its holding company, Edison Bancshares. An award-winning nature photographer, Howard's work has been published in National Geographic, Island Scene, National Wildlife, Alaska and Montana magazines as well as several children's books.

Howard and his wife, Brenda, are conservationist and have been recognized by the Florida Wildlife Federation for their contributions toward making Southwest Florida more sustainable, and their efforts to protect the Caloosahatchee River, the manatee and its habitat.

The couple have been generous supporters of UF, primarily to the Department of Chemistry in the College of Liberal Arts and Sciences, where they support student scholarships.

Howard earned a bachelor's degree in chemistry from the University of Florida in 1965 and graduated from Tulane University School of Medicine in 1969.

## DIRECT SUPPORT ORGANIZATION:

### GatorCare



<b>Name:</b>	Joseph Glover
<b>Type:</b>	Appointment
<b>Replacing:</b>	Scott Angle
<b>Term Number:</b>	First
<b>Term Dates:</b>	TBA
<b>Length of Term:</b>	N/A
<b>Other DSO's:</b>	UF Alumni Association

**Bio:** Glover became Interim Provost in September 2024, resuming his 15-year career as UF's chief academic officer after a brief period as provost of the University of Arizona.

Glover served as UF Provost from 2008 to 2023. Prior to that appointment, his academic leadership positions at UF included interim provost, associate provost for academic affairs, and interim dean and associate dean of the College of Liberal Arts and Sciences. Having arrived at UF in 1982 as an assistant professor in mathematics, he served as chair of the mathematics department from 1993 to 1998.

As provost, Glover conceptualized and spearheaded UF's embrace of artificial intelligence in education, a university wide initiative launched in 2020 that has since won the university recognition as the nation's leading university in AI across the curriculum. He led administrators in planning and implementing the UF Preeminence Plan, a multiyear effort to recruit all-star faculty in key fields that helped drive UF's rise into the Top Ten in 2017 in the *U.S. News Best Colleges* rankings and subsequent ascent into the Top 5. UF launched UF Online, the Pathway to Campus Enrollment, or PaCE program, and the UF Innovation Academy under his leadership. As interim provost, Glover's priorities include continuing to guide UF's ascent as the nation's AI University, contributing to developing the academic programs at a new graduate education campus in Jacksonville and a renewed focus on UF's climb in the national and international rankings. "Ultimately," he said, "my goal is to grow and strengthen the academic enterprise so that the next permanent provost inherits an institution poised for success."

Glover received his bachelor's degree in mathematics from Cornell University and his master's and doctoral degrees in mathematics from the University of California, San Diego. He taught at the University of California, Berkeley, and the University of Rochester before joining the University of Florida faculty. He held a National Science Foundation postdoctoral fellowship at UCSD and an NSF-CNRS fellowship at the Universite de Grenoble II. His research in probability theory, stochastic processes, and potential theory has been supported by the NSF, the AFOSR, and the NSA. He served as an associate editor of the *Journal of Theoretical Probability* (1996-2007) and, since 2001, Glover has provided orientation and training to new department chairs in the State University System through the Institute for Academic Leadership.



## DIRECT SUPPORT ORGANIZATION:

### GatorCare



<b>Name:</b>	Lesli Ward
<b>Type:</b>	Appointment
<b>Replacing:</b>	N/A
<b>Term Number:</b>	First
<b>Term Dates:</b>	TBA
<b>Length of Term:</b>	N/A
<b>Other DSO's:</b>	N/A

**Bio:** Lesli Ward is the Vice President of Human Resources for UF Health Jacksonville. She has 35 years of Human Resources experience. She started her career as a Compensation Analyst in banking. She joined UF Health Jacksonville 22 years ago as a consultant to consolidate two compensation programs from an acquisition of two hospitals to form Shands Jacksonville. She joined the organization permanently as the Human Resources Director and 3 years later was promoted to Vice President of Human Resources.

During Ms. Ward's tenure, she has focused on the development of leaders and staff. She has overseen the development of a comprehensive training and development function. Programs include executive leadership development, new leader, and staff development programs for the three separate UF Health entities in Jacksonville. She directed the development and implementation of the UF Health Jacksonville Mentoring Program and was instrumental in bringing Tipping the Scales Mentoring Program for at-risk youth to the hospital. Ms. Ward serves as co-chair for the UF Health Workforce Strategic Plan for Jacksonville.

## DIRECT SUPPORT ORGANIZATION:

### UF Historic St. Augustine



<b>Name:</b>	Susan Parker
<b>Type:</b>	Appointment
<b>Replacing:</b>	Don Slesnick
<b>Term Number:</b>	First
<b>Term Dates:</b>	March 2025 – March 2029
<b>Length of Term:</b>	4 years
<b>Other DSO's:</b>	None

**Bio:** Susan holds a PH.D. and M.A. in U.S. and Latina American colonial history and a B.A. in Spanish. She focused on projects about the history of Florida, with focus on early St. Augustine since 1987.

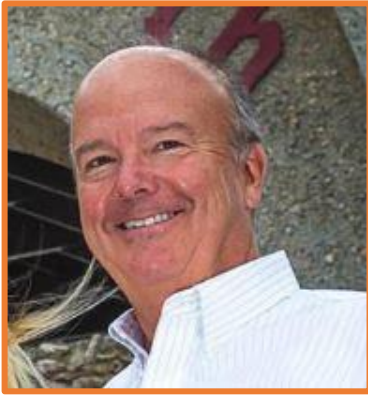
Since 2016 Susan has been a self-employed consultant for historical research projects, exhibits and media projects. She worked with UFHSA as research director for the documentary Secrets of Spanish Florida; wrote the pending nomination for the Governor's House Lot to the National Register of Historic Places; provided research and initial ideas for the monument to US Colored Troops proposed by UFHSA for the west side of the Governor's House Lot; provided research for the 2023 gala and for the observance of the transfer at Gov. House of Spanish East Florida to the U.S.

2007 – 2016 – Executive Director, St. Augustine Historical Society. In addition to administering a well-respected non-profit corporation (incorporated in 1883), Susan oversaw the care and preservation of four colonial buildings. SAHS's buildings were open daily to visitors and available for weddings and other events. Created public programs and wrote grants for fund them. Wrote federal and state grants for preservation projects and library services. 2002 – 2007 Consultant for Florida Division of Historical Resources and State Historic Preservation Office (SHPO) for 18-county region for cultural and preservation grants, National Register of Historic Places, historic marker program, State and federal laws regarding historic properties; lead scholar for National Endowment for Humanities teacher workshops sponsored by Florida Humanities Council. 1987 – 1997 Historian, Historic St. Augustine Preservation Board (State of Florida). Research documents written and received in Spanish St. Augustine, land records. Researcher for Historic St. Augustine Preservation Board for Spanish Quarter and HSAPB's properties to undergird archaeological research projects, and grants; ex officio appointee to City of St. Augustine Historic Preservation Board. HSAPB dissolved by Florida Legislature. 1991 – 2009 Adjunct professor at University of Florida, University of North Florida, University of South Florida St. Petersburg. 1996 to 2022 wrote weekly history column for St. Augustine Record. Since 2022 she continues to write column for SAHS's website.

Susan has assisted the City of St. Augustine and St. Johns County on historically oriented exhibits and projects, preservation projects, and archival and artifact care including serving on the Confederate Monument Contextualization Committee for the City of St. Augustine. She served as the chair of the St. Johns County Historic Resources Board and is currently Clerk Historian for St. Johns County Clerk of Court and Comptroller.

## **DIRECT SUPPORT ORGANIZATION:**

### **UF Historic St. Augustine**



<b>Name:</b>	John Fraser
<b>Type:</b>	Reappointment
<b>Replacing:</b>	N/A
<b>Term Number:</b>	Second
<b>Term Dates:</b>	Mar. 2025 - May 2029
<b>Length of Term:</b>	4 years
<b>Other DSO's:</b>	None

**Bio:** Mr. John Fraser is President of the Fountain of Youth Park, and his family is also the owner of the park which has in recent years been determined to be the original settlement of Pedro Menendez in 1565. The Fraser family has owned the park since 1927, and John assumed management of the park from his father in 1972.

John and his family also own other historic properties in St. Augustine and John, like his grandfather, is dedicated to historic preservation and the promotion of St. Augustine. John and his family donated some 97,000 artifacts to the Museum of Natural History at the University of Florida that were found on the Fountain of Youth property and continue to allow archeologists from UF to excavate and explore these sites.

John has devoted his entire career promoting, marketing and advancing the St. Augustine history and having him join the UFHSA board will bring a unique vision from the private sector perspective. Having Mr. Fraser as a board member and the Fountain of Youth Park as a partner will help advance the mission of UFHSA to protect and preserve the true and rich history of St. Augustine.

## DIRECT SUPPORT ORGANIZATION:

### UF Historic St. Augustine



<b>Name:</b>	Jeff Atwater
<b>Type:</b>	Appointment
<b>Replacing:</b>	Allen Lastinger
<b>Term Number:</b>	First
<b>Term Dates:</b>	March 2025 – March 2029
<b>Length of Term:</b>	4 years
<b>Other DSO's:</b>	None

**Bio:** As a former banking executive, legislative leader, and statewide elected official, Jeff Atwater had a direct and lasting impact on Florida's financial, regulatory, and business landscape.

After serving two years in the Florida State House, and eight in the State Senate (the final two as President), Jeff was twice elected statewide as Florida's Chief Financial Officer and State Treasurer, a Cabinet level position which impacted all public policy.

As Florida's CFO Jeff focused on creating a viable and attractive market in the Sunshine State for new capital investments throughout the insurance industry from windstorm, property, and auto, to workers compensation, health and life insurance.

Florida, with the fifth largest public pension investment portfolio in the country, is frequently recognized for outstanding management and investment returns. As Treasurer and Trustee of the Florida Retirement System, Jeff worked closely with the State Board of Administration on portfolio allocation policy and review of investment managers.

He also helped moved Florida from the bottom quartile into America's top three states for fiscal transparency by implementing a new financial ERP system with new performance metrics for companies seeking to obtain state contracts and grants.

Jeff is a Partner with Ballard Partners and chairs the firm's Financial Services Industry Practice to help clients weather the constantly changing currents in the insurance, banking, and securities industries.

Prior to elected office, Jeff served as President and CEO of the Barnett Bank of Broward County and President of Bank of America of Broward County. Most recently he served as CFO and V.P. of Strategic Initiatives for Florida Atlantic University.

Jeff, a fifth generation Floridian, holds an undergraduate degree in Finance, and an MBA, from the University of Florida. Jeff and his wife Carole have four children and reside in Palm Beach County.

## DIRECT SUPPORT ORGANIZATION:

### UF Historic St. Augustine



<b>Name:</b>	Doug Jones
<b>Type:</b>	Appointment
<b>Replacing:</b>	Roy Hunt
<b>Term Number:</b>	First
<b>Term Dates:</b>	March 2025 – March 2029
<b>Length of Term:</b>	4 years
<b>Other DSO's:</b>	None

**Bio:** Douglas Jones is Director of the Florida Museum of Natural History in Gainesville. Located on the campus of the University of Florida, the Florida Museum of Natural History is one of the most comprehensive university-based natural history museums in the U.S. with over 40 million specimens and artifacts in its permanent collections. Dr. Jones received his Ph.D. in 1980 from Princeton University. He has been a curator of paleontology at the Museum since 1985 and is also a professor in the Departments of Geological Sciences and Biology at UF. Dr. Jones has authored over 150 scientific and technical papers and edited several books, including most recently, *The Geology of Florida*. He is past president of the Board of Directors of the Florida Association of Museums (FAM), the Association of Science Museum Directors (ASMD) and was Chairman of the Board of the American Alliance of Museums (AAM) which represents the 30,000+ museums in the USA. He recently received AAM's 2024 Distinguished Service to Museums award.

## DIRECT SUPPORT ORGANIZATION:

### UF Historic St. Augustine



<b>Name:</b>	Charles Ellis
<b>Type:</b>	Reappointment
<b>Replacing:</b>	N/A
<b>Term Number:</b>	Second
<b>Term Dates:</b>	March 2025 - May 2029
<b>Length of Term:</b>	4 years
<b>Other DSO's:</b>	None

**Bio:** Mr. Ellis is a licensed realtor in Florida and began his realtor career almost 20 years ago after working for the JC Penney Company. Mr. Ellis is very involved in the St. Augustine community and has served in numerous leadership capacities for the City and community.

The UFHSA board is currently seeking to strengthen its partnership with other “non-profit” historical groups in St. Augustine and requested that the Advisory Leadership of Ft. Mose State Park recommend a person to represent them on the UFHSA board. Mr. Ellis’s name was the immediate recommendation given his involvement with Ft. Mose.

Ft. Mose State Park, located in St. Augustine, is the 1st legally sanctioned free African settlement in the U.S. UFHSA is fortunate to have Mr. Ellis’s leadership and vision and to have him bring this perspective. Enhancing a partnership with Ft. Mose Museum will truly benefit UF’s work in St. Augustine.

## DIRECT SUPPORT ORGANIZATION:

### UF Historic St. Augustine



<b>Name:</b>	Reverend Father Thomas S. Willis
<b>Type:</b>	Reappointment
<b>Replacing:</b>	N/A
<b>Term Number:</b>	Second
<b>Term Dates:</b>	Mar. 2025 - May 2029
<b>Length of Term:</b>	4 years
<b>Other DSO's:</b>	None

**Bio:** Father Tom was born in St. Augustine, Florida and has had an interest in the history since he was a child. The Basilica of St. Augustine is a one of the more outstanding historical institutions in the Nation's Oldest City and having Father Tom on the UFHSA (University of Florida Historic Saint Augustine) board will provide a wonderful resource and great local leader.

When he was asked by the bishop to be pastor of the Cathedral Basilica of Saint Augustine in 2008, it seemed to be a unique blessing. As the City and Parish were preparing for the celebrations of our 450th Anniversary of the City, he was asked to serve on any number of commissions to help plan the festivities and to help in formulating plans to best tell the history and stories of St. Augustine. As the pastor of America's First Catholic Parish, this unique distinction has shaped the colonial history in an important way.

Father Tom believes that becoming a member of the University of Florida Historic St. Augustine Board will open another avenue to help preserve and promote the distinctive history in our nation and world.



## DIRECT SUPPORT ORGANIZATION:

### University of Florida Investment Corporation



<b>Name:</b>	William Walton
<b>Type:</b>	Reappointment
<b>Replacing:</b>	N/A
<b>Term Number:</b>	Third
<b>Term Dates:</b>	04/21/2025 – 04/20/2028
<b>Length of Term:</b>	3 years
<b>Any UF Affiliates:</b>	None

**Bio:** Bill Walton is managing member and co-founder of Rockpoint Group, L.L.C., a global real estate investment management firm which sponsors real estate investment funds capitalized by domestic and foreign institutional investors. Mr. Walton is responsible for the overall operations and management of Rockpoint, as well as overseeing the origination, structuring and asset management of all of Rockpoint's investment activities. In 1994, Mr. Walton also co-founded Westbrook Real Estate Partners, L.L.C., a similar real estate investment management firm. Since 1994, the Rockpoint founding managing members have invested in more than \$60 billion of real estate. Prior to co-founding Westbrook, Mr. Walton was a managing director in the real estate group of Morgan Stanley & Company, Inc., which he joined in 1979. Mr. Walton is involved with several real estate industry organizations and has served as a Director or Trustee on the Boards of several public companies, as well as non-profit organizations, with a particular interest in educational entities, including the American Enterprise Institute, Communities in Schools, the Episcopal School of Jacksonville, the Episcopal School Foundation, the Jacksonville University Public Policy Institute, KIPP Schools Jacksonville, Mpala Wildlife Foundation, Princeton University and Princeton University Investment Company. Mr. Walton received an A.B. in 1974 from Princeton University and an M.B.A. in 1979 from Harvard Business School.



## **DIRECT SUPPORT ORGANIZATION:**

### **Florida Foundation Seed Producers, Inc.**



<b>Name:</b>	Ricky Hartley
<b>Type:</b>	Reappointment
<b>Replacing:</b>	N/A
<b>Term Number:</b>	Second
<b>Term Dates:</b>	7/1/2023 to 6/30/2026
<b>Length of Term:</b>	3 years
<b>Other DSO's:</b>	None

**Bio:** Mr. Hartley is responsible for Golden Peanut Company's peanut seed production and seed supply chain. Golden Peanut Company is a leading peanut shelling company and wholly owned subsidiary of Archer Daniels Midland. Mr. Hartley is a graduate of the University of Georgia. He is an active participant in the Southern Seed Certification Association (SSCA), the American Peanut Shellers Association (APSA), and the American Peanut Research and Education Society (APRES). Mr. Hartley has been nominated to serve a second, three-year term on the FFSP Board of Directors.

## DIRECT SUPPORT ORGANIZATION:

### **Florida Foundation Seed Producers, Inc.**



<b>Name:</b>	Jonas Forrester
<b>Type:</b>	Appointment
<b>Replacing:</b>	Nate Jameson
<b>Term Number:</b>	First
<b>Term Dates:</b>	7/1/2023 to 6/30/2026
<b>Length of Term:</b>	3 years
<b>Other DSO's:</b>	None

**Bio:** Mr. Forrester is the Manager of Forrester Farms in Columbia, Alabama. Forrester Farms is a 6th generation family-owned farm and peanut shelling operation that has grown, processed, and marketed peanut seed throughout the Southeast for over 30 years. Mr. Forrester is a graduate of the Georgia Institute of Technology with a Bachelor of Science in International Business (Co-op). After graduating in 2006, Mr. Forrester began a career in information technology distribution providing enterprise class storage and networking solutions globally. In 2018, he was recognized for 15 years of service excellence with the Fortune 100 company, TD Synnex, and returned to jointly operate the family's farm with his brother, Jared, and cousin, Arnie. His agricultural experiences include peanut, cotton, corn, turfgrass, watermelon, and cantaloupe crop production. Mr. Forrester serves as warden of the vestry at the Episcopal Church of the Nativity and enjoys spending time with his wife, Sharee, and 4 children in Dothan, Alabama.

## DIRECT SUPPORT ORGANIZATION:

### **Florida Foundation Seed Producers, Inc.**



<b>Name:</b>	Matthew Griffin
<b>Type:</b>	Appointment
<b>Replacing:</b>	Ty Strode
<b>Term Number:</b>	First
<b>Term Dates:</b>	7/1/2023 to 6/30/2026
<b>Length of Term:</b>	3 years
<b>Other DSO's:</b>	None

**Bio:** Mr. Griffin is the East Coast Sales & Product Development Manager for United Genetics Seed Company. Through traditional breeding programs, United Genetics develops and sells various vegetable seed products but specializes in hot & sweet peppers, processing & fresh market tomatoes, melons, watermelons, squash, and cucumbers. Mr. Griffin's primary duties include trialing and introduction of new vegetable hybrids into the marketplace through partnering and sales with select dealers. Mr. Griffin is a native of Lake County, Florida and a graduate of the University of Florida. Previously, he worked as an assistant farm manager at Lipman Family Farms in Estero, Florida. Mr. Griffin serves on the FDACS Agricultural Feed, Seed, and Fertilizer Advisory Council and is also actively involved in the Lake County Farm Bureau and the Florida Future Farmers of America Sponsors Council.

## DIRECT SUPPORT ORGANIZATION:

### University of Florida Research Foundation



**Name:** Dr. Saby Mitra

**Type:** Reappointment

**Replacing:** N/A

**Term Number:** 2nd

**Term Dates:** 01/01/2025 to 12/31/2027

**Length of Term:** 3 years

**Other DSO's:** UFICO

**Bio:** Saby Mitra is the Dean of the Warrington College of Business at the University of Florida. As dean, Saby is responsible for the strategy, administration, budgets, and operations of the undergraduate programs in the Heavener School of Business, the graduate programs in the Hough Graduate School of Business, and the accounting programs in the Fisher School of Accounting. Saby leads an organization with more than 120 faculty, 200 staff and 6,500 students.

Prior to his deanship, Saby spent 27 years of his academic career at the Scheller College of Business at Georgia Tech. He was senior associate dean of faculty from 2019-2020 and senior associate dean of programs from 2015-2019. Prior to his role as senior associate dean, Saby was the faculty director of Executive MBA programs and led two curriculum revisions to align the program to evolving student needs. Saby also has extensive experience in leading corporate programs at the intersection of business and technology for several companies including Bank of America, Coca Cola, SunTrust Bank, ABInBev and the Society for Cable TV Engineers, among others.

Saby's research and teaching focuses on information systems, electronic commerce, information security, IT governance and IT infrastructure design. His research has been published in premier business school journals such as *Management Science*, *Information Systems Research*, *MIS Quarterly*, *Journal of Marketing*, *Organization Science*, *Journal of MIS*, *INFORMS Journal on Computing*, *IEEE Transactions*, and *Journal of Operations Management*, among others. He has served as Senior Editor and Associate Editor for *Information Systems Research*, the premier journal in his academic discipline. He has also served on the program committees for several premier academic conferences.

Saby obtained his PhD in Business Administration (Management Science) from the University of Iowa and his Bachelor Technology degree in Mechanical Engineering from the Indian Institute of Technology, Kanpur.

## DIRECT SUPPORT ORGANIZATION:

### University of Florida Research Foundation



<b>Name:</b>	Brad Bennett
<b>Type:</b>	Appointment
<b>Replacing:</b>	N/A
<b>Term Number:</b>	First (after filling vacancy thru Dec 23)
<b>Term Dates:</b>	01/01/2024-12/31/2026
<b>Length of Term:</b>	3 years
<b>Other DSO's:</b>	N/A

**Bio:** Brad is retired after serving 25 years as Associate Controller at the University of Florida, Florida State University and the University of South Florida. He has been directly responsible for all units within the Controller's areas of operations. In addition, he served 6 years as Director of the Interinstitutional Committee on Finance and Accounting for all 12 State universities. This unit provides the financial statement reporting software and requirements for the universities in the State University System of Florida.

Prior to his work in the State University System in Florida, Brad was a Senior Auditor with the Florida State Auditor General. He was in charge of several audits at the University of Florida and University of South Florida.

Brad graduated from Florida Southern College with a B.S. in Accounting in 1979. In 1985, he went on to become a Certified Public Accountant licensed in the State of Florida.

## DIRECT SUPPORT ORGANIZATION:

### **Citrus Research and Development Foundation, Inc.**



<b>Name:</b>	Joseph B. (Joby) Sherrod
<b>Type:</b>	Reappointment
<b>Replacing:</b>	N/A
<b>Term Number:</b>	Second
<b>Term Dates:</b>	03/01/2022 – 12/31/2024 01/01/2025 – 12/31/2027
<b>Length of Term:</b>	3 years
<b>Any UF Affiliates:</b>	None

**Bio:** Joby Sherrod is an experienced agronomist and leader in the citrus industry, currently serving as the Director of Agronomy at Alico, Inc. He has over 30 years of experience in citrus production, having worked across various levels within the industry. Sherrod holds a Bachelor of Science degree from Florida Southern College, with a focus on citrus studies, and a Master of Science in Applied Horticulture from the University of Florida.

Before joining Alico, Sherrod worked as Director of Grove Operations for A. Duda & Sons, where he implemented advanced agricultural technologies to improve crop monitoring and management.

Sherrod is recognized for his expertise in integrating sustainability and technological innovation into agricultural practices. At Alico, he is instrumental in advancing the company's sustainability initiatives, focusing on sustainable citrus farming practices for the management of 36,000 acres of citrus.

**DIRECT SUPPORT ORGANIZATION:**

**Citrus Research and Development Foundation, Inc.**



<b>Name:</b>	Deeley A. Hunt
<b>Type:</b>	Reappointment
<b>Replacing:</b>	N/A
<b>Term Number:</b>	Second
<b>Term Dates:</b>	01/01/2022-12/31/2024 01/01/2025-12/31/2027
<b>Length of Term:</b>	3 years
<b>Any UF Affiliates:</b>	None

**Bio:** Deeley Hunt joined the family citrus business after graduating from Florida Southern College. He is currently the President of Hunt Bros Service, which cares for citrus groves and other agriculture interest around central Florida. He is also currently serving on the Polk Citrus Advisory Committee and the Florida Citrus Research Foundation.

## DIRECT SUPPORT ORGANIZATION:

### **Citrus Research and Development Foundation, Inc.**



**Name:** George F. Hamner, Jr.  
**Type:** Reappointment  
**Replacing:** N/A  
**Term Number:** Second  
**Term Dates:** 01/01/2022 – 12/31/2024  
01/01/2025 – 12/31/2027  
**Length of Term:** 3 years  
**Any UF Affiliates:** None

**Bio:** George F. Hamner, Jr. returned to Florida to join the family citrus business in 1978, taking over operations in 1985. He remains the President and CEO of Indian River Exchange Packers, Inc., which owned and operated a modern full service fresh fruit packing company shipping fruit around the world. The packing house has recently been sold, but various ongoing operations continue. Mr. Hamner is also President and CEO of Vero Producers, Inc. where he oversees the production and marketing of the fruit produced on the family's 1200+ acres of citrus groves. He continues to serve on numerous industry related boards, as well as civic, business, and public committees. He is the past Chairman and President of the Indian River Citrus League, past President of Florida Citrus Mutual, past President of Florida Citrus Packers and currently Chairman of the Citrus Administrative Committee which along with the Department of Citrus regulates fresh Florida grading and shipping standards.

Mostly though, he just likes to quail hunt and bonefish which he does as often as his wife will allow.



## DIRECT SUPPORT ORGANIZATION:

### University of Florida Development Corporation



<b>Name:</b>	Colt H. Little
<b>Type:</b>	Appointment
<b>Replacing:</b>	N/A, filling open director seat
<b>Term Number:</b>	First
<b>Term Dates:</b>	03/07/2025 – 03/06/2029
<b>Length of Term:</b>	4 years
<b>Any UF Affiliates:</b>	N/A

**Bio:** Colt Little was selected to serve as Interim Vice President for Construction, Facilities, and Real Estate in December 2024 to oversee the Department of Planning Design and Construction, Facilities Services, and the Office of Real Estate. In his previous role as senior counsel, Colt worked closely with those offices to advise UF and its affiliated entities on matters related to real estate, construction, finance, and facilities. As Associate Vice President for Enterprise Projects, he also served as a project coordinator, advisor, and liaison for certain large, cross-divisional, capital projects. Colt earned his Bachelor of Arts in History, with honors, from UF and his law degree from Texas Tech University. Prior to joining UF in 2014, he practiced in the areas of real estate, construction, and public finance with several Florida law firms.



**COMMITTEE ON GOVERNANCE, GOVERNMENT  
RELATIONS AND INTERNAL AFFAIRS  
ACTION ITEM GGRIA3  
March 27, 2025**

**SUBJECT:** Facility Security Clearance

---

**BACKGROUND INFORMATION**

Certain contracts between the University and federal governmental agencies and certain research at the University require facility security clearance. Rather than obtaining security clearances for individual Trustees and other officers, the University can obtain a facility clearance by designating a Senior Management Official to oversee all Classified Information. When a new Trustee is appointed, that Trustee must be listed in the designation.

**PROPOSED COMMITTEE ACTION**

The Committee on Governance, Government Relations and Internal Affairs is asked to approve Resolution R25-329 confirming Key Management Personnel, including the Board of Trustees members, who are excluded from oversight of the Classified Program at UF and will not require access to classified information but instead designate the Senior Management Official, University Interim President W. Kent Fuchs, for the continued oversight of all Classified Information and programs at the University of Florida, for recommendation to the Board of Trustees for approval on the Consent Agenda.

**ADDITIONAL COMMITTEE CONSIDERATIONS**

Board of Governor's approval is not required.

---

Supporting Documentation Included: Resolution R25-329

Submitted by: David Norton, Vice President for Research

**Approved by the University of Florida Board of Trustees, March 28, 2025**

---

Morteza "Mori" Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary

## RESOLUTION

**NUMBER:** R25-329

**Subject:** Facility Security Resolution and Senior Management Official Appointment, University of Florida Board of Trustees, Exclusion Affirmation

**Date:** March 27, 2025

**WHEREAS**, the University of Florida ("UF", "the University"), a university in the State University System of Florida desires to continue to enter into contractual obligations with agencies of the United States government, including contractual obligations requiring a security clearance.

**WHEREAS**, 32 C.F.R. Part 117, the National Industrial Security Program Operating Manual ("NISPOM Rule"), requires the Key Management Personnel, including UF Board of Trustees Members and Senior Leadership, meet the personnel clearance requirements for a security clearance consistent with the clearance level of the entity.

**WHEREAS**, the NISPOM Rule further authorizes exclusion from security clearance requirements for certain members of the Board of Trustees and other officers, provided that the entity's governing board issue a formal action and provide a copy to the Cognizant Security Agency per 32 C.F.R. § 117.7(c)(2).

**WHEREAS**, as such, the University of Florida, Board of Trustees designates the Senior Management Official, University Interim President, Dr. W. Kent Fuchs, for the continued oversight of all Classified Information and programs at the University of Florida.

**NOW THEREFORE, BE IT RESOLVED**, in addition, the Board of Trustees approves the following UF Board Members to be excluded from oversight of the Classified Program at UF:

Morteza 'Mori' Hosseini, Chair  
Rahul Patel, Vice Chair  
David L. Brandon  
John E. Brinkman  
Richard P. Cole  
Christopher T. Corr  
Jed V. Davis  
James W. Heavener  
Sarah D. Lynne  
Daniel T. O'Keefe  
Marsha D. Powers

Fred S. Ridley  
Patrick O. Zalupski

These UF Board of Trustees members will not require, will not have, and can be effectively and formally excluded from, access to all classified information disclosed to the entity. These individuals do not occupy a position that would enable them to adversely affect the organization's policies or practices in the performance of classified contracts.

This action is affirmed by the University of Florida, Board of Trustees. The exclusion will remain in place for all the above mentioned UF Board of Trustees members until the exclusion is null and void due to a change in status of the Presidents access for the institution, a change in federal regulation or a change in the organization's policies.

This action is in the form of a resolution to take effect immediately upon its adoption.

Adopted this 28<sup>th</sup> day of March 2025 by the Board of Trustees of the University of Florida.

---

Morteza "Mori" Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary



**COMMITTEE ON ACADEMIC, FACULTY AND STUDENT SUCCESS,  
PUBLIC RELATIONS AND STRATEGIC COMMUNICATIONS  
AGENDA**

**Thursday, March 27, 2025**

**~1:00 p.m.**

**President's Room 215B, Emerson Alumni Hall  
University of Florida, Gainesville, FL**

**Committee Members:**

Rahul Patel (Committee and Board Vice Chair), John E. Brinkman, Richard P. Cole, Jed V. Davis, James W. Heavener, Sarah D. Lynne, Daniel T. O'Keefe

- 1.0 Call to Order and Welcome .....Rahul Patel, Chair
- 2.0 Verification of Quorum ..... Vice President Liaison
- 3.0 Review and Approval of Minutes .....Rahul Patel, Chair  
[December 12, 2024](#)  
[February 25, 2025](#)
- 4.0 Action Items.....Rahul Patel, Chair  
[AFSSPRSC1](#) Tenure Upon Hire ..... Joe Glover, Interim Provost  
[AFSSPRSC2](#) New Degree ..... Joe Glover  
[AFSSPRSC3](#) Honorary Degree ..... Joe Glover  
[AFSSPRSC4](#) New Institutional Accreditor ..... Joe Glover  
[AFSSPRSC5](#) Special Purpose Center..... Joe Glover  
[AFSSPRSC6](#) Degree Program Change ..... Joe Glover
- 5.0 Discussion Items.....Rahul Patel, Chair
  - 5.1 Admissions Update ..... Mary Parker, Vice President for Enrollment Management
  - 5.2 Faculty Senate Update .....Sarah Lynne, Faculty Senate Chair
  - 5.3 Student Body President Update ..... John Brinkman, Student Body President
  - 5.4 Student Life Update ..... Heather White, Vice President for Student Life
- 6.0 New Business.....Rahul Patel, Chair
- 7.0 Adjourn.....Rahul Patel, Chair



**COMMITTEE ON ACADEMIC, FACULTY AND STUDENT SUCCESS,  
PUBLIC RELATIONS AND STRATEGIC COMMUNICATIONS**

**Meeting Minutes**

**Thursday, December 12, 2024**

**President's Ballroom 215B, Emerson Alumni Hall**

**University of Florida, Gainesville, FL**

**Time Convened: 1:32 p.m.**

**Time Adjourned: 2:16 p.m.**

**Committee and Board members present:**

Rahul Patel (Committee and Board Vice Chair), David L. Brandon, John E. Brinkman, Richard P. Cole, Christopher T. Corr, Morteza "Mori" Hosseini (Board Chair), Sarah D. Lynne, Daniel T. O'Keefe, Marsha D. Powers, Fred S. Ridley, Patrick O. Zalupski, and Anita G. Zucker.

**Others present:**

Kent Fuchs, Interim President; Scott Angle, Senior Vice President for Agriculture and Natural Resources; Melissa Curry, Vice President for Human Resources; Kurt Dudas, Vice President for Strategic Initiatives; Elias Eldayrie, Vice President and Chief Information Officer; Ryan Fuller, Interim Vice President and General Counsel; Joe Glover, Interim Provost and Senior Vice President for Academic Affairs; Taylor Jantz, Senior Vice President and Chief Financial Officer; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; David Kratzer, Senior Vice President for Construction, Facilities, and Auxiliary Operations; Maria Gutierrez Martin, Interim Vice President for Advancement; Stephen Motew, UF Health President and System Chief Executive Officer; David Nelson, Senior Vice President for Health Affairs; David Norton, Vice President for Research; Mary Parker, Vice President and Chief Enrollment Strategist; Brandi Renton, Interim Vice President for Business Affairs; Scott Stricklin, Director of Athletics; James Wegmann, Vice President for Communications; Heather White, Vice President for Student Life; members of the University of Florida community, and the public.

**1.0 Call to Order and Welcome**

Committee and Board Vice Chair Rahul Patel welcomed everyone in attendance and called the meeting to order at 1:32 p.m.

**2.0 Verification of Quorum**

Interim Provost Joe Glover verified a quorum with all members present, except Trustee Heavener who had an excused absence.

**3.0 Review and Approval of Minutes**

**• June 13, 2024, August 12, 2024, October 3, 2024, and November 13, 2024**

Committee Chair Patel asked for a motion to approve the minutes from the June 13, 2024 Committee Meeting, the August 12, 2024 virtual Committee Meeting, the October 3, 2024 virtual Committee

Meeting, and the November 13, 2024 Committee Pre-Meeting. A motion was made by Trustee O'Keefe and seconded by Trustee Lynne. Committee Chair Patel asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

#### **4.0 Action Items**

- **AFSSPRSC1 Tenure Upon Hire**

Interim Provost Glover reviewed the eight Tenure Upon Hire cases. He noted five cases were reviewed at the November pre-meeting and three cases are new:

- Warrington College of Business  
Dr. Brian Miller – Professor, Department of Accounting
- Herbert Wertheim College of Engineering  
Dr. Shuai Li – Associate Professor, Department of Civil and Coastal Engineering
- College of Liberal Arts and Sciences  
Dr. Veronica Hinman – Professor, Department of Biology  
Dr. Raanan Rein – Professor, Department of History
- College of Pharmacy  
Dr. Anutosh Chakraborty – Professor, Department of Pharmacodynamics  
Dr. Catherine Marcinkiewicz - Associate Professor, Department of Pharmacodynamics
- Herbert Wertheim UF Scripps Institute for Biomedical Innovation and Technology  
Dr. Jason Yuan – Professor, Center for Inflammation Science and Systems Medicine  
Dr. Donna Zhang – Professor, Center for Inflammation Science and Systems Medicine

Committee Chair Patel asked if all eight Tenure Upon Hire candidates have completed the standard review process and have been approved by the President and Provost. Interim Provost Glover confirmed they have.

Committee Chair Patel asked for a motion to approve Action Item AFSSPRSC1. A motion was made by Trustee Zucker and seconded by Trustee Lynne. Committee Chair Patel asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **AFSSPRSC2 New Degree**

Interim Provost Glover reviewed the proposed M.S. degree with a major in Artificial Intelligence in Biomedical and Health Sciences in the College of Medicine. This degree will allow students to become highly proficient in developing, validating, and deploying advanced AI technologies in real-world translational biomedical applications and clinical environments.

Committee Chair Patel asked for a motion to approve Action Item AFSSPRSC2. A motion was made by Trustee Lynne and seconded by Trustee Zucker. Committee Chair Patel asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **AFSSPRSC3 Degree Program Changes**

Interim Provost Glover reviewed the three proposed degree changes from the College of Medicine:

- Reduce the amount of credit for the Master of Science (M.S.) with a major in Genetics and Genomics (CIP 26.0801) from 33 total credits to 30 total credits.
- Modify the number of credit hours required for the Master of Science (M.S.) with a major in Anatomical Sciences Education (CIP 26.0403) from 32 total credit hours to 31 total credit hours.
- Reduce the number of credits for graduation from 192 to 184 (or 4%) and will reduce the number of weeks per LCME accreditation from 152 to 151.

Committee Chair Patel asked for a motion to approve Action Item AFSSPRSC3. A motion was made by Trustee Lynne and seconded by Trustee Zucker. Committee Chair Patel asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **AFSSPRSC4 Self-Supporting Program**

Interim Provost Glover stated the Warrington College of Business is proposing to add a new Master of Science in Management (MSM) with a concentration in Artificial Intelligence (AI). The proposed degree is a new concentration within an existing degree program that will be offered exclusively on the UF Jacksonville campus. The program will share common core courses with the existing MSM program, as well as leverage Warrington's faculty in AI, Analytics, and the HiPerGator supercomputer resources located on the UF Gainesville campus.

Committee Chair Patel asked for a motion to approve Action Item AFSSPRSC4. A motion was made by Trustee Lynne and seconded by Trustee Zucker. Committee Chair Patel asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

## **5.0 Discussion Items**

- **5.1 Admissions Update**

Vice President and Chief Enrollment Strategist Mary Parker reviewed the fall 2024 timeline for admissions cycle, noting the deadlines for Early Action versus Regular Decision. Parker then discussed the increases in our applications since 2022. Additionally, she provided updates on the following: Strategic Enrollment Management Working Group short term and long term goals, Scholarship Universe implementation timeline, and Streamlining Academic Management objectives.

Trustee Cole noted early action will be a game changer for student recruitment.

- **5.2 Faculty Senate Update**

Trustee and Faculty Senate Chair Sarah Lynne highlighted the fall semester and how creating a culture of excellence where faculty feel valued will increase our recruitment and retention. She made two announcements: (1) in collaboration with the Business Affairs and CFO Offices, lactation spaces will be a new resource for faculty, staff, students, and patients added to the UF Health Medical Plaza in spring



2025 and (2) in collaboration with Human Resources, the launch of a faculty recognition program in five-year increments for their continued commitment to the university.

- **5.3 Student Body President Update**

Trustee and Student Body President John Brinkman provided an update on the two major projects Student Government participated in during the fall semester: (1) “Food for Fines” program partnership with UF Transportation and Parking to forgive student parking tickets in exchange for donations of food to the on-campus food pantry and (2) partnership with the UF Police Department to register and install trackers on bicycles and micromobility devices to assist with tracking if stolen.

- **5.4 Student Life Update**

Vice President for Student Life Heather White shared an update focused on Lifelong Wellbeing in correlation to UF RecSports. Students who participate in collegiate recreation are likely to have higher GPAs and retention rates, reduced perceived stress, anxiety, and depression, enhanced sense of belonging, and higher levels of physical health and quality of life. UFRecSports serves approximately 81% of students on an annual basis, up from 75% in 2023. UF students were surveyed and their #1 barrier for participation in recreation is facilities are too crowded. Through the capital improvement trust fund process, we are working with the Smith Group on conducting a master plan of recreation across campus, as well as Manfredi to connect with our housing master plan. She hopes to report back to the Board in June 2025 the data results from the Smith Group.

- **5.5 Academic Program Review Process**

Interim Provost Glover summarized our proposed plan for spring 2025 is to engage in a review of productivity on a statistical basis, engage a tool called academic analytics to evaluate the quality and reputations of doctoral programs, and augment with graduate school data to include additional elements such as time to degree and retention of graduate students.

- **5.6 Centers/Institutes**

Interim Provost Glover reviewed the name changes for two Centers/Institutes that were not discussed at the November Pre-Meeting:

- Interdisciplinary Informatics and Artificial Intelligence Research Institute → Artificial Intelligence and Informatics Research Institute (AIIR)
- Southeast Center for Research to Reduce Disparities in Oral Health (SCRRDOH) → Center for Oral Health Outcomes: Research, Training, and Service (COHORTS)

## **6.0 New Business**

There was no new business to come before the committee.

## **7.0 Adjourn**

There being no further discussion, Committee and Board Vice Chair Patel adjourned the meeting at 2:16 p.m.



**COMMITTEE ON ACADEMIC, FACULTY AND STUDENT SUCCESS,  
PUBLIC RELATIONS AND STRATEGIC COMMUNICATIONS**

**Pre-Meeting Minutes**

**Virtual Meeting**

**Tuesday, February 25, 2025**

**Time Convened: 8:42 a.m.**

**Time Adjourned: 8:51 a.m.**

**Committee and Board members present:**

Rahul Patel (Committee and Board Vice Chair), David L. Brandon, John E. Brinkman, Richard P. Cole, Christopher T. Corr, Jed V. Davis, Morteza "Mori" Hosseini (Board Chair), Sarah D. Lynne, Daniel T. O'Keefe, Fred S. Ridley, and Patrick O. Zalupski.

**Others present:**

Kent Fuchs, Interim President; Scott Angle, Senior Vice President for Agriculture and Natural Resources; Melissa Curry, Vice President for Human Resources; Kurt Dudas, Vice President for Strategic Initiatives; Ryan Fuller, Interim Vice President and General Counsel; Joe Glover, Interim Provost and Senior Vice President for Academic Affairs; Nick Kozlov, Interim Chief Financial Officer; Maria Gutierrez Martin, Interim Vice President for Advancement; Colt Little, Interim Vice President for Construction, Facilities, and Real Estate; Steve Motew, UF Health President and System Chief Executive Officer; David Norton, Vice President for Research; Steve Orlando, Interim Vice President for Strategic Communications and Marketing; Mary Parker, Vice President and Chief Enrollment Strategist; Brandi Renton, Interim Vice President for Business Affairs; Heather White, Vice President for Student Life; members of the University of Florida community, and the public.

**1.0 Call to Order and Welcome**

Committee and Board Vice Chair Rahul Patel welcomed everyone in attendance and called the meeting to order at 8:42 a.m.

**2.0 Roll Call**

Interim Provost Joe Glover conducted a roll call with all Committee members present, except Trustee Heavener who had an excused absence.

**3.0 Review Draft Agenda for March Meeting**

**3.1 Review Draft Minutes**

**• December 12, 2024**

Committee Chair Patel reminded committee members to review the draft minutes prior to the board meeting in March.

### 3.2 Review Action Items

- **AFSSPRSC1 Tenure Upon Hire**

Interim Provost Glover reviewed the two Tenure Upon Hire cases:

- Hamilton Center for Classical and Civic Education  
Dr. Jeremy Bailey – Professor
- College of Medicine-Jacksonville  
Dr. Susmita Pati – Professor, Department of Pediatrics

- **AFSSPRSC2 New Degree**

Interim Provost Glover reviewed the proposed Master of Studies in Law degree program. This degree will foster excellence, productivity, and strategic priorities for a knowledge economy, as well as provide greater access to the high-quality legal education available through the Levin College of Law to a broader professional community.

- **AFSSPRSC3 Honorary Degree**

Interim Provost Glover shared that the Committee on Honorary Degrees and Distinguished Awards has recommended Sachio Semmoto to receive the UF Honorary Degree, Doctor of Technology. This has been approved by the Faculty Senate. He added he is a longtime supporter of UF.

- **AFSSPRSC4 New Institutional Accreditor**

Interim Provost Glover stated during the 2022 legislative session, Senate Bill 7044 was created and established a public postsecondary institution may not be accredited by the same accrediting agency for consecutive accreditation cycles. We are currently accredited by the Southern Association of Schools and Colleges Commission on Colleges (SACSCOC). To begin the process of seeking accreditation from another agency, the university must request approval from the Board to pursue another accrediting agency.

- **AFSSPRSC5 Special Purpose Center**

Interim Provost Glover advised The Herbert Wertheim UF Scripps Institute for Biomedical Innovation & Technology is proposing to establish the Jupiter site as a new off campus instructional site. This is primarily for the graduate training program which will transfer from Scripps La Jolla to Scripps Jupiter. The primary purpose is to grow the campus' ability to provide graduate training opportunities while also preparing to fully transition to UF programs.

- **AFSSPRSC6 Degree Program Change**

Interim Provost Glover reviewed the proposed degree program change for the College of Design, Construction and Planning which is seeking to reduce the number of credits for the B.S. in Construction Management from 125 to 120 total credits. This will meet the general education and accreditation requirements with the American Council for Construction Education.

### 3.3 Review Discussion Items

- **Updates**

Committee Chair Patel noted updates will be provided at the December meeting for the following:

- Admissions with Vice President Mary Parker
- Faculty Senate with Trustee and Faculty Senate Chair Sarah Lynne
- Student Government with Trustee and Student Body President John Brinkman
- Student Life with Vice President Heather White

- **Department Changes**

Interim Provost Glover reviewed the following two department changes:

- Merging: Department of Anatomy and Cell Biology & Department of Physiology and Aging in the College of Medicine
- Renaming: Department of Pharmacodynamics in the College of Pharmacy → Department of Cellular and Systems Pharmacology in keeping with modern trends

- **Centers/Institutes**

Interim Provost Glover reviewed one change for a Center/Institute:

- Closing: Institute of Wound Research in the College of Medicine

#### **4.0 New Business**

There was no new business to come before the Committee.

#### **5.0 Adjourn**

There being no further discussion, Committee and Board Vice Chair Patel adjourned the meeting at 8:51 a.m.



**COMMITTEE ON ACADEMIC, FACULTY AND STUDENT SUCCESS,  
PUBLIC RELATIONS AND STRATEGIC COMMUNICATIONS  
ACTION ITEM AFSSPRSC1  
March 27, 2025**

**SUBJECT:** Tenure Upon Hire

---

**BACKGROUND INFORMATION**

The Chairs and Deans have recommended to the Provost and Senior Vice President for Academic Affairs that 2 faculty members be granted tenure commencing with their appointment. These individuals meet the criteria set forth in the University's tenure and permanent status policy and have been recommended by the Provost and President to receive tenure. Attached is a Summary of the Tenure Upon Hire case.

**PROPOSED COMMITTEE ACTION**

The Committee on Academic, Faculty and Student Success, Public Relations and Strategic Communications is asked to approve the Tenure Upon Hire cases listed on the attached Summary for recommendation to the Board of Trustees for its approval on the Consent Agenda. While any administrative appointment is noted, tenure is granted only for the faculty appointments.

**ADDITIONAL COMMITTEE CONSIDERATIONS**

Board of Governors approval is not required.

---

Supporting Documentation Included: Tenure Upon Hire Summary

Submitted by: Joseph Glover, Interim Provost and Senior Vice President for Academic Affairs

**Approved by the University of Florida Board of Trustees, March 28, 2025**

---

Morteza "Mori" Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary



**Tenure Upon Hire Summary**  
**March 27, 2025**

**Dr. Jeremy Bailey**

**Professor, Hamilton Center for Classical and Civic Education**

Dr. Jeremy Bailey earned his PhD from Boston College in 2003 and a B.A. from Rhodes College in 1996. His prior institution is the University of Oklahoma. Dr. Bailey is widely regarded as one of the nation's premier scholars of the American Founding. His publications include three single-authored books, one co-authored book, one edited book, and numerous refereed articles and book chapters.

**Dr. Susmita Pati - College of Medicine-Jacksonville**

**Professor, Department of Pediatrics**

Dr. Susmita Pati earned a M.P.H. From Columbia University School of Public Health in 2002. She also earned a M.D. from University of Connecticut School of Medicine in 1996 and a A.B. from Harvard-Radcliffe College in 1992. Her prior institution is Stony Brook University. Dr. Pati is a nationally recognized scholar in population health who has made key discoveries in healthcare access and preventive care. She is also recognized for her creative and forward-thinking innovations in improving the workforce environment for healthcare workers.



**COMMITTEE ON ACADEMIC, FACULTY AND STUDENT SUCCESS,  
PUBLIC RELATIONS AND STRATEGIC COMMUNICATIONS  
ACTION ITEM AFSSPRSC2  
March 27, 2025**

**SUBJECT:** New Degree

---

**BACKGROUND INFORMATION**

The proposed Master of Studies in Law (MSL) degree program will foster excellence, productivity, and strategic priorities for a knowledge economy. The MSL degree will provide greater access to the high-quality legal education available through the Levin College of Law to the broader professional community. This will provide another path by which to engage Florida's business community. The MSL's focus on professionals who must regularly interact with legal rules and undertake compliance obligations will increase the educational levels of Florida's citizens and enable them to gain new perspectives that will expand entrepreneurship. The proposed MSL specializations are clearly intertwined with and support the knowledge economy. The emphasis on finance, tax, healthcare compliance, and fiduciary obligations will provide Florida's workforce with tools needed to navigate the increasing demands in these areas.

**PROPOSED COMMITTEE ACTION**

The Committee on Academic, Faculty and Student Success, Public Relations and Strategic Communications is asked to approve the New Degree listed above for recommendation to the Board of Trustees for approval on the Consent Agenda.

**ADDITIONAL COMMITTEE CONSIDERATIONS**

Board of Governors approval is required.

---

Supporting Documentation Included: BOG SUS Request to Offer a New Degree Program Form

Submitted by: Joseph Glover, Interim Provost and Senior Vice President for Academic Affairs

**Approved by the University of Florida Board of Trustees, March 28, 2025**

---

Morteza "Mori" Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary



**Request to Offer a New Degree Program**  
In accordance with Board of Governors Regulation 8.011,  
Academic Degree Program Coordination and Approval

University of Florida  
**Institution Submitting Proposal**

College of Law  
**Name of College(s) or School(s)**

Legal Studies  
**Academic Specialty or Field**

22.0201  
**Proposed CIP Code (2020 CIP)**

Fall 2025  
**Proposed Implementation Term**

n/a  
**Name of Department(s)/Division(s)**


Master of Studies in Law  
**Complete Name of Degree**

The submission of this proposal constitutes a commitment by the university that, if the proposal is approved, the necessary financial resources and the criteria for establishing new programs have been met before the program's initiation.

**Date Approved by the University  
Board of Trustees**

**Date**  
**Board of Trustees Chair's  
Signature**

 1/27/2025  
**President's Signature** **Date**

 1/24/25  
**Provost's Signature** **Date**



## I. Overview

---

A. Briefly describe the proposed program in the following table.

<b>Purpose</b>	Offer a Master of Studies in Law (MSL) degree designed for working professionals who do not have a J.D. but who regularly must engage or comply with legal requirements and regulations.
<b>Degree Level(s): B, M, D, M+D, P</b>	M
<b>Majors, Concentrations, Tracks, or Specializations</b>	Students will be able to complete the general degree without a concentration. Three initial concentrations will be available: (1) Financial and Tax Compliance; (2) Healthcare Compliance; and (3) Tax, Financial Services, and Estate Planning.
<b>Total Number of Credit Hours</b>	30
<b>Program Type</b>	<input type="checkbox"/> <b>E&amp;G Program</b> <input type="checkbox"/> <b>Market Tuition Rate Program*</b> <input checked="" type="checkbox"/> <b>Self-Supporting Program*</b>  <small>*Refer to <a href="#">Board Regulation 8.002</a>, Self Supporting and Market Tuition Rate Program and Course Offerings, for additional details.</small>
<b>Possible Career Outcomes</b>	Because the degree is designed to enhance the careers of working professionals, the degree will support promotions and lateral moves for graduates of this program.

B. Does the proposed program qualify as a Program of Strategic Emphasis, as described in the Florida Board of Governors 2025 System Strategic Plan?

[Programs of Strategic Emphasis List](#)

- ☐ Yes, it does qualify as a Program of Strategic Emphasis.  
☒ No, it does not qualify as a Program of Strategic Emphasis.

C. Programs of Strategic Emphasis Waiver (*for baccalaureate programs only*)

Does the program fall under one of the CIP codes listed below?

CIP CODE	CIP TITLE
11.0101	Computer and Information Sciences
11.0103	Information Technology
13.1001	Special Education
13.1202	Elementary Teacher Education
14.0801	Civil Engineering
14.0901	Computer Engineering
14.1001	Electrical and Electronics Engineering
27.0101	Mathematics
40.0801	Physics
52.0301	Accounting
52.0801	Finance
52.1201	Management Information Systems

☐ Yes. If yes, students in the program will be eligible for the Programs of Strategic Emphasis waiver. Refer to [Board Regulation 7.008](#) and the [Programs of Strategic Emphasis Waiver Guidance](#).

☒ No

D. Is the infrastructure in place to meet the new degree program requirements, such as hiring faculty and staff, curriculum development, facilities, and funding, prior to enrollment of students to the program?

☐ Yes

☒ No. If not, is there a plan to establish the infrastructure to support the program?

Yes. Please describe. UF Law envisions that a substantial portion of the degree courses will be taught by adjuncts. UF Law has formed a faculty committee to assist in locating and hiring high quality adjuncts; UF Law has already appointed an MSL Director, who is the chair of that committee. Current faculty will also teach some of the courses, and over the summer, UF Law has actively worked to support those faculty in preparing their courses. Because the MSL will be offered through multiple modalities, with in-person components taking place primarily at the new Jacksonville graduate campus, administrative support will be required. UF Law will need to market the program to prospective students and assist such students throughout the application process and during the degree program. In order to ensure a successful rollout of the program, UF Law will likely need to hire additional staff.



## II. Institutional and State-Level Accountability

---

A. Describe how the proposed program directly or indirectly supports the following.

1. The [State University System's Strategic Plan](#) goals.

The proposed Master of Studies in Law (MSL) degree program will foster excellence, productivity, and strategic priorities for a knowledge economy. The MSL degree will provide greater access to the high-quality legal education available through the Levin College of Law to the broader professional community. This will provide another path by which to engage Florida's business community. The MSL's focus on professionals who must regularly interact with legal rules and undertake compliance obligations will increase the educational levels of Florida's citizens and enable them to gain new perspectives that will expand entrepreneurship. The proposed MSL specializations are clearly intertwined with and support the knowledge economy. The emphasis on finance, tax, healthcare compliance, and fiduciary obligations will provide Florida's workforce with tools needed to navigate the increasing demands in these areas.

2. The institution's strategic plan and goals the program will directly advance.

UF Law is an elite law school whose primary mission is to train future lawyers. UF Law also, however, has the goal of bringing legal knowledge to a wider community within the state of Florida. The MSL will be directly aligned with that goal and will draw on areas of legal expertise among its faculty, including its top-ranked tax specialty program. The MSL is proposed as a self-supporting program in order to ensure adequate funding for this new program but also with the goal of the MSL ultimately supporting the primary mission of the law school.

3. The university's mission.

The proposed MSL will provide an avenue for access to legal education that is currently not available within the University of Florida. The MSL will thus support UF's role as a comprehensive learning institution and provide support to the Gator Nation of undergraduate degree alumni who wish to continue learning with UF and need to enhance their understanding of legal rules.

4. The benefit to the university, the local community, and the state.

UF Law's proposed MSL will be part of the educational site in downtown Jacksonville. The proposed MSL will be complementary to the programs proposed by other UF colleges, including proposals from Warrington Business and Wertheim Engineering, thereby affording the potential for cross-collaboration among faculty and students. UF Law's proposed MSL degree will offer in-person opportunities for students to engage with faculty at UF Jacksonville's location through a residential component available within each specialization. The MSL will allow UF Law to develop synergies with its existing course offerings in tax, finance, business, and health care, as well as with its large alumni base in these areas. The ever-changing pace of change in these areas, particularly with the advent of AI, will drive increasing demand for credentials showcasing that an individual professional is keeping pace.

- B. Provide the date the pre-proposal was presented to the Council of Academic Vice Presidents Academic Program Coordination (CAVP ACG). Specify any concerns raised and provide a narrative explaining how each has been addressed in this proposal or will be addressed before the proposed program is implemented.

The pre-proposal was reviewed on September 2, 2021.

FSU indicated a concern that the MSL degree is identical to their Juris Master degree; FIU expressed a similar concern.

UF's MSL degree will differ in that there will be some residential aspects through the Jacksonville graduate campus. UF's MSL degree will build on the tax, finance, health law, and estate planning specialty strengths at UF Law.

FSU expressed doubt that a short-degree program would support a tax law emphasis. UF Law already offers a short degree in tax law, the tax LL.M. Other law schools that are well known for their tax specialty ranking offer an MSL for non-lawyers in tax, including NYU Law (<https://bulletins.nyu.edu/graduate/law/programs/taxation-msl/>) and Georgetown Law (<https://curriculum.law.georgetown.edu/llm/llm-programs-non-lawyers/masters-law-taxation/>).

UF Law is behind its law school peers in offering a degree opportunity for non-lawyers. The ABA maintains a list of law schools offering MSLs (or similar degrees sharing the same CIP Code), which is accessible at [https://www.americanbar.org/groups/legal\\_education/resources/llm-degrees\\_post\\_j\\_d\\_non\\_j\\_d/](https://www.americanbar.org/groups/legal_education/resources/llm-degrees_post_j_d_non_j_d/). There, it is clear that UF Law is not matching its peer institutions in the delivery of legal education within the broader community.

UF Law also analyzed the data available at <https://www.flbog.edu/resources/data-analytics/dashboards/degrees-awarded-by-classification-of-instructional-programs-cip-code/>. That data indicates increasing demand for access to a legal studies masters degree. Searching by the 2-digit CIP code for 2022-23 shows FSU with 261 degrees awarded in that space (and FIU with 49). For 2021-22 the numbers were 186 for FSU (and 39 for FIU). This 2-digit CIP code includes not only master's degrees for non-lawyers, but also LL.M. degrees for lawyers. For





example, in that same data set, UF shows 86 LL.M. degrees awarded in the 2022-23 years; these would have been almost entirely in tax and international tax.

FSU and FIU both offer LL.M. programs in addition to their Juris Master programs; UF Law has three LL.M. programs. If anything, the prospective student pool for an MSL is larger than that for LL.M. programs because those programs require a J.D. (or equivalent for international lawyers).

UF Law also reviewed the data available from the ABA at [https://www.americanbar.org/groups/legal\\_education/resources/statistics/](https://www.americanbar.org/groups/legal_education/resources/statistics/) regarding total non-JD enrollment at law schools; for fall 2023, FSU reported 857 enrolled non-JD students and FIU reported 46. The ABA does not provide more granular data about each non-JD degree; as noted above, FSU and FIU both offer LL.M. programs in addition to their Juris Master.

A review of the list provided by the ABA of law schools offering MSL or similar programs ([https://www.americanbar.org/groups/legal\\_education/resources/llm-degrees\\_post\\_j\\_d\\_non\\_j\\_d/programs\\_by\\_school/](https://www.americanbar.org/groups/legal_education/resources/llm-degrees_post_j_d_non_j_d/programs_by_school/)) demonstrates that FSU and FIU are already competing in a robust market. As a result, another entrant is unlikely to change their competitive landscape, given that they offer an online program. UF Law's proposed degree will allow UF to offer a unique product: a quasi-residential program that draws on our recognized strengths in tax and related fields.

### III. Student and Workforce Demand

If the proposed program is a baccalaureate or master's degree on the Programs of Strategic Emphasis list, skip III-A.

- A. Describe the Florida and national workforce demand for the proposed program. The response should, at a minimum, include the current state workforce data from Florida's Department of Commerce and national workforce data from the U.S. Department of Labor's Bureau of Labor Statistics. Additional documentation for workforce needs may include letters of program support by employers and job postings for program graduates, as well as a description of any specific needs for research and service that the program would fulfill.

Complete the table below using data from the Search by CIP or SOC Employment Projections Data Tool in the Academic Review Tracking System.

#### Labor Market Demand

The proposed MSL degree is for non-lawyers in occupations who work regularly with legal and regulatory issues. Occupations for lawyers (or use of the CIP code for Law) would not be appropriate as those require a JD degree. The MSL degree is a master's degree for those with a bachelor's degree who are seeking to advance in their current occupation through gaining access to aspects of legal knowledge. Law schools with similar programs (MSL, MLS, or Juris Master) emphasize that this is a degree to enhance the careers of non-lawyers. For example, NYU Law's MSL is for accounting and tax professionals without a first law degree (<https://www.law.nyu.edu/msltax>), and UCLA's MLS is intended for non-legal professionals (<https://law.ucla.edu/academics/programs/master-legal-studies/mls-student-profile>). The occupations listed below are examples of those where the proposed MSL will enhance professional opportunities.

Occupations	Percent Change in Job Openings		Annual Average Job Openings		Total # of New Jobs		Education Level Needed for Entry
	FL 2023-31	U.S. 2022-32	FL 2023-31	U.S. 2022-32	FL 2023-31	U.S. 2022-32	
Medical and Health Services Managers (11-9111)	25.5%	28.4%	34,399	54,700	9,120	144,700	B
Financial Managers (11-3031)	18.1%	16%	33,495	69,600	7,299	126,600	B

Personal Financial Advisors (13-2052)	16.4%	12.8%	23,777	25,600	4,999	42,000	B
Accountants and Auditors (13-2011)	9.9%	4.4%	79,380	126,500	9,590	67,400	B
Compliance Officers (13-1041)	8.5%	4.6%	21,158	31,000	2,409	17,200	B

Sources:

Date Retrieved: 8/13/2024

U.S. Bureau of Labor Statistics - <https://data.bls.gov/projections/occupationProj>

Florida Department of Economic Opportunity - <http://www.floridajobs.org/labor-market-information/data-center/statistical-programs/employment-projections>



- B. If the occupations do not currently appear in the most recent version of the Search by CIP or SOC Employment Projections Data Tool provided by Board staff, provide occupational linkages or jobs graduates will be qualified to perform based on the training provided to students in the proposed program in the table below. Contact the institutional representative working with you on the degree proposal for more information about possible occupations.

**Occupational Linkages for the Proposed Program**

<b>SOC Code (XX-XXXX)</b>	<b>Occupation Title</b>	<b>Source / Reason for Inclusion</b>

- C. Describe the student demand for the proposed program. The response should, at a minimum, include the following.

1. Projected headcount for Year 1 through Year 5.

UF Law anticipates that many students in the program will attend on a part-time basis, so we have provided both a projected total head count and the projected FTE. Appendix I contains additional details.

<b>Year 1</b>		<b>Year 2</b>		<b>Year 3</b>		<b>Year 4</b>		<b>Year 5</b>	
HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE
27	20.8	52	40.8	102	80.7	177	140.6	252	200.6

2. Data that supports student interest or demand for the proposed program. Include questions asked, results, and other communications with prospective students.

First, law school degree programs for non-lawyers are widely offered at ABA-accredited law schools throughout the United States. Several ABA-accredited law schools that offer tax LL.M. degrees also offer a tax degree for non-lawyers. UF Law is currently ranked third nationwide for its tax specialty; the proposed MSL degree will allow UF Law to offer tax concentrations to non-lawyers, consistent with UF Law's peer institutions. Below is a list of peer institutions that offer an MSL, or a degree in the same CIP code, for non-lawyers.



Law School	2024 U.S. News Ranking	Top 10 Specialty Ranking in Business, Health, or Tax?	Degree for Non-Lawyers
NYU	9	Yes: Business (4); Tax (1)	Master of Studies in Law in Taxation
Northwestern	9	Yes: Tax (3)	Master of Science in Law
UCLA	13	Yes: Tax (6)	Master of Legal Studies
Georgetown	14	Yes: Health Care (6); Tax (2)	Master of Studies in Law in Taxation
Washington University in St. Louis	16	No	Master of Legal Studies; MLS in Taxation
University of Georgia	20	No	Master in the Study of Law
Boston University	24	Yes: Health Care (3)	Master in the Study of Tax Law
The Ohio State University	26	No	Master in the Study of Law
Arizona State University	36	No	Master of Legal Studies
Emory University	42	No	Master of Legal Studies
University of Washington	48	No	Master of Jurisprudence
Florida State University	48	No	Juris Master

Second, survey data suggests an opportunity to add a degree for non-lawyers to UF Law. Three separate surveys or reports from the past 5 years indicate student demand for an MSL. Full presentations and data from those three surveys or reports are provided as attachments.

The most recent survey was conducted during 2024 by Hanover Research and asked questions relating to multiple programs from across the University of Florida in connection with the launch of programs in Jacksonville. Appendices J and K contain the underlying data and the summary presentation, respectively. Questions about the three proposed MSL concentrations were included. Survey respondents were asked “Which of the following master’s programs are you most interested in? Please select up to two programs.” The answers included multiple programs planned for Jacksonville, including an MBA. Of the 289 survey respondents, 35 selected the MSL in Healthcare Compliance as one of their top two; 34 selected the MSL in Tax, Financial Services, and Estate Planning; and 25 selected the MSL in Financial and Tax Compliance. The survey did not include a question about the MSL separate from a concentration. The comparative nature of the 2024 survey indicates solid support for the MSL degree even when it is placed up against other degrees across multiple disciplines.

In December 2022, Hanover Research prepared a presentation regarding demand for master degree programs in law (included as Appendix L). That report noted: “There are few reporting MSL programs in Florida and the Southeast region, highlighting an area where UF can influence the market. Program numbers increased from two to four in Florida from 2017 to 2021 while five programs were added within the Southeast in the same period. Nationally, program numbers rose from 59 to 70 from 2017 to 2021. Increasing student conferrals and program options indicate a market that is experiencing growth and UF should expect positive conferral numbers for the proposed program.” The report highlights the growth of general MSL programs combined with concentration options: “The increase in student demand for general MSL programs combined with the decrease in demand for specific MSL-related programs highlights the need for a general program with concentration options.” The report noted: “Non-lawyers can help advance their careers by acquiring expertise in specialized areas of the law.”

In 2020, UF’s Distance Learning wrote the report: “Program Alignment and Market Analysis Report” for a Master of Studies in Law (included as Appendix M). That report concluded, “A program in this space at UF, especially one capitalizing on the strengths in tax law, would be highly competitive given the college’s stature, reach, and price point.” In the employment area, the report noted that a “MSL program at UF would be a prime candidate for an aggressive, cross-industry employer engagement strategy as a means of identifying opportunities and driving enrollments.”

In summary, the data point to market demand for the proposed MSL degree, which will be offered with three concentrations.



## **IV. Duplication of Existing Programs**

---

- A. If the program duplicates another degree program at a private or public state university in Florida with a substantially similar curriculum, provide evidence that the university has investigated the potential impact on the existing program, has discussed opportunities for collaboration with the affected university, and can justify the need for duplication. Additionally, summarize the outcome(s) of communication with appropriate personnel (e.g., department chairs, program coordinators, deans) at the affected institutions regarding the potential impact on enrollment and any opportunities for collaboration in the areas of instruction and research.

The proposed degree shares the same CIP code as the Juris Master program at FSU law and at FIU law. UF's MSL degree will build on the tax, finance, health law, and estate planning specialty strengths at UF Law. Although FSU's J.M. program offers a concentration in health care regulation and in financial regulation/compliance, it does not offer concentrations relating to tax or estate planning. UF Law's MSL program will offer residential elements to interested students through the Jacksonville graduate campus. A degree for non-lawyers is part of the portfolio of offerings provided at UF Law's peer institutions, and UF Law, as the top-ranked law school in the state, should be providing such a degree. A summary of the discussions at the Council of Academic Vice Presidents Academic Program Coordination (CAVP ACG) relating to FSU and FIU was provided above. Additional communications directly with FSU and FIU have not taken place.

- B. If the proposed program curriculum substantially duplicates an existing program at Florida Agricultural and Mechanical University, provide evidence that the proposed program would not affect enrollment in Florida Agricultural and Mechanical University's program.

## V. Curriculum

- A. If the program is a bachelor's degree, please identify if the university is seeking any of the following statuses for the program.

Status	Yes	No	If yes, complete the following
Common Prerequisites			Appendix C
Exception to 120 Credits			Appendix D
Specialized Admissions			Appendix E

- B. Describe the admissions criteria and graduation requirements for the program.

Consistent with UF Law's peer institutions offering an MSL degree, UF Law's Master of Study in Law degree will require admitted students to have completed a bachelor's degree from an accredited institution. Admitted students would not have a first law degree (J.D. or equivalent).

To be admitted, applicants will need to have demonstrated capacity to complete the MSL; this may be through having achieved an undergraduate GPA of 3.0 or higher or through post-undergraduate professional work experience.

The proposed degree will be 30 credits; the degree will be a non-thesis degree. Students will need a cumulative 2.67 to graduate with the MSL.

Appendix H contains a summary of the MSL curriculum.

The degree is designed to be flexible and adapt to student demand and faculty availability. The design is based on our existing tax LLM degree program courses, which are offered in multiple modalities—e.g., in person, online, hybrid. For that program, the decision about modality is made in the lead up to posting the schedule for registration. For example, for fall semester, the decisions are generally made in Feb./Mar. The goal is to offer all classes in both online and in person modalities, but to prioritize offering the class online when there are issues with ensuring course coverage for certain highly specialized classes (e.g., adjunct with specialized knowledge unable to travel to campus).

UF Law will begin by offering all courses in the online modality and then gradually add the in-person courses as the Jacksonville campus develops. The courses will be the same; only the modality will change. UF Law anticipates that when the Jacksonville hub opens, UF Law will offer 2 classes in person in Jacksonville each major semester and 1 in the summer semester. The first classes selected to be offered in person will be the required courses for all students followed by the concentration required courses. Additional in person classes will be added commensurate with demand, but it is anticipated that for highly specialized courses, they may be offered only online.

Based on market research, UF Law anticipates that once the new degree is fully phased in that about 1/3 of the students will prefer in person and about 2/3 will prefer online or hybrid.



### Required Coursework

Students will be required to complete the following 6 required courses, each of which will be 2 credits, unless otherwise noted:

(1) *Introduction to Administrative Law*. This course is an introduction to the administrative law. Often referred to as the “fourth branch,” the modern administrative state is expansive. This course will examine how Congress and administrative agencies adopt binding rules of law (statutes and regulations, respectively) and the ways that courts and administrative agencies interpret and apply these laws. The course will consider the organization of the administrative state, the incentives that influence the behavior of the various actors, and the legal rules that structure the relationships among Congress, the agencies, and the courts.

(2) *Introduction to Contracts*. This course introduces the law and theory of legally enforceable agreements and promises, including elements of contract formation; consideration; effects of non-performance; conditions for relief from or discharge of obligations; and remedies.

OR *Contracts* (LAW 5000; 4 credits): Only students admitted to the JD program at UF Law but who fail to complete their JD would use this class. See below regarding the proposal to transfer 5000-level JD credits into the MSL.

(3) *Ethics and Professional Standards for Non-Lawyers*. This course focuses on ethical issues relating to the relationship between lawyers and nonlawyer colleagues or clients, particularly the prohibition of the unlicensed practice of law, the essentials of the attorney-client relationship, and various types of conflict of interest. The primary focus of the course will be ethical problem solving. The ultimate goal is to give students the opportunity to begin to develop an informed, personalized, ethical problem-solving methodology and give nonlawyer colleagues and clients a better understanding of the ethics of law practice.

(4) *Incorporated Businesses for Non-Lawyers*. This course will introduce students to the law governing corporations. Topics will include an overview of the rights and obligations of directors, officers, and shareholders; the structure of the state and federal systems applicable to corporations; and the financial and operational organization of corporations.

(5) *Introduction to the U.S. Legal System*. This course will provide students an overview of the U.S. Legal System. This course is not meant to offer an in-depth study of any one area; instead, the goal of the course is to offer a comprehensive overview of many different areas of American law.

OR *Constitutional Law* (LAW 5501; 4 credits): Only students admitted to the JD program at UF Law but who fail to complete their JD would use this class. See below regarding the proposal to transfer 5000-level JD credits into the MSL.

(6) *Unincorporated Businesses for Non-Lawyers*. This course will provide students with an overview of the structures and laws that govern various forms of unincorporated businesses. This course is not meant to offer an in-depth study of any one area; instead, the goal of the course is to offer a comprehensive survey of many different business structures.



Students in the proposed MSL may select from three concentrations, or they may choose to design their own course of study. Information about the concentrations and the additional required coursework is described below. Students opting to complete a concentration would also need to complete 8 elective credits; students opting not to complete a concentration would instead need to complete 18 elective credits. The list of electives follows the description of the concentrations. A class required in one concentration will also qualify as an elective in a different concentration.

Concentration 1: Financial and Tax Compliance Specialization Required Coursework  
Each course below will be 2 credits.

(1) *Income Taxation for Non-Lawyers*. In Income Taxation, we will cover the various concepts of federal individual income taxation within the Internal Revenue Code and Code of Federal Regulations. This class will cover the definitions of income and its exceptions, deductions, recognition versus non-recognition, and property transactions. By the close of the semester, students will have a grasp of the core concepts of income taxation and will be able to apply those concepts to different fact patterns.

(2) *Federal Tax Withholding & Reporting Obligations*. This course will cover various withholding and reporting obligations that apply to business organizations, including with respect to their employees, independent contractors, and suppliers. The course will also cover the IRS's powers of enforcement in this area.

(3) *International Financial Crime Regulation*. This class focuses on international economic crime and recent efforts to fight it. It is organized into three sections. The first covers substantive crimes, including tax, money laundering and counterterrorism financial enforcement, transnational corruption, transnational organized crime, and export control and economic sanctions. The second examines procedural aspects of international financial crime regulation, namely extraterritorial jurisdiction, evidence gathering, and extradition. The third considers the role of international organizations, including the United Nations, the World Bank Group, INTERPOL, and economic integration groups. By the end of the course, students will have a good working knowledge of the systems by which the international community seeks to deter, detect, and punish international financial crime.

(4) *Introduction to Business Entity Taxation*. This course will provide an introduction to the federal income tax principles governing business entities, including corporations, "S" corporations, partnerships, and limited liability companies. The course compares, at a general level, the federal income tax differences that apply to the entities and their owners at key times in the lifecycle of business entities.

(5) *Introduction to Corporate Finance and Securities Regulation*. This course builds upon the prerequisite Incorporated Businesses course and examines the legal and economic aspects of corporate finance, including both corporate debt and corporate equity. The course will also provide an overview of the state and federal rules that define a security and that apply to the sale and distribution of securities.

Concentration 2: Healthcare Compliance Required Coursework



Each course below will be 2 credits.

(1) *Advanced Contracts for Non-Lawyers*. The objective of this course is for you to develop a deeper understanding of the private law of contracts. Introduction to Contracts is a prerequisite. We will cover contract formation, contract interpretation, defense to the enforcement of contracts, performance and non-performance, breach of contracts, damages, and the rights and responsibilities of third parties.

(2) *Bioethics and the Law for Non-Lawyers*. This course surveys ethical, legal, and policy issues relating to several key questions in bioethics. Covered topics include: Research on human subjects, gene editing, stem cell research, abortion, assisted reproduction, end-of-life care, and assisted suicide. Students will explore the core ethical debates over these issues, the key policy concerns, and the current state of the law. It will prepare them to analyze and act appropriately in their professional lives when faced with these or other issues relating to bioethics, including issues arising from emerging technologies.

(3) *Elder Law Survey for Non-Lawyers*. This course provides an introduction to elder law, including navigating surrogate decision-making, entering into advance directives, combating various forms of elder abuse, planning for long-term care, and dealing with ageism and discrimination.

(4) *Health Law Survey for Non-Lawyers*. This course provides an introduction to the federal and state laws governing the modern health care industry. This course will acquaint students with the core stakeholders; consumers' rights vis-à-vis commercial health-sector enterprises; and cutting-edge issues and trends.

(5) *Introduction to the Regulation of Healthcare Technology & Pharmaceutical Products*. This course explores the FDA's regulation of the pharmaceutical and medical device industries, as well the relationship between FDA regulation and state-law tort liability. Additional topics include the approval and clearance process; postmarket obligations; FDA enforcement; and products liability.

Concentration 3: Tax, Financial Services, and Estate Planning Required Coursework

Each course below will be 2 credits.

(1) *Elder Law Survey for Non-Lawyers*. This course provides an introduction to elder law, including navigating surrogate decision-making, entering into advance directives, combating various forms of elder abuse, planning for long-term care, and dealing with ageism and discrimination.

(2) *Income Taxation for Non-Lawyers*. In Income Taxation, we will cover the various concepts of federal individual income taxation within the Internal Revenue Code and Code of Federal Regulations. This class will cover the definitions of income and its exceptions, deductions, recognition versus non-recognition, and property transactions. By the close of the semester, students will have a grasp of the core concepts of income taxation and will be able to apply those concepts to different fact patterns.

(3) *Fiduciary Administration for Non-Lawyers*. This course provides an overview of the



issues that may arise in the administration of estates, trusts, and guardianship arrangements. The course will include an overview of probate procedure, powers of the fiduciary, and compensation of fiduciaries and their attorneys.

(4) *Introduction to Estate Planning*. This course will provide an overview of estate planning principles and practices for non-lawyers. Students will explore the legal, financial, and personal aspects of estate planning, gaining knowledge of various tools and strategies used to effectively manage and distribute assets. The course covers topics such as wills, trusts, probate, tax considerations, and ethical issues in estate planning.

(5) *Wills and Trusts for Non-Lawyers*. This is a class on the basic tools and law of decedent's estates and trusts. As a class for non-lawyers, it will touch on topics like fiduciary duties, future interests, estate tax, and property, but no special knowledge of those areas is required. This class will focus principally on transfers of property through the law of intestate succession, wills, and will substitutes. In particular, we will study the requisite formalities for creation of a valid will and trust, for revocation of a will, and such specific doctrines as lapse of gifts, homestead, elective share, and family allowances, to name a few. We will also examine basic living wills, powers of attorney, and other typical estate planning instruments.

### Electives

Each course below will be 2 credits. Students who have chosen a concentration will take up to 8 elective credits; courses required in a different concentration also count as an elective. Students opting not to complete a concentration will take 18 elective credits.

(1) *Advanced Elder Law for Non-Lawyers*. This course builds on the Elder Law Survey course, which is a prerequisite for this course. This course will cover in greater depth financial planning for retirement and long-term care including federal financial programs such as Social Security; guardianship and guardianship alternatives with respect to asset and healthcare management; and the problems of ageism and elder abuse.

(2) *Advanced Health Law Survey for Non-Lawyers*. This course builds on the Health Law Survey course, which will be a prerequisite for this course. This course will cover in greater depth the laws and regulations that govern the delivery of health care, including the Affordable Care Act, Medicare, and Medicaid. This course will also delve into selected topical areas of high legal complexity, such as reproductive care, end-of-life care, and medically assisted dying.

(3) *Advanced Taxation of Business Entities for Non-Lawyers*. This course builds on the Introduction to Business Entity Taxation course, which is a prerequisite for this course. This course will consider in greater detail a selection of tax laws and regulations that apply to the operations of corporations, "S" corporations, limited liability companies, and partnerships. The course will highlight the tax differences among the entities and their importance to choice of entity analysis.

(4) *Introduction to Banking Law & Regulation*. This course introduces the law governing banks and role of state and federal bank regulators. Topics will include bank licensing, restrictions on bank business, regulating the financial soundness of banks, and the protection of bank customers.



(5) *Introduction to Bankruptcy Law*. This course introduces creditors' remedies and debtors' rights under state law and in federal bankruptcy proceedings. Topics include execution, attachment, garnishment, and proceedings in aid of execution; liquidations; reorganizations; sales; and clawback actions.

(6) *Introduction to Federal Estate and Gift Taxation*. This course provides an overview of federal estate and gift taxation for non-lawyers. Students will explore the fundamental principles of estate and gift tax law, gaining knowledge of tax planning strategies and the impact of these taxes on wealth transfer. The course touches on topics such as the unified credit, annual exclusion gifts, valuation issues, charitable giving, and generation-skipping transfer tax.

(7) *Introduction to Insurance Law*. This course provides an introduction to the operation and regulation of insurance, other than life insurance. Topics will include the rights and obligations of the insured; various types of policies—such as liability/casualty, directors and officers, homeowners, automobile, and health; concepts of marketing and claims processing; and the organization of insurance and reinsurance companies.

(8) *Introduction to International Taxation*. This course provides an introduction to international taxation for non-lawyers. Students will explore the fundamental principles of international tax law, gaining knowledge of how countries tax cross-border transactions and how businesses navigate multiple tax jurisdictions. The course touches on topics such as residency and source rules, foreign tax credits, transfer pricing, tax treaties, and current international tax policy issues. Income Taxation for Non-Lawyers is a prerequisite.

(9) *Introduction to the Tax Treatment of Charitable Giving*. This course provides an overview of the income, estate, and gift tax issues affecting charitable donations. Students will be introduced to various sophisticated forms of giving, including charitable lead trusts, charitable remainder trusts, pooled income funds, bargain sales, and charitable gift annuities.

(10) *Privacy Law for Non-Lawyers*. This course covers various types of law (common law, statutes, regulations, and the Constitution) relating to information privacy. Topics include media disclosure of private information, privacy and free speech, HIPAA, medical records, physician-patient confidentiality, genetic data, police records, surveillance, wiretapping, USA Patriot Act, email monitoring, drug testing, identity theft, databases, record systems, the internet, financial data, consumer data, and more.

(11) *Regulation of Brokers & Dealers*. This course focuses on persons who operate or trade in capital markets as well as the market structure itself. Additional topics include the secondary market for public-company stock (namely, the New York Stock Exchange, NASDAQ, and the wide variety of off-exchange trading platforms in existence today) and the rules relating to market transparency, broker duties, and dealer rules for transacting with retail customers.

(12) *Regulation of Compensation & Retirement Benefits*. This course will provide an overview of the non-tax rules governing life, health and disability insurance, retirement plans, educational programs, flexible spending accounts, wellness programs, and other forms of compensation. The class will focus on the Employee Retirement Income Security Act of 1974 (ERISA).



(13) *Regulation of Investment Companies and Investment Advisers*. This course will examine the regulatory and compliance obligations of mutual funds as well as financial professionals that provide financial and investment advice both to institutional and private clients.

(14) *Secured Transactions for Non-Lawyers*. This course surveys the law applicable to secured transactions in personal property. This body of law includes primarily Article 9 of the Uniform Commercial Code (“UCC”), the Federal Bankruptcy Code, and miscellaneous state laws. The main goal of the course is to acquaint students with the fundamentals of Article 9 of the UCC. The major subjects that will be explored in this course include: the scope of Article 9, the creation of security interests (attachment), the perfection of security interests, the priority of security interests, default and the foreclosure process, and the treatment of security interests in bankruptcy. To help students acquire a “systems” view of secured credit, towards the end of the course we will briefly discuss security interests that are not governed by Article 9, such as mortgages.

(15) *Taxation of Compensation & Retirement Benefits*. This course provides an overview of the federal tax provisions governing deferred compensation, including a selection of qualified plans (e.g., 401(k) plans) and the core rules governing nonqualified executive compensation.

(16) *Taxation of Trusts & Estates for Non-Lawyers*. This course introduces the federal income taxation of estates, trusts, and their beneficiaries. The focus of the course will be on the federal quasi-conduit regime known as Subchapter J.

(17) *Tax-Exempt Public Charities and Private Foundations*. In this course, we will explore the nonprofit and private foundation sector. There are close to 2 million tax exempt organizations in the US. These organizations include some of the largest charities, hospitals and universities, as well as small private foundations and community organizations in the US. We will look at the sector by going through the life cycle of a nonprofit, from organization through its ending, and study both state nonprofit corporation law and federal tax law.

#### Transfer of 5000-level UF Law J.D. Credits

Students in UF Law’s JD program who fail to attain J.D. graduation will be permitted to apply to the MSL and transfer their successfully completed 5000-level J.D. credits (1L-year credits) into the MSL, thereby facilitating access to a UF Law degree for this group of students. A list and description of these courses is provided in Appendix H. Information about the UF Law 1L curriculum is available at <https://www.law.ufl.edu/areas-of-study/curriculum-roadmaps/1l-courses>.

C. If the proposed program is an AS-to-BS capstone, provide evidence that it adheres to the guidelines for such programs, as outlined in [State Board of Education Rule 6A-10.024](#). List any prerequisites and identify the specific AS degrees that may transfer into the proposed program.

☒ Not applicable to this program because it is not an AS-to-BS Capstone.

D. Describe the curricular framework for the proposed program in the table below.

UF Law requests a 5000-level course number for the MSL curriculum. The courses are generally new to the proposed MSL degree, with the exception of existing 5000-level J.D. courses, which students in the J.D. program who fail to complete the J.D. may transfer into the MSL (as described in Part B).

An Excel spreadsheet providing the table information requested below is attached to this document as Appendix H.

Course Prefix & Number	Course Title	Required or Elective	Credit Hours	Course Description

E. Does an industry or employer advisory council exist to provide input regarding curriculum development, student assessment, and academic workforce alignment?

☐ Yes

☒ No. Describe any plans to develop one or other plans to ensure academic workforce alignment.

UF Law will develop an advisory council that will initially consist of J.D. or LL.M. graduates working in the areas of tax, finance, health care, estate planning, and regulatory compliance.



- F. Explain how employer-driven or industry-driven competencies were identified and incorporated into the curriculum. Has a strategy been established for assessing student learning and reviewing academic workforce alignment to modify the curriculum as needed?

UF Law has undertaken over a period of several years an assessment of the MSL degree and its desirability for employers and industry. UF Law's existing strength in placing students in tax and finance-related employment will allow for the leveraging of existing pathways to support the advancement of non-lawyers in the tax and finance space. UF Law has been working toward growing its health care law courses and its placement of law students within the health care industries.

UF Law will create program goals and student-learning outcome goals for the proposed degree. The goals will reflect the overarching strategy of enhancing the careers of non-lawyer professionals working in highly regulated fields from a legal perspective. UF Law has organized a faculty committee dedicated to reviewing the quality of the MSL experience, and UF Law has appointed a faculty member as MSL director. The MSL curriculum will be regularly reviewed to assess whether additional electives or concentrations would better achieve academic workforce alignment.

- G. Does the proposed curriculum align with Section 1001.706 (5)(a), Florida Statutes?

☒ Yes

☐ No

- H. For degree programs in medicine, nursing, and/or allied health sciences, identify the courses with the competencies necessary to meet the requirements in [Section 1004.08, Florida Statutes](#).

For teacher preparation programs, identify the courses with the competencies required in [Section 1004.04, Florida Statutes](#).

☒ Not applicable to this program because the program is not a medicine, nursing, allied health sciences, or teacher preparation program.

- I. Select the anticipated mode of delivery for the proposed program.

☐ Face-to-Face

☒ Hybrid

☐ Distance Learning

If the method(s) of delivery will require specialized services or additional financial support, describe the projected costs below.



UF Law anticipates that many students will complete the MSL online; this will require that faculty and students have access to the technology necessary to ensure a high-quality experience in the online environment, whether delivery is synchronous or asynchronous. UF Law will offer MSL courses in person as well at the planned Jacksonville graduate campus.

- J. Describe any potential impact on related academic programs or departments, such as an increased need for general education or common prerequisite courses or an increased need for required or elective courses outside of the proposed academic program. If the proposed program is a collaborative effort with another academic department(s), college(s), or school(s) within the institution, provide a letter(s) of support or MOU(s) from each department, college, or school in Appendix B.

UF Law does not anticipate any potential impact; rather, the proposed MSL will fill an existing gap in the degrees offered at UF.

- K. Describe any currently available sites for internship and/or practicum experiences and any plans to seek additional sites in the next five years.

☒ Not applicable to this program because students are not expected to seek internship or practicum opportunities as a required curriculum component.

- L. Identify any established or planned educational sites where the program will be offered or administered. Provide a rationale if the proposed program will only be offered or administered at a site(s) other than the main campus.

UF Law plans to offer the proposed MSL in multiple modalities and at multiple locations. This will mean online (synchronous and asynchronous) and in-person, at the Jacksonville graduate campus but also at the main campus.

- M. If the institution has conducted recent program reviews, received feedback from accreditation bodies, or received input from other entities that affect the proposed program, describe the institution's progress in implementing the recommendations.

UF Law has applied for American Bar Association acquiescence for the proposed MSL, consistent with the guidelines required by its ABA accreditor (available at [https://www.americanbar.org/groups/legal\\_education/resources/llm-degrees\\_post\\_j\\_d\\_non\\_j\\_d/](https://www.americanbar.org/groups/legal_education/resources/llm-degrees_post_j_d_non_j_d/)). UF Law has requested that the ABA consider its request at its November 2024 meeting.

If the proposed program is a doctoral-level program, include the external consultant's report and the institution's responses to the report as Appendix G.



## VI. Faculty

- A. Identify existing and anticipated full-time faculty who will participate in the proposed program through Year 5, excluding visiting or adjunct faculty in the table below. Additionally, provide the curriculum vitae (CV) for each identified faculty member in Appendix A.

UF Law anticipates relying substantially on adjuncts, which is an approach consistent with peer institutions in the MSL space. UF Law will also rely on its full-time faculty to teach in the proposed MSL. UF Law will continue to identify additional faculty as the courses are put into production.

Faculty Code*	Faculty Name or "New Hire" Highest Degree Held Academic Discipline	Rank	Contract Status	Initial Date for Participation in Program	FTE Year 1	FTE Year 5
H	Juan Caballero, J.D.	Professor	MYA	Fall 2025	.38	.38
H	Julian Cook, J.D.	Professor	Tenure	Fall 2025	.38	.38
H	Kristen Hardy, J.D.	Professor	MYA	Fall 2025	.38	.38
H	Charlene Luke, J.D.	Professor	Tenure	Fall 2025	.45	.2
H	Silvia Menendez, J.D.	Professor	MYA	Fall 2025	.38	.38
H	John Stinneford, J.D.	Professor	Tenure	Fall 2025	.75	.38
H	Derek Wheeler, J.D.	Professor	MYA	Fall 2025	.38	.38
H	Danaya Wright, J.D.	Professor	Tenure	Fall 2025	.38	.38
H	Wentong Zheng, J.D.	Professor	Tenure	Fall 2025	.38	.38
H	New faculty (10 adjuncts)	Adjunct	Contract	Fall 2025	.38 (each)	.38 (each)
H	New faculty (4 adjuncts)	Adjunct	Contract	Fall 2026	.38 (each)	.38 (each)



*Faculty Code	Code Description	Source of Funding
A	Existing faculty on a regular line	Current Education & General Revenue
B	New faculty to be hired on a vacant line	Current Education & General Revenue
C	New faculty to be hired on a new line	New Education & General Revenue
D	Existing faculty hired on contracts/grants	Contracts/Grants
E	New faculty to be hired on contracts/grants	Contracts/Grants
F	Existing faculty on endowed lines	Philanthropy & Endowments
G	New faculty on endowed lines	Philanthropy & Endowments
H	Existing or new faculty teaching overload in addition to assigned course load	Enterprise Auxiliary Funds

- B. Provide specific evidence demonstrating that the academic unit(s) associated with the proposed program has been productive in teaching, research, and service. Such evidence may include trends over time for average course load, FTE productivity, student headcount in major or service courses, degrees granted, external funding attracted, and other indicators of excellence (e.g., thesis, dissertation, or research supervision).

UF Law has a demonstrated track record in supporting J.D. and LL.M. students. Adding an M.S.L. degree will allow UF Law to reach a wider group of students while continuing to increase its strengths in student outcomes, teaching loads, and faculty productivity.

The degrees granted over the past three academic years are as follows:

	2021-22	2022-23	2023-24
J.D.	220	221	264
LL.M. in Taxation	59	47	56
LL.M. in International Taxation	15	13	11
LL.M. in U.S. Law	7	11	3
S.J.D.	3	1	3

At the beginning of the Fall 2024 semester, UF Law's new enrollment consisted of the following:

New J.D. Students	211
New LL.M. in Taxation Students	71
New LL.M. in International Taxation Students	12
New 7-Semester Students (Combined JD/Tax LLM)	17



New U.S. Law LL.M. Students	5
New S.J.D. Students	1

UF Law plans to increase its class size for the fall 2025 entering class. UF Law has set as a goal an enrollment of 240 1Ls and 120 LL.M./SJD students.

Faculty at the University of Florida Levin College of Law are teacher-scholars deeply engaged in exploring a wide range of legal and interdisciplinary areas. Our professors regularly publish their research in top journals on topics including artificial intelligence, bankruptcy law, constitutional law, corporate law, criminal procedure, environmental law, privacy law, social justice, and state constitutional law, among many others.

In August 2024, UF Law rose to #30 in the 2024 Scholarly Impact rankings (by Gregory Sisk et al.; available at [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=4929277](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4929277)) – the highest in our history and the highest rise of any law school since 2021. In the 2024 U.S. News peer assessment rankings, UF Law was ranked 32, and UF Law had an overall rank of 28. UF Law’s tax specialty is ranked third in the country and first among public law schools.



## VII. Estimate of Investment

---

- A. Provide the tuition rate for the proposed program for resident and non-resident students.

Resident/Credit Hour	Non-Resident/Credit Hour
\$1,340	\$1,340

If the proposed program will operate as self-supporting, market tuition rate, or establish differentiated graduate-level tuition, per [Board of Governors Regulation 8.002](#), complete Appendix F, Self-Supporting & Market Rate Tuition.

UF Law plans to operate at a self-supporting tuition rate and Appendix F is attached. Appendix I contains more detailed tables in support of Appendix F.

- B. Complete the summary table below.

1. Provide projected costs and associated funding sources for Years 1 and 5 of program operation. Include all new costs that will be incurred as a direct result of the new program, such as new faculty and staff hires and graduate assistantships.
2. Provide headcount (HC) and full-time equivalent (FTE) estimates of student enrollment for Years 1 through 5.
3. Calculate an Educational and General (E&G) cost per FTE for Years 1 and 5 by dividing the total E&G by FTE. Undergraduate FTE must be calculated based on 30 credit hours per year. Graduate FTE must be calculated based on 24 credit hours per year.

Please see the tables associated with Appendix F and included as Appendix I for more detailed information; the auxiliary funds column contains the projected tuition for the requested self-supporting tuition rate. The projections assume that self-supporting rate will be approved and the law school would generally not be using E&G funding. The law school did, however, receive some strategic funding for the development of the MSL through one of former President Sasse's initiatives, and that funding will be used in the first year courses are offered.

Implementation Timeframe	HC	FTE	E&G Cost per FTE	E&G Funds	Contra ct & Grants Funds	Auxiliary/ Philanthro py Funds	Total Cost
Year 1	27	20.8	\$0	\$0		\$694,656	\$813,117
Year 2	52	40.8					
Year 3	102	80.7					
Year 4	177	140. 6					
Year 5	252	200. 6	\$0	\$0		\$6,483,456	\$4,019,045

## VIII. Institutional Resources

A. Describe any additional library resources needed to implement and/or sustain the program through Year 5.

☐ Not applicable to this program because no additional library resources are needed to implement or sustain the proposed program.

No additional print resources or library expansion will be required. MSL students will, however, need access to digital databases.

B. Describe any specialized equipment and space currently available to implement and/or sustain the proposed program through Year 5.

UF Law has invested in (1) upgrading classroom technology and (2) creating a recording studio in order to facilitate the delivery of online courses. These projects will be completed by the end of calendar year 2024. They will benefit the entire UF Law community but will of critical importance to the development of the MSL.

C. Describe any additional specialized equipment or space needed to implement and/or sustain the program through Year 5. Include any projected Instruction and Research (I&R) costs of additional space. Costs for new construction should be provided in response to Section VIII.D. below.



UF Law plans to offer a selection of MSL courses at the Jacksonville graduate campus. The costs relating to that space will relate to multiple programs.

☐ Not applicable to this program because no new I&R costs are needed to implement or sustain the program through Year 5.

- D. If a new capital expenditure for instructional or research space is required, indicate where this item appears on the university's fixed capital outlay priority list. If non-I&R costs, such as indirect costs affecting libraries and student services, are expected to increase due to the program, describe and estimate those expenses below. High enrollment programs, in particular, are expected to necessitate increased costs in non-I&R activities.

New indirect costs are anticipated because of the anticipated increase in enrollment. Support in UF Law's admissions office, career office, and student life office for the new students will be required. UF Law anticipates staffing increases that are estimated to cost \$74,358 in Year 1 and reach \$245,833 in Year 5 as program enrollment grows. Access to library databases for the new students will also be required, and this is estimated to cost \$10,000 in Year 1 and \$25,000 in Year 5.

☐ Not applicable to this program because no new capital expenditures are needed to implement or sustain the program through Year 5.

- E. Describe any additional special categories of resources needed to operate the proposed program through Year 5, such as access to proprietary research facilities, specialized services, or extended travel.

☒ Not applicable to this program because no additional special categories of resources are needed to implement or sustain the program through Year 5.

F. Describe fellowships, scholarships, and graduate assistantships to be allocated to the proposed program through Year 5.

Tuition discounting and scholarships will be considered in order to attract talented students and to meet enrollment targets. UF Law does not anticipate offering fellowships or graduate assistantships.

☐ Not applicable to this program because no fellowships, scholarships, and/or graduate assistantships will be allocated to the proposed program through Year 5

## IX. Required Appendices

Table 1 outlines the required appendices by degree level. Institutions may provide additional appendices to supplement the information provided in the proposal and list them in Table 2 below.

**Table 1. Appendices**

	Appendix Title	Degree Level	Required for Specific Programs	Included Yes/No
A	Consultant's Report and Institutional Response	Doctoral or Professional		No
B	Letters of Support or MOUs from Other Academic Units	Any new program	Only for programs offered in collaboration with other academic unit(s) within the institution	No
C	Common Prerequisite Request Form	Bachelor's		No
D	Request for Exception to the 120 Credit Hour Requirement	Bachelor's	Requesting approval to exceed the 120 credit hour requirement	No
E	Request for Specialized Admissions Status	Bachelor's	Requesting approval for specialized admissions status	No
F	Self-Supporting & Market Rate Tuition Programs	Graduate programs	Only for self-supporting or market tuition rate programs	Yes
G	Faculty Curriculum Vitae	Any new program		Yes

**Table 2. Additional Appendices**

Appendix	Appendix Title	Description
H	MSL Curriculum Summary	Excel spreadsheet with details of MSL curriculum
I	Supporting Tables for Appendix F	Supporting tables for Appendix F (market-rate tuition)



J	Hanover Data 2024	Data produced by Hanover for Jacksonville masters programs, including proposed MSL
K	Hanover Presentation 2024	Presentation created by Hanover for Jacksonville masters programs; summarizes underlying data provided as Appendix J.
L	Hanover Presentation 2022	Presentation created by Hanover relating to master's degree for non-lawyers.
M	Distance Learning Presentation 2020	Presentation created by UF Distance Learning relating to master's degree for non-lawyers.



**COMMITTEE ON ACADEMIC, FACULTY AND STUDENT SUCCESS,  
PUBLIC RELATIONS AND STRATEGIC COMMUNICATIONS  
ACTION ITEM AFSSPRSC3  
March 27, 2025**

**SUBJECT:** Honorary Degree

---

**BACKGROUND INFORMATION**

The Committee on Honorary Degrees and Distinguished Awards has reviewed the nomination for, and has recommended, Sachio Semmoto to receive the University of Florida Honorary Degree, Doctor of Technology. This has been approved by the Faculty Senate.

**PROPOSED COMMITTEE ACTION**

The Committee on Academic, Faculty and Student Success, Public Relations and Strategic Communications is asked to approve the Honorary Degree for Sachio Semmoto for recommendation to the Board of Trustees for its approval on the Consent Agenda.

**ADDITIONAL COMMITTEE CONSIDERATIONS**

Board of Governors approval is not required.

---

Supporting Documentation Included: UF Committee on Honorary Degrees and Distinguished Awards Nomination Packet

Submitted by: Joseph Glover, Interim Provost and Senior Vice President for Academic Affairs

**Approved by the University of Florida Board of Trustees, March 28, 2025**

---

Morteza "Mori" Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary



Office of the Provost and Senior Vice President

235 Tigert Hall  
PO Box 113175  
Gainesville, FL 32611-3175  
352-392-2404  
352-392-8735 Fax

## MEMORANDUM

**TO:** W. Kent Fuchs, Interim President  
Joe Glover, Interim Provost

**FROM:** Director of Commencements, on behalf of Chairman Steiner

**RE:** Honorary Degrees

**DATE:** December 17, 2024

---

The Committee on Honorary Degrees and Distinguished Awards has reviewed the nomination for, and has recommended, Sachio Semmoto to receive the University of Florida Honorary Degree, Doctor of Technology. This has now been approved by the Faculty Senate.

Please indicate your approval by signing below.

  
Approved: W. Kent Fuchs, Interim President      12/18/24  
Date Approved

  
Approved: Joe Glover, Interim Provost      12/18/24  
Date Approved

# **HONORARY DOCTORATE**

**CANDIDATE:**  
**Sachio Semmoto**

**NOMINATED BY:**

**Forrest J. Masters**

Interim Dean, Herbert Wertheim College of Engineering, University of Florida

**LETTERS OF SUPPORT PROVIDED BY:**

**Mark Tehranipoor**

Chair, ECE

Herbert Wertheim College of Engineering, University of Florida

**Yangbin Wang**

Chairman and CEO, Vobile

**Norio Sawabe**

Dean, Graduate School of Management, Kyoto University

**R.C. Gonzalez**

Distinguished Service Professor, Emeritus

Department of Electrical Engineering and Computer Science, Tickle College of  
Engineering, University of Tennessee



## Call for Nominations

Nominator's Name: Forrest J. Masters  
 Department: Herbert Wertheim College of Engineering  
 Address: 300 Weil Hall  
 Phone: 352-392-6000 Fax: \_\_\_\_\_  
 Email: masters@eng.ufl.edu  
 Signature of Nominator: *Forrest J. Masters*

The Committee on Honorary Degrees and Distinguished Awards Committee will consider nominations at its next meeting in **October**. This form and a complete nomination package should be emailed or mailed to the committee in care of Alice Burns, a.burns1@ufl.edu President's Office, PO Box 113150 by **October 1**.

**1. General Information:**

Nominee's Name: Dr. Sachio Semmoto  
 Affiliation: Alumnus - ME '68, Ph.D. '71  
 Business Address: Renova 2-2-1 Kyobashi Chuo-Ku Kyobashi Edogrand Tokyo 1040031  
 Home Address: 3-28-12 Denenchofu Ota-Ku Tokyo 1450071  
 Phone: Home (808) 927-4833 Business \_\_\_\_\_ Fax: \_\_\_\_\_  
 Email: ssemmoto@gmail.com

Nominated for (PLEASE CHECK ONE):

- ☐ Distinguished Alumna/Alumnus  
☐ Distinguished Achievement  
☐ Distinguished Service  
☒ **Honorary Degree:** (please check one)

Because the University of Florida is a public university and part of the State University System, the university's policy is that elected or appointed officials of the State of Florida or the Federal Government to whom the university is directly or indirectly answerable are ineligible for honorary degrees and distinguished awards. Current faculty members, officers, an employees of the university are also ineligible.

- |   |  |
|---|--|
| <input type="checkbox"/> Doctor of Arts           | <input type="checkbox"/> Doctor of Music                 |
| <input type="checkbox"/> Doctor of Commerce       | <input type="checkbox"/> Doctor of Pedagogy              |
| <input type="checkbox"/> Doctor of Divinity       | <input type="checkbox"/> Doctor of Pharmacy              |
| <input type="checkbox"/> Doctor of Education      | <input type="checkbox"/> Doctor of Public Administration |
| <input type="checkbox"/> Doctor of Fine Arts      | <input type="checkbox"/> Doctor of Public Service        |
| <input type="checkbox"/> Doctor of Humane Letters | <input type="checkbox"/> Doctor of Science               |
| <input type="checkbox"/> Doctor of Laws           | <input checked="" type="checkbox"/> Doctor of Technology |
| <input type="checkbox"/> Doctor of Letters        |  |

**2. Description**

Please write a brief description of this individual's intellectual and professional achievements and attributes and attach it to this form.

**3. Vita or Resume**

Please attach the nominee's vitae, resume or a biographical description.

**4. Supporting letters or materials**

A. Three or more letters of support (typically a mixture of internal and external letters) that will help the the committee understand the significance of this nominee's work, his/her contributions, and his/her impact on others.

B. Letter of support from the college dean that will host the award recipient, including a statement for honorary degree nominees about how the nominee was vetted by the faculty of the college or department and the outcome of that vetting.

September 24, 2024

**MEMORANDUM**

**TO: Dr. Ruth Steiner**  
**Chair, Honorary Degrees and Distinguished Awards Committee**

**FROM: Forrest J. Masters**  
**Interim Dean, Herbert Wertheim College of Engineering**

**RE: Honorary Doctorate**

The College Honors and Awards Committee voted unanimously to award Sachio Semmoto an Honorary Doctorate. Attached is a list of the committee members.

**Herbert Wertheim College of Engineering Honors and Awards Committee**

<b>Department</b>	<b>Member</b>
Biomedical Engineering	Dr. Jamal Lewis
Chemical Engineering	Dr. Sergey Vasenkov
Computer and Information Science and Engineering	Dr. Shigang Chen
Electrical and Computer Engineering	Dr. Domenic Forte
Engineering Education	Dr. Curtis Taylor
Engineering School of Sustainable Infrastructure & Environment (Civil and Coastal Engineering/Environmental Engineering Sciences)	Dr. Khiem Tran
Industrial and Systems Engineering	Dr. Yu Yang
Mechanical and Aerospace Engineering	Dr. Yong Huang
Materials Science and Engineering	Dr. Nathalie Wall (Chair)

## CURRICULUM VITAE

Name: Sachio Semmoto

Nationality : Japan

Place & Date of Birth: Osaka, Japan      September 9th, 1942

**Education:** BS from Kyoto University (1966)  
Ph.D. from University of Florida (1971)

### Work Experience:

Dr. Semmoto is a successful entrepreneur in telecommunication industry, with more than 30 years in senior management positions with leading Japanese telecommunication companies.

His career began when he joined Nippon Telegraph and Telephone Public Corporation (NTT, Japan) in 1966, staying until 1983. After favorably campaigning for a deregulated telecom industry in Japan, he cofounded the first private telecom startup, DDI, now KDDI Corporation in 1984, whose market cap is approximately \$ 85 billion.

After its IPO, he left the company to become a Professor of Entrepreneurship at Keio University, Tokyo, Japan in 1996 as well as a Visiting Professor at the University of California, Berkeley, Carnegie Mellon University and a Research Fellow at Stanford University.

In 1999, Dr. Semmoto founded and served as CEO of eAccess, Ltd. an Internet access startup that commercialized Japan's DSL market and went on to capture the second-largest global market share. Following the IPO of eAccess in 2004, he founded and became CEO of EMOBILE, which became Japan's fourth largest mobile network operator. EMOBILE and eAccess were sold to SoftBank in 2013.

In 2017, Dr. Semmoto established The Frances & Sachio Semmoto Foundation aims to provide financial assistance to talented students of demonstrated financial need from Asia Pacific nations, who seek to pursue postsecondary education in Japan.

In 2023, Dr. Semmoto established Walking Together Hand-in-Hand with Children Foundation to support abused children financially and mentally.

He served as Chairman Emeritus of RENOVA, Inc., a leading renewable energy power company (Japan) until 2024 March.

In 2023, he founded AI Biomdical Inc. and Quality Cloud Corporation, and serves as Chairman.

Today, he serves as Distinguished professor at Kyoto University as well.

In the past, he served several international outside board members of world class companies, including NetApp, a leading storage company in Silicon Valley (US) and Reuters Shareholding Company, a world first class communication company (UK), and Telecom New Zealand

Marital Status: Married

Interests: Calligraphy, Mountain Climbing, Classic Music Listening, Golf

Academic/Professional Memberships and other Professional activities:

- Royal Swedish Academy of Engineering Sciences, IVA Member
- Canterbury University Visiting Professor
- IEEE (The Institute of Electrical and Electronics Engineers, Inc.) Fellow
- IEICE (The Institute of Electronics, Information and Communication Engineers) Fellow
- JASVE (The Japan Academic Society for Ventures and Entrepreneurs) Board Director
- Reuter-board member
- TriLateral Committee member
- NetApp board member



- Asia Leaders Summit executive member
- BGV(Benhamou Global Ventures) LP member
- Kyoto University Distinguished Professor
- TAMA University Distinguished Visiting Professor

As for University of Florida:

He was named the Distinguished Alumnus Entrepreneur of the Year in 2008 by Warrington College of Business. He also received the UF International Philanthropist Award in 2018. In 2024, he was inducted into the prestigious inaugural class of the University of Florida's Department of Electrical & Computer Engineering Hall of Fame.

Dr. Semmoto received his BS in Electrical Engineering from Kyoto University, Japan in 1966 and his Ph.D. in Electrical Engineering from the University of Florida in 1971. Dr. Semmoto is a highly successful entrepreneur with more than 30 years of experience in senior management positions with several leading Japanese telecommunication companies.

His career began when he joined Nippon Telegraph and Telephone Public Corporation (NTT, Japan) in 1966, staying until 1983. After successfully campaigning to establish a deregulated telecommunications industry in Japan, in 1984 he co- founded Japan's first private telecom startup, DDI, now KDDI.

Today he serves as the Executive Chairman of RENOVA, Inc., a renewable energy power company headquartered in Tokyo, Japan. Under his leadership, RENOVA has grown from a private startup to become Japan's leader in renewable energy, publicly listing on the Tokyo Stock Exchange in 2017. The company continues to develop innovative large-scale renewable energy plants, including offshore wind, large-scale biomass, and utility-scale solar PV. With his entrepreneurial and management experience, combined with an extensive network, Dr. Semmoto is deeply engaged with RENOVA's business activities.

In the past, Dr. Semmoto has also served on the boards of several world-class companies, including NetApp, a leading cloud/data management company in Silicon Valley (US), and Reuters Shareholding Company, a first-class communications company (UK).

At the University of Florida, Dr. Semmoto is a member of both the Engineering Dean's Advisory Board and the Electrical and Computer Engineering Department's Advisory Board. His previous service includes roles on the UF Foundation Board of Directors, the UF Alumni Association, and as a founding member of the Japan Gator Club. Dr. Semmoto has made a lasting impact through his support of UF, donating more than \$5M to support the Herbert Wertheim College of Engineering. His support established the Dr. Sachio Semmoto Professorship in Electrical and Computer Engineering, as well as the naming of the global teleconferencing facility in the Herbert Wertheim Lab for Engineering Excellence. Most recently, he created and endowed the first named department chair in the college: the Sachio Semmoto Chair of Electrical and Computer Engineering.

Dr. Semmoto has been recognized at UF as a Distinguished Alumnus Award recipient in 2004. He was inducted into the Grand Guard Society in 2018, and in 2024 he was honored as an inaugural member of the Electrical and Computer Engineering Department's Hall of Fame.



Herbert Wertheim College of Engineering  
Office of the Dean

300 Weil Hall  
PO Box 116550  
Gainesville, FL 32611-6550  
352-392-6000  
352-392-9673 Fax

September 24, 2024

Chair of Honorary Degrees and Distinguished Awards Committee  
University of Florida  
Office of the Provost  
PO Box 113175  
Gainesville, FL 32611

Dear Chair:

I am honored to submit this letter in support of the nomination of Dr. Sachio Semmoto as a recipient of the Honorary Doctorate in Technology degree from the University of Florida. Dr. Semmoto's remarkable contributions to the telecommunications industry, entrepreneurial spirit, and commitment to education make him an exceptional candidate for this prestigious recognition.

Dr. Semmoto earned his Bachelor of Science in electrical engineering from Kyoto University, Japan in 1966. He then attended the University of Florida, earning a Master of Science in electrical and computer engineering in 1968 and a Ph.D. in electrical and computer engineering in 1971.

Dr. Semmoto's career trajectory exemplifies excellence and innovation. His journey began at Nippon Telegraph and Telephone Public Corporation (NTT, Japan) in 1966, where he honed his expertise over 17 years. A true visionary, he played a pivotal role in reshaping Japan's telecommunications landscape. In 1984, he co-founded Japan's first private telecom startup, DDI, now the powerhouse KDDI Corporation. Today, KDDI Corp. boasts an impressive market capitalization of approximately \$85 billion.

Dr. Semmoto's entrepreneurial spirit continued to thrive. In 1999, he founded eAccess, Ltd., a pioneering internet access startup that revolutionized Japan's DSL market. The company secured the second-largest global market share, a testament to Dr. Semmoto's vision and leadership. Following eAccess's successful IPO in 2004, he embarked on another transformative journey by establishing EMOBILE, Japan's fourth-largest mobile network operator. Both EMOBILE and eAccess were later acquired by SoftBank, leaving an indelible mark on the industry.

Dr. Semmoto's impact extends far beyond the realm of telecommunications. Currently serving as the Executive Chairman Emeritus of RENOVA, Inc., a renewable energy power company headquartered in Tokyo, he helped propelled RENOVA from a private startup to Japan's premier leader in renewable energy. The company, under his dynamic leadership, achieved the milestone of publicly listing on the Tokyo Stock Exchange in 2017.

Beyond corporate success, Dr. Semmoto's dedication to education is equally commendable. As a Professor of Entrepreneurship at Keio University in Tokyo, he has inspired countless students to embrace innovation and pursue their dreams. His tenure as a Visiting Professor at esteemed institutions such as the University of

*The Foundation for The Gator Nation*

An Equal Opportunity Institution

California, Berkeley, Carnegie Mellon University, and Stanford University underscores his commitment to global knowledge exchange.

Dr. Semmoto is a dedicated supporter of the University, contributing both his time and philanthropic resources. He established the Dr. Sachio Semmoto Professorship in Electrical and Computer Engineering and is the named benefactor of the global teleconferencing facility in the Herbert Wertheim Lab for Engineering Excellence. Most recently, he established the first named and endowed department chair in the college: the Sachio Semmoto Chair of Electrical and Computer Engineering.

Dr. Semmoto currently serves as a member of the Engineering Dean's Advisory Board and the Electrical and Computer Engineering Department's Advisory Board. His previous roles include serving on the UF Foundation Board of Directors, UF Alumni Association, and as founding member of the Japan Gator Club. In addition to his extensive board service, he engages with students during his campus visits, sharing his experiences and inspiring future generations as he attributes his success to his time at UF.

In addition to his support at UF, Dr. Semmoto's philanthropic endeavors have touched lives across the Asia Pacific region. Through the Frances & Sachio Semmoto Foundation, he has empowered students who lacked the means to pursue higher education in Japan. His unwavering belief in the transformative power of education resonates deeply with our university's mission.

Dr. Sachio Semmoto's legacy transcends borders, industries, and generations. His entrepreneurial vision, dedication as a volunteer, and his unwavering commitment to advancing the University make him the ideal candidate for an honorary degree. Based on the unanimous approval of the College Honors and Awards Committee, it is with great honor and enthusiasm that I recommend Dr. Semmoto for an honorary degree, recognizing his outstanding achievements and lasting impact.

Sincerely,



Forrest Masters, Ph.D., P.E. (FL)  
Professor and Interim Dean  
Herbert Wertheim College of Engineering



Herbert Wertheim College of Engineering  
Department of Electrical & Computer Engineering

5000 Malachowsky Hall  
PO Box 116200  
Gainesville FL 32611-6200  
352-392-0912  
352-392-8671 Fax

Sept. 10, 2024  
Chair of Honorary Degrees and Distinguished Awards Committee  
University of Florida  
Office of the Provost  
PO Box 113175  
Gainesville, FL 32611

Dear Chair,

I am honored to submit this letter in support of the nomination of Dr. Sachio Semmoto as a recipient of the Honorary Doctor of Technology degree. Dr. Semmoto received his BS in Electrical Engineering from Kyoto University, Japan in 1966 and his Ph.D. in Electrical Engineering from the University of Florida (UF) in 1971. Dr. Semmoto is a highly successful entrepreneur with more than 30 years of experience in senior management positions with several leading Japanese telecommunication companies.

His career began when he joined Nippon Telegraph and Telephone Public Corporation (NTT, Japan) in 1966, staying until 1983. After successfully campaigning to establish a deregulated telecommunications industry in Japan, in 1984 he co-founded Japan's first private telecom startup, DDI, now KDDI. Today he serves as the executive chairman of RENOVA, Inc., a renewable energy power company headquartered in Tokyo, Japan. Under his leadership, RENOVA has grown from a private startup to become Japan's leader in renewable energy, publicly listing on the Tokyo Stock Exchange in 2017. The company continues to develop innovative large-scale renewable energy plants, including offshore wind, large-scale biomass, and utility-scale solar photovoltaics. With his entrepreneurial and management experience, combined with an extensive network, Dr. Semmoto is deeply engaged with RENOVA's business activities.

In the past, Dr. Semmoto has also served on the boards of several world-class companies, including NetApp, a leading cloud/data management company in Silicon Valley (US), and Reuters Shareholding Company, a first-class communications company (UK).

Dr. Semmoto has a long and special relationship with UF. After receiving his MS & Ph.D. degrees in electrical and computer engineering (1968 and 1971, respectively), he has since generously supported a number of initiatives at UF. He was instrumental in the creation of the Warren B. Nelms Institute for the Connected World, supporting it with a generous gift of \$1.5 million, thus creating the Semmoto Professorship of IoT. Sachio and Frances Semmoto have recently extended their generosity and leadership to the naming of the Department of Electrical & Computer Engineering (ECE) Chair, making me the inaugural Sachio Semmoto Chair of ECE, a title which I am beyond honored to hold. The Semmos' generosity extended to the naming of the Dr. Sachio Semmoto ECE Headquarters Suite, 5000 Malachowsky Hall.

*The Foundation for The Gator Nation*

An Equal Opportunity Institution



Beyond the numbers and financial support, Dr. Semmoto serves as an unending source of inspiration, guidance, and mentoring to the leadership of the ECE Department. As an honored member of the department's External Advisory Board, he provides insight into industry trends, aids in modernizing the curriculum, and helps chart the department's path into the future. When he participated in a Q&A event organized by the department, students flocked to hear his personal message on entrepreneurship and motivation — "Just take risks and do it right away. If you don't take risks, if you don't execute, nothing happens." Coming from an entrepreneur of Semmoto's stature, his message clearly resonated with students and department leadership.

Dr. Semmoto's remarkable lifetime of achievements and superlatives, his fierce dedication to forging his own path into the future, and his deep and meaningful support of the University of Florida, the Herbert Wertheim College of Engineering, and the Department of Electrical & Computer Engineering make him the ideal candidate for the Honorary Doctor of Technology degree. Thank you in advance for your consideration of Dr. Semmoto's candidacy. Please feel free to contact me should you need additional information on his behalf.

Sincerely,

*Mark Tehranipoor*

Mark M. Tehranipoor, PhD  
Fellow of IEEE/ACM/NAI  
Professor and Sachio Semmoto Endowed Chair of ECE

*The Foundation for The Gator Nation*

An Equal Opportunity Institution





2880 Lakeside Drive, Suite 200  
Santa Clara, CA 95054

August 8, 2024

Honorary Degrees Committee  
University of Florida  
Gainesville, FL 32611

Dear Honorary Degrees Committee:

I am writing to support the nomination of Dr. Sachio Semmoto for the University of Florida's highest recognition, an honorary doctorate degree. As a fellow alumnus of the Electrical and Computer Engineering Department, I have known Sachio for nearly two decades and witnessed his remarkable journey and his extraordinary contributions to the telecom industry, academia and society. I firmly believe that his achievements, character, and unwavering commitment to his alma mater make him a great fit for this prestigious recognition.

Sachio's higher education background began with a bachelor's degree from Kyoto University in 1966, followed by his MS and Ph.D. degrees from the University of Florida in 1968 and 1971 respectively.

Sachio's career began at NTT (Nippon Telegraph and Telephone) in 1966, where he worked until 1983. Recognizing the potential for a deregulated telecom industry in Japan, he co-founded the first private telecom startup, DDI, now KDDI Corporation, in 1984. KDDI had tremendous growth over the years to become one of the largest telecom operators in the world and this venture was just the beginning of Sachio's impactful entrepreneurial journey.

In 1999, Sachio founded eAccess, an Internet access startup that commercialized Japan's DSL market, achieving the second-largest global market share. Following the IPO of eAccess in 2004, he founded eMobile in 2005, which emerged as Japan's fourth-largest mobile network operator. Both eAccess and eMobile were sold to SoftBank in 2013, further solidified his legacy as a pioneering serial entrepreneur in the telecom industry.

Sachio's vision extends beyond the telecom sector. He is the founder of Eco-Power, Japan's first wind-power generating company, and currently serves as Executive Chairman of RENOVA, a leading renewable energy power company in Japan. His commitment to sustainable and eco-friendly technology has had a profound impact on the renewable energy industry, promoting environmental responsibility and innovation.

In 2017, Sachio founded the Frances & Sachio Semmoto Foundation to provide students from Asia Pacific nations with access to postsecondary education in Japan, exemplifying his dedication

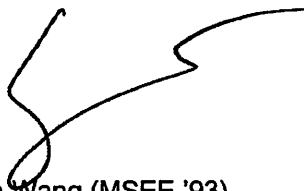
to empowering future generations. His entrepreneurial spirit also led him to cofound the Japan Academic Society of Ventures and Entrepreneurs, aiding others in commercializing their inventions and fostering a culture of innovation.

Sachio's character is defined by his unwavering commitment to excellence, innovation and philanthropy. As a distinguished alumnus, he has endowed the Dr. Sachio Semmoto Professorship in Electrical and Computer Engineering at the Warren B. Nelms Institute for the Connected World. He continued his philanthropic support to UF through an endowment for the Sachio Semmoto ECE Department Chair. He has served as a member of the UF Foundation Board of Directors, UF Alumni Association, Engineering Dean's Advisory Board and as founding member of the Japan Gator Club. All these showcased his unwavering dedication to the Gator Nation.

His academic influence extended globally as a Professor of Entrepreneurship at Keio University in Tokyo, Japan, and as a Visiting Professor at the UC Berkeley, Carnegie Mellon University, and a Research Fellow at Stanford University. His ability to bridge the gap between academic and industry has inspired countless students and professionals.

In summary, Sachio's vision, integrity, and passion for innovation made him a highly successful business leader. His extraordinary accomplishments in telecom, renewable energy, and entrepreneurship, along with his significant contributions to UF as well as global human society, make him an exemplary candidate for this prestigious award. I wholeheartedly support the nomination and firmly believe that the recognition with an honorary doctorate degree for Sachio will inspire our Gator Nation for generations.

Sincerely,

A handwritten signature in black ink, consisting of a large, stylized 'Y' followed by a horizontal line that curves upwards and then downwards.

Yangbin Wang (MSEE '93)  
Chairman and CEO  
Vobile Group





To whom it may concern,

It is my great pleasure to recommend Dr. Sachio Semmoto for the honorary doctorate degree at University of Florida.

I am Dean, Graduate school of Management, Kyoto University, Kyoto in Japan. I have acquainted with Dr. Semmoto for more than decades. Dr. Semmoto has been an ideal role model for me to be a leader in society, especially knowing that Dr. Semmoto had lived in the same small Christian dormitory near Kyoto University, where I also lived a few decades later.

Our school has recently established a new "Chair in Green Entrepreneurship Studies" with Dr. Semmoto's generous support. This endowed chair aims to develop research and education in an area that links green activities with entrepreneurship. We acknowledge that one of the biggest challenges global societies face now, and for the well-being of next generations to come, is to regain environmental sustainability. As a leading school of Management in Japan, we are committed to grapple with this challenge by nurturing green entrepreneurship. It is our belief that the spirits of entrepreneurship questions *status quo* and bring innovative ideas and values to solve social problems by utilizing market mechanisms. By promoting education and research around green entrepreneurship, this chair contributes to improving the knowledge, skills and mindset of our community, students, alumni, faculties and our industrial partners in this important area. Dr. Semmoto encourages us to engage with this endeavor not only by providing financial support, but also by mentoring and teaching our students as a Distinguished Professor of our university. Without Dr. Semmoto's financial and emotional supports, it is not feasible for us to embark on this endeavor on green entrepreneurship.

Other than his dedication to our university, Dr. Semmoto stands out as Japan's most successful serial entrepreneur. In his entrepreneurial narrative, he illustrates that entrepreneurship goes beyond mere profit-seeking; it involves addressing the nation's, societies' and its citizens' needs while consistently challenging established norms. Notably, Dr. Semmoto is dedicated to imparting his knowledge and experiences concerning the principles and techniques of entrepreneurship to younger generations. Dr. Semmoto has been the source of inspiration for numerous aspiring entrepreneurs through his legendary success stories, not only in Japan but in the U.S. and Asia.



Graduate School of Management  
Kyoto University

Yoshida Honmuchi, Sakyo-ku, Kyoto 606-8501, Japan  
TEL: (+81)075-753-3410 FAX: (+81)075-753-3529



Dr. Semmoto is the most legendary trailblazer in the Japanese telecommunications digital sectors and green area as well as in the global communications industry. His impactful contributions to both the industry and the world set a high standard, serving as an inspiring model for all faculty members and students at Graduate school of Management, Kyoto University.

I would therefore highly recommend Dr. Semmoto for nomination of the honorary doctorate degree.

If I can be of any further assistance, or provide you with any further information, please do not hesitate to contact me.

July 19, 2024

Dean, Graduate School of Management, Kyoto University, Japan

Norio Sawabe



Graduate School of Management  
Kyoto University

Yoshida Honmuchi, Sakyo-ku, Kyoto 606-8501, Japan  
TEL: (+81)075-753-3410 FAX: (+81)075-753-3529



MIN H. KAO DEPARTMENT OF  
ELECTRICAL ENGINEERING &  
COMPUTER SCIENCE

Min H. Kao Building  
1520 Middle Drive, Suite 401  
Knoxville, TN 37996-2250  
p 865-974-3461 f 865-974-5483

**TO:** The Honorary Degrees and Distinguished Awards Committee, University of Florida, Gainesville  
**FROM:** R. C. Gonzalez  
**SUBJECT:** Letter of Recommendation for Dr. Sachio Semmoto  
**DATE:** July 9, 2024

It is with pleasure that I write this letter of recommendation regarding an award for an Honorary Doctorate to Dr. Sachio Semmoto.

I met Dr. Semmoto and his wife, Frances, in the late 1960s, when we were graduate students in Electrical Engineering at the University of Florida. We have remained in close contact ever since, which has given me the opportunity to witness firsthand the development of an unusually successful and wonderful career.

Whenever I write a letter of recommendation for an academic honor, I look for three essential activities on the part of the candidate: (1) excellence and innovation in the chosen field of endeavor; (2) development of meaningful programs related to that endeavor; and (3) service to others. This is a particularly easy letter of recommendation to write—Dr. Semmoto has excelled in all three areas.

Following graduation from the University of Florida he joined the Nippon Telegraph and Telephone Corporation (NTT) in Japan. He rose quickly through the ranks of that company due to his hard work and creativity. He saw early on the potential for deregulation of communication services in Japan and succeeded in a campaign to obtain such deregulation. These efforts resulted in his being able to cofound DDI, the first private telecom company in Japan. The success of DDI culminated in the early 1990s, when Dr. Semmoto and his associates took the company public. DDI, now known as KDDI, has achieved a market capitalization of over \$80 billion.

Following the initial public offering of DDI, Dr. Semmoto embarked on another successful career oriented this time toward lecturing on entrepreneurship. In the mid-1990s he became a Professor of Entrepreneurship at Keio University in Tokyo. During that period he was also a visiting professor at Carnegie Mellon University and the University of California, Berkeley. He was also a Research Fellow at Stanford University.

In the late 1990s, Dr. Semmoto returned to business, founding in 1999 an Internet Access company called eAccess Ltd. This company eventually captured a dominant share of the DSL market in just a few years. The company was taken public in 2004. Shortly thereafter, Dr. Semmoto founded yet another company, EMOBILE, which became Japan's fourth largest mobile network operator in Japan. Both companies were sold to SoftBank in 2013.

More recently, he founded AI Biomedical, Inc. and Quality Cloud Corporation and serves as Chairman of both companies. He also serves as a Distinguished Professor at Kyoto University. In March of 2024 he became Chairman Emeritus of RENOVA, Inc., a renewable energy company in Japan. He has also served on the boards of NetApp, a leading storage company in Silicon Valley, of Reuters Shareholding Company, a world first class communication company (UK), and of Telecom New Zealand.

It is important to note that all the preceding, exceptionally successful, endeavors were accomplished in the same time frame in which most individuals follow the tradition in Japan of joining and staying with the same company through retirement. Dr. Semmoto's entrepreneurial activities parted from that tradition in the 1990s, and thus paved a new road for others to follow. As a result, Dr. Semmoto is recognized today as one of the leading innovators in Japan.

Dr. Semmoto has also excelled in service to others. In 2017 he established with his wife the Frances & Sachio Semmoto Foundation, which provides financial assistance to students in Asia Pacific nations, and in 2023 he established the Walking Together Hand-in-Hand with Children to support abused children.

In summary, I believe that Dr. Sachio Semmoto's body of work, innovation, and accomplishments make him a uniquely qualified individual to receive a University of Florida's Honorary Doctorate. I recommend him highly and without hesitation for this prestigious award.

Please let me know if I can be of further assistance in this important process.

Sincerely,

A handwritten signature in black ink, appearing to read 'R. C. Gonzalez', with a stylized, cursive script.

R. C. Gonzalez, Ph.D.  
Distinguished Service Professor, Emeritus  
Department of Electrical Engineering and Computer Science  
The University of Tennessee, Knoxville, TN 37922



**COMMITTEE ON ACADEMIC, FACULTY AND STUDENT SUCCESS,  
PUBLIC RELATIONS AND STRATEGIC COMMUNICATIONS  
ACTION ITEM AFSSPRSC4  
March 27, 2025**

**SUBJECT:** New Institutional Accreditor

---

**BACKGROUND INFORMATION**

During the 2022 legislative session, Senate Bill (SB) 7044 created sections (s.) 1008.47, Florida Statutes (F.S.), establishing a public postsecondary institution may not be accredited by the same accrediting agency for consecutive accreditation cycles. Additionally, the statute specifies in the year following reaffirmation or fifth-year review by its accrediting agency, each state university must seek and obtain accreditation from an accrediting agency before its next reaffirmation or fifth-year review.

The University of Florida received its reaffirmation of accreditation from the Southern Association of Schools and Colleges Commission on Colleges (SACSCOC) in December 2024 for a ten-year period. The institution's current accreditation with SACSCOC expires in 2034.

To begin the process of seeking accreditation from another agency, the university must request approval from the university's BOT to pursue another accrediting agency. Once BOT approval is received, the university submits a formal request to the U.S. Department of Education (USDOE) to indicate the voluntary nature of the change, demonstrating reasonable cause, and explains how the change in accreditors will strengthen the university and benefit students. If approved by the BOT and the USDOE, the university will begin the application process with the Higher Learning Commission (HLC).

**PROPOSED COMMITTEE ACTION**

The Committee on Academic, Faculty and Student Success, Public Relations and Strategic Communications is asked to approve the university's request to seek approval from the U.S. Department of Education to apply for membership with the Higher Learning Commission (HLC) for recommendation to the Board of Trustees for approval on the Consent Agenda.

**ADDITIONAL COMMITTEE CONSIDERATIONS**

None.

---

Supporting Documentation Included: None

Submitted by: Joseph Glover, Interim Provost and Senior Vice President for Academic Affairs

**Approved by the University of Florida Board of Trustees, March 28, 2025**

---

Morteza "Mori" Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary





**COMMITTEE ON ACADEMIC, FACULTY AND STUDENT SUCCESS,  
PUBLIC RELATIONS AND STRATEGIC COMMUNICATIONS  
ACTION ITEM AFSSPRSC5  
March 27, 2025**

**SUBJECT:** Special Purpose Center

---

**BACKGROUND INFORMATION**

The establishment of The Herbert Wertheim UF Scripps Institute for Biomedical Innovation & Technology Jupiter campus as an educational site furthers the goals of the BOG SUS Strategic Plan.

- Under the “Excellence” rubric, the Jupiter campus will bring additional opportunities for innovative academic programming and research efforts, focused particularly on innovative and emerging science. UF will use this opportunity to build on its existing strengths and to develop talent and expertise for the next generation of scientists.
- Under the “Productivity” rubric, UF’s decision to acquire this campus was driven by the scholarship, research & innovation goals to increase research activity and attract more external funding. As of June, the Wertheim UF Scripps Institute received approximately \$55M in grant funding in its most recent budget year.
- Under the “Strategic Priorities” rubric, the biomedical emphasis will lead to a wealth of entrepreneurial activities, including new start-up companies, incubators and accelerators, and potentially expanded tech-transfer efforts. Their highly entrepreneurial culture has enabled our scientists to spin off new Florida-based companies at a rate of about one per year, each aimed at accelerating the development of innovative medicines. A 2021 study showed that we produced more than \$3.2 billion in economic impact in our first 17 years of operation, not including capital investment in those spinoff companies. By growing biomedical degree programs in Jupiter, UF will increase our ability to train the next generation of scientists, which will benefit the citizens and businesses in the city, the region and throughout the state.

**PROPOSED COMMITTEE ACTION**

The Committee on Academic, Faculty and Student Success, Public Relations and Strategic Communications is asked to approve the Special Purpose Center for The Herbert Wertheim UF Scripps Institute for Biomedical Innovation & Technology as indicated on the attached proposal for recommendation to the Board of Trustees for its approval on the Consent Agenda.

**ADDITIONAL COMMITTEE CONSIDERATIONS**

Board of Governors approval is required.

---

Supporting Documentation Included: BOG SUS Proposal to Establish a New Type I, II, or III Campus, or Special Purpose Center Form

Submitted by: Joseph Glover, Interim Provost and Senior Vice President for Academic Affairs

**Approved by the University of Florida Board of Trustees, March 28, 2025**

---

Morteza “Mori” Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary

# BOARD OF GOVERNORS, STATE UNIVERSITY SYSTEM OF FLORIDA PROPOSAL TO ESTABLISH A NEW TYPE I, II, OR III CAMPUS, OR SPECIAL PURPOSE CENTER

University of Florida

**University Submitting Proposal**

5005

**Site ID**120 Scripps Way  
Jupiter, FL 33458**Physical Address of Educational Site**(US Site: address, city, state, zip) (International site: street  
address, number, city, county/province, country)The Herbert Wertheim UF Scripps Institute  
for Biomedical Innovation & Technology**Proposed Name of Educational Site**

Special Purpose Center

**Proposed Type of Educational Site**

(Type I, II, or III Campus, or Special Purpose Center)

Fall 2026

**Proposed Opening Date**(First date and term student instruction will be offered at  
the site)

The submission of this proposal constitutes a commitment by the university that, if the proposal is approved, the necessary financial resources and the criteria for establishing or relocating an educational site have been met prior to the initiation of the first course offerings.

Date Approved by the University Board of  
TrusteesSignature of Chair, Board of  
Trustees

Date

President

Date

Vice President for Academic  
Affairs

Date

Under Projected Enrollment, provide headcount (HC) and full-time equivalent (FTE) student enrollment estimates by level from Table 1 in Appendix A for Years 1 and 5, or the Final Year of implementation if it exceeds five. Under Projected Costs, provide revenues and expenses from Table 2 and capital project costs from Table 3 for Years 1 and 5, or the Final Year if it exceeds five.

Projected Site Enrollment (from Table 1)			
		HC	FTE
Undergraduate	Year 1		
	Year 5		
Graduate	Year 1	10	7.5
	Year 5	20	15

Projected Costs (from Tables 3 and 4)				
Operational				
	E&G Funding	Other (Contract s & Grants, Auxiliary)	Capital Projects	Total Cost
Year 1	\$981,827			(\$772,377)
Year 2	\$1,892,726			(\$522,504)
Year 3	\$3,667,188			(\$826,937)
Year 4	\$5,391,067			\$11,669
Year 5	\$7,187,033			\$949,559

Note: This outline and the questions pertaining to each section must be reproduced within the body of the proposal to ensure that all sections have been satisfactorily addressed. Tables 1 through 4 are to be included as Appendix A and not reproduced within the body of the proposals because this often causes errors in the automatic calculations.

## **I. Introduction -**

### **A. Provide a short description of the project and rationale for the request to establish an educational site, including the main purpose for this site (research, instruction, administration, student services, etc.).**

Scripps Florida located in Jupiter, Florida, was founded by The Scripps Research Institute (TSRI), one of the world's most innovative nonprofit biomedical research organizations. The Jupiter campus became part of the University of Florida in 2022 and was renamed The Herbert Wertheim UF Scripps Institute for Biomedical Innovation & Technology in acknowledgement of a \$100 million gift. Together, UF Health Science Center and The Wertheim UF Scripps Institute work to advance human health through biomedical research, drug discovery and clinical studies.

Wertheim UF Scripps Institute campus has a long history of successfully providing outstanding educational opportunities to inspire and train the next generation of scientists through efforts at the high school, undergraduate, postbaccalaureate and graduate levels. Currently graduate education is delivered in partnership with the Skaggs Graduate School of Chemical and Biological Sciences at Scripps Research in La Jolla, CA, a nationally recognized Ph.D. program in biomedical sciences. Per the terms and conditions of the Asset Transfer Agreement (ATA) of the campus, there will continue to be a bicoastal TSRI graduate student program on the Florida campus through at least the end of the current accreditation period in 2030. We are proposing to establish the Jupiter campus as a new off campus instructional site. The primary purposes are to grow the campuses ability to provide graduate training opportunities while also preparing to fully transition to UF programs at the end of our obligations outlines in the ATA.

UF Scripps faculty work at the interface of chemistry, biology and technology to illuminate the molecular basis of health and disease. Emerging centers of excellence at The Wertheim UF Scripps Institute include inflammation science and systems medicine; infectious diseases and emerging pathogens; neuro-therapeutics across the lifespan; and RNA medicine drug discovery, including a pipeline that mines RNA structural motifs against a database of known RNA motif-small molecule binding interactions and provides a unique opportunity for different cheminformatics and AI-based approaches. We believe the UF Scripps faculty will complement and help advance already successful graduate programs designed for the training of biomedical research scientists.

Pending approval by the Board of Governors (BOG) and UF's institutional accreditor, The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), the UF College of Medicine anticipates offering their



Graduate Program in Biomedical Sciences on the UF Scripps campus in Jupiter beginning in Fall 2026.

**B. Provide a short narrative assessment of how the establishment of the educational site supports the university mission and the goals incorporated into the university strategic plan and Board of Governors State University System Strategic Plan.**

The establishment of the Jupiter campus as an educational site furthers the goals of the BOG State University System Strategic Plan.

Under the “Excellence” rubric, the Jupiter campus will bring additional opportunities for innovative academic programming and research efforts, focused particularly on innovative and emerging science. UF will use this opportunity to build on its existing strengths and to develop talent and expertise for the next generation of scientists.

Under the “Productivity” rubric, UF’s decision to acquire this campus was driven by the scholarship, research & innovation goals to increase research activity and attract more external funding. As of June, the Wertheim UF Scripps Institute received approximately \$55M in grant funding in its most recent budget year.

Under the “Strategic Priorities” rubric, the biomedical emphasis will lead to a wealth of entrepreneurial activities, including new start-up companies, incubators and accelerators, and potentially expanded tech-transfer efforts. Their highly entrepreneurial culture has enabled our scientists to spin off new Florida-based companies at a rate of about one per year, each aimed at accelerating the development of innovative medicines. A 2021 study showed that we produced more than \$3.2 billion in economic impact in our first 17 years of operation, not including capital investment in those spinoff companies. By growing biomedical degree programs in Jupiter, UF will increase our ability to train the next generation of scientists, which will benefit the citizens and businesses in the city, the region and throughout the state.

**C. Provide a timetable of critical benchmarks that must be met for full implementation which can be used to monitor progress (planning, design, funding, construction, etc.). The timetable should also include ensuring appropriate accreditation of the proposed educational site and any proposed programs requiring specialized accreditation, if required.**

Date	Benchmark
Nov 15, 2021	UF acquires The Scripps Research Institute’s Florida campus
April 1, 2022	Closing date - UF Scripps integrated into UF
Fall 2023	Begin planning accreditation process to establish UF Graduate programs on the Jupiter campus

Oct 2024	Submission of Florida Board of Governors (BOG) Educational Site Proposal
March 27, 2025	UF Board of Trustees (BOT) Approval of Educational Site
May 15, 2025	BOG Approval of Educational Site
Dec 2025	Off-Campus Instructional Site (OCIS) Prospectus Submitted to SACSCOC BOT for Approval
Spring 2026	SACSCOC Site Visit of OCIS
Fall 2026	Begin offering UF degree program

## **II. Need and Demand Assessment -**

- A. Provide a detailed assessment of unmet local student demand for access to academic programs in the vicinity of the proposed educational site. Complete Table 1 in Appendix A to enrollment projections for unduplicated student headcount and FTE by degree program and level.**

It should be noted that the intent of this proposal is to establish an extension of the UF Graduate Program in Biomedical Sciences at the UF Scripps education site to replace the existing Scripps Skaggs graduate program that is being phased out by Scripps La Jolla. **The existing program has been well-subscribed and clearly fulfills a regional unmet need for Ph.D. training in biomedical sciences.** The projected enrollment to support the needs of the existing UF Scripps faculty are indicated in Appendix A, Table 1.

- B. Provide a detailed data-driven assessment that describes unmet local and regional workforce need for programs and services to be offered at the proposed educational site. In the appendices, provide letters of support from the local community and business interests.**

Numerous studies have been performed at both the national level including the NIH Survey on the Biomedical Workforce) indicating that there is an urgent need for well-trained researchers in biomedicine to fulfill the needs of the biotechnology and pharmaceutical industries as well as to replace an aging workforce, 2/3 of which are projected to turnover in the next 10 years. In addition, with the growth in population and biotechnology and biomedicine companies in the State of Florida, this need is even more acute. It should be noted that a lot of this growth is in South Florida, which further justifies the need for the UF Scripps education site.

## **III. Academic Programs and Courses**

- A. Provide a list of the degree programs, partial programs, or college credit certificates and courses to be offered at the proposed educational site by year five or the Final Year of implementation if different, using Table 1 in Appendix A. The proposed degree programs must be identified by six-digit CIP Code, by program title, and degree level.**

26.9999 – PhD and MS in Medical Sciences with a concentration in Biomedical Sciences

- B. Provide an explanation as to how the proposed degree programs and courses will be affiliated with similar programs offered on the central campus and/or other educational sites of the university. Will they be independent or an extension of existing programs? (Please see BOG regulation 8.011 (5))**

The proposed degree programs and courses offered at the UF Scripps Jupiter, FL site will be an extension of the **Graduate Program in Biomedical Sciences (BMS)** that is housed under the Office of Graduate Education at the UF College of Medicine in Gainesville.

The graduate program in Biomedical Sciences at the University of Florida, established in 1996, is an umbrella graduate program supported by eight basic science departments that cooperate in the recruitment, admission and training of predoctoral students. Specialized training is available via seven advanced interdepartmental concentrations, which can be thought of as majors, although the degree is a Ph.D. in Medical Sciences. The mission of the program is to provide a predoctoral educational experience that will train experimentalists and scholars for a wide range of careers in biomedical sciences. The curriculum is designed to provide maximum flexibility for the training of biomedical research scientists. The educational goals are to promote biological literacy by providing core and advanced curricula covering key chemical, biological and genetic principles using molecular, cellular and physiological approaches, and to promote scholarship in biomedical science through mentored, original research.

Our existing program typically recruits 45 – 50 PhD students per year. During their first year in residence, the students participate in the BMS Core Curriculum which consists of a combination of didactic coursework, journal article discussions, research laboratory rotations and small mentoring groups. Students typically select a research lab in which to pursue their dissertation research in May of their first year. During their second year, the students take advanced courses and electives that are specific to their BMS Concentration, and begin intensive laboratory research. Students typically take their PhD qualifying examinations after their second year, and the remaining 2 – 3 years of their program is dedicated to their laboratory-based dissertation research.

The plan for implementation of the BMS program at the UF Scripps location would be for the students to be centrally recruited into the UF BMS program, but have the ability to be physically located at the UF Scripps site in Jupiter. The first and second year curriculum would be offered in a hybrid fashion with UF Main Campus and UF Scripps jointly participating. The students at the UF Scripps site

would do their first year laboratory rotations at UF Scripps and select a UF Scripps based faculty member for their dissertation work.

- C. Provide an assessment, supported with data, that justifies any duplication of degree programs and services that might already be provided by an existing state university or Florida College System campus in the vicinity of the proposed educational site. Describe any discussions that have taken place with affected colleges and universities and provide letters of support or letters of concern in the appendices.**

The only related degree program at a Florida College System campus in the vicinity of the UF Scripps education site is the Doctoral Degree in Integrative-Biomedical Sciences (IBBS) at Florida Atlantic University (FAU). The FAU IBBS program is quite distinct from the UF BMS program in that FAU's program is broad multi-college program that focuses on the interface of biomedical sciences with other disciplines (such as fisheries and conservation, biologic propulsion, robotics and ethanobiology). In contrast UF's BMS program is housed solely within the College of Medicine and focuses on biomedical sciences that center around human health. Therefore our assessment is that while there is some overlap between the areas of research of some faculty in each program, they are largely distinct in focus and would be complementary as opposed to competing.

#### **IV. Administration and Student Support Services –**

- A. Describe the administrative structure of the proposed educational site and how it will relate to the central administration of the university. Include any necessary funding in the financial plan outlined in Table 2 of Appendix A.**

Initially the educational program will be prescribed, directed, and managed by the Associate Dean of the College of Medicine. A UF Scripps faculty lead will be appointed to oversee the educational program locally and will be supported by the campus leadership, local student support personnel and the College of Medicine Graduate Program staff to facilitate the facility's needs, recruitment, enrollment, HR, finance, and student support services.

- B. Describe how the proposed site will provide student services, either onsite or online from the central university campus.**

The graduate students at UF Scripps will access central university campus resources either online, via the College of Medicine Graduate Program or through the local student support staff. Student services are comparable to those of graduate students on the Gainesville campus and include the following:

- Eligibility for financial aid and financial aid advising are provided online through the UF Office of Student Financial Aid and Scholarships.
- Student complaints and concerns are managed online through the university Office of the Ombuds.

- Computer technical and software support is managed online or via telephone through the UF Computing Help Desk.
- Career service is provided online or via telephone through the Career Connections Center.

Locally the graduate student support services include the following:

- Graduate student advising will be provided by the Academic Affairs Office.
- Counseling and wellness services will be provided through the Licensed Mental Health Counselor in the Counseling and Psychological Services office.
- International students have the support of an Immigration Specialist in the International Services Office who is the primary liaison to the UF International Office.

**C. Provide a plan to provide library services and other instructional resources that will support the proposed programs. Include any necessary funding in the financial plan outlined in Table 2 of Appendix A.**

Library services and other instructional resources supporting the proposed programs will be available to UF Scripps students online and they will have the same access as the Gainesville students. UF Libraries hold membership in several consortia, and in institutions such as the Center for Research Libraries, ensuring access to materials not held locally. "UBorrow" service allows UF patrons to easily borrow materials from any other Florida state university or college library. Interlibrary Loan requests are fulfilled at no cost to the library patron and are available to all UF faculty, students, and staff on or off campus.

Additionally, the Jupiter campus has a local librarian and physical library space located in the main administrative building. The Wertheim UF Scripps Library is part of the University of Florida Health Science Center Libraries. Its resources are available to faculty, staff and students.

**V. Budget and Facilities -**

**A. Provide a projected operational budget using Table 2 in Appendix A that includes revenues and expenses out to year five, or the final year of implementation if different. Provide a narrative that explains the cost assumptions reflected in Table 2. Include the operational costs on the proposal cover page.**

The financial projections (Table 4) reflect revenue and expenditures for participation and implementation of a local BMS graduate program at the Herbert Wertheim UF Scripps Institute for Biomedical Innovation & Technology in Jupiter, Florida (aka Wertheim UF Scripps Institute). The projections assume the Wertheim UF Scripps Institute will pay for services provided by BMS Gainesville through tuition sharing or a fee for service arrangement.

The projections reflect a 5-year implementation of the program (FY 2028 through FY 2032). During the implementation years, there will be an increasing number of on-site BMS Graduate Students (and related revenue/expenditure) until reaching the maximum desired number (80 Students) in FY 2032.

Key assumptions embedded within the projections are outlined below:

**REVENUE:** The two projected revenue sources include tuition and sponsored research recovery. Within each of these revenue categories, on-site student census is a key consideration. The plan is to begin phasing in the program in FY2028 (+10 students); FY 2029 (+10 students); FY 2030 (+20 students); FY 2031 (+20 students); and FY 2032 (+20 Students). Our assumption is that each student will be matriculated within the BMS program for a 5- year Ph.D. period.

- Tuition Revenue: the projection reflects the current UF out-of-state tuition amount (\$18,213 in FY 2025) – grown by +5% inflation each year. This amount is then multiplied by the anticipated number of enrolled students. NOTE: the Wertheim UF Scripps Institute has historically enrolled (principally) out-of-state and international students within its graduate program.
- Sponsored Research Recovery: Each graduate student will receive an annual stipend and limited benefits. After the students first year of study (which is focused on lab rotations and didactic coursework), the student affiliates with a single laboratory and a designated faculty mentor. The affiliated lab/mentor is then responsible for covering the student stipend/benefit amount (in years 2-5). In most cases, such costs are charged to sponsored research grants. The projections reflect sponsored research recovery (direct + indirect recovery) for related student costs in years 2-5. The stipend amount calculation within the projection reflects the current Wertheim UF Scripps stipend level (\$43,680) grown by inflation to FY 2028.

**EXPENDITURES:** The projected expenditures include: compensation/employee benefits (student support staff and faculty teaching/mentor effort); student stipends/benefits; facility cost allocation; and student recruitment/support costs (marketing and outreach; orientation; and research allowance).

- Compensation and Employee Benefits: This expenditure category within the projection reflects the cost of (3) Teams positions to support the on-campus BMS students. Such positions include an on-site program manager responsible for academic quality and student progress -- and other positions focused on administrative support (recruitment/orientation/immigration /social events). This expenditure category also includes faculty effort for BMS teaching (didactic coursework) and faculty mentoring.
- Student Stipends/benefits: As described in the revenue category, each graduate student will receive an annual stipend and limited benefits. The

stipend calculation reflects the current Wertheim UF Scripps stipend level (\$43,680) grown by inflation to FY 2028 plus a fringe benefits percentage of +11.6%.

- **Facilities Cost Allocation:** The projections reflect an allocation of Wertheim UF Scripps facility costs to the student program (i.e. facility cost per student per year = \$12,541). The allocation methodology was discussed with the UF Finance team – and is based on costing data from the recent indirect cost proposal for the Wertheim UF Scripps campus. The allocation is based on labor costs (student stipends as a % of total labor cost) multiplied by total facility cost divided by projected number of students.
- **Student Recruitment/Support Costs (marketing/outreach; orientation; student research allowance):** Various student support costs are included within the projection. Such costs are based on historical graduate program cost including orientation, marketing and student outreach activities. The projection also includes an annual student research allowance (\$5,000 per student/year) for supplies/travel.

- B. Use Table 3 in Appendix A, to identify each facility or facilities required to establish the proposed educational site, and any additional facilities that will be required once the site has reached its expected size and enrollments. Include capital facility costs on the proposal cover page.**

N/A, the site is currently a research site of the University of Florida.

- C. Describe ownership of the new location and provide documentation of ownership or lease agreements, to include any special clauses, easements, or deed restrictions. If the property is a gift, provide the gift agreement. Please provide information on the type of ownership if the site is leased or owned (if leased please provide information on the duration of the lease and the entity that owns the lease). If the site is joint-use please provide the name of the other entity in the joint agreement as well as the total number of students this site will serve from year 1 through year 5.**

The Herbert Wertheim UF Scripps Institute for Biomedical Innovation & Technology consists of 3 research buildings (350,000 square feet total) over 30 acres. Today, around 500 people work on this campus, including 40 principal investigators. The campus is a unique environment – small, entrepreneurial and highly collaborative – and facilitates cutting edge research at the interface of chemistry and biology. The campus is situated next to the Max Planck Florida and Florida Atlantic University (Honors College) in Jupiter, Florida.

The Graduate Program at the Wertheim UF Scripps Institute has access to all shared/ common facilities available to the entire campus (include Gym/Café/Library/patio/research core laboratories/vivarium). Graduate students

spend most of their time within the laboratory in which they are affiliated – and typically assigned bench space and a shared cubicle to conduct their studies. Students are also expected to complete didactic coursework – usually taught within one of the zoom-enabled classrooms. Campus space dedicated to support the Graduate Program includes ~ 8000 square feet of classrooms, auditorium (also used for other Institute events), a student lounge and various administrative support offices.

**D. Are the facilities owned or leased by the University?**

☒ Owned      ☐ Leased

**VI. Addendum for International Campuses and Special Purpose Centers**

**If the proposed site is international, include a copy of any MOU or other agreements related to the site as an appendix**

**☐ The University certifies that all requirements of BOG Regulation 8.009(3)(f) have been met.**





**COMMITTEE ON ACADEMIC, FACULTY AND STUDENT SUCCESS,  
PUBLIC RELATIONS AND STRATEGIC COMMUNICATIONS  
ACTION ITEM AFSSPRSC6  
March 27, 2025**

**SUBJECT:** Degree Program Change

---

**BACKGROUND INFORMATION**

The College of Design, Construction and Planning seeks to reduce the amount of credit for the Bachelor of Science (B.S.) in Construction Management from 125 total credits to 120 total credits. This will meet the general education and accreditation requirements with ACCE- American Council for Construction Education. The change was approved by the Curriculum Committee and then by the Faculty Senate at their December 10, 2024, meeting.

**PROPOSED COMMITTEE ACTION**

The Committee on Academic, Faculty and Student Success, Public Relations and Strategic Communications is asked to approve the above degree program change for recommendation to the Board of Trustees for approval on the Consent Agenda.

**ADDITIONAL COMMITTEE CONSIDERATIONS**

Board of Governors approval is required.

---

Supporting Documentation Included: BOG SUS Removal of Exception to the 120 Credit Hours Requirement for Baccalaureate Programs Request Form

Submitted by: Joseph Glover, Interim Provost and Senior Vice President for Academic Affairs

**Approved by the University of Florida Board of Trustees, March 28, 2025**

---

Morteza "Mori" Hosseini, Chair

---

W. Kent Fuchs, Interim President and Corporate Secretary



Board of Governors, State University System of Florida  
**REMOVAL OF EXCEPTION TO THE 120 CREDIT HOURS REQUIREMENT  
FOR BACCALAUREATE PROGRAMS REQUEST FORM**

In Accordance with BOG Regulation 8.014

**INSTITUTION:** University of Florida

**PROGRAM NAME:** Construction Management

**CIP CODE:** 15.1001

(Classification of Instructional Programs)

☐ B.A.

☒ B.S.

1. The exception to 120 credit hours was approved because (check all that apply):

- ☒ accreditation requirements  
☐ mandated criteria for professional licensing  
☐ other (please specify): \_\_\_\_\_

2. When do you propose to implement the removal of 120 credit hours exception? (please specify an effective term and year)

Fall 2025

3. What is the justification for the reversion to 120 credit hours to degree?

Rinker Faculty and staff reviewed both lower and upper division courses in our program and determined a reduction of course load would be possible without impacting the existing student learning outcomes.

4. If the program was approved for the exception to 120 credit hours because of accreditation requirements and/or mandated criteria for professional licensing requirements, please explain how these requirements have changed or will be addressed.

Accreditation requirements shifted from 20 SLOs to 17 SLOs. In addition accreditation body limited review of lower division requirements.

5. If the removal of the 120 credit hours exception is requested for only one track within a program, please specify the name of the track.

Bachelor of Science in Construction Management is the only track in our program.

---

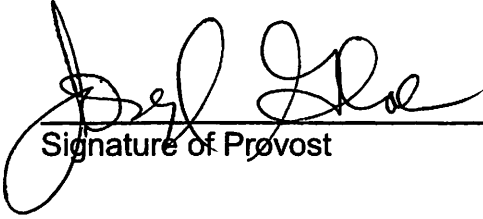
**Required Signatures**

Sallie Schattner

Requestor/Initiator

10/8/2024

Date



Signature of Provost

2/7/25

Date

# Degree|Change\_Credits for request 20160

## Info

**Request:** BS-Construction Management Reduction to 120 cr. hrs.

**Description of request:** Per the BOG review in Spring 2024, our faculty and admin reviewed the undergraduate program in construction management to determine if we could meet general education and accreditation requirements with ACCE - American Council for Construction Education by reducing the total hours to degree to 120 credit hours from 125 credit hours.

**Submitter:** Sallie Schattner sallieas@ufl.edu

**Created:** 8/9/2024 10:18:28 AM

**Form version:** 2

## Responses

### Degree Name

*Enter the name of the degree program.*

Response:

Construction Management

### CIP Code

*Enter the six digit Classification of Instructional Programs (CIP) code for the degree program. The code has the numerical format XX.XXXX. Contact the <http://www.ir.ufl.edu/> Office of Institutional Planning and Research (OIPR) to verify the CIP code for the existing degree program.*

Response:

15.1001

### Current Total Credits

*Enter the current number of credits needed to complete the majors in the degree program.*

Response:

125

### Proposed Total Credits

*Enter the proposed number of credits needed to complete the majors in the degree program.*

Response:

120

**Do the total credit hours increase or decrease by 25% or more AND students' expected time to completion increases or decreases by more than one term**

Response:

Yes

### Effective Term

*Enter the term (semester and year) that the requested change in total credits would be effective.*

Response:

Fall

## Effective Year

Response:  
2025

## Pedagogical Rationale/Justification

*Describe the rationale for the proposed change to the total credits. In accordance with the requirements of Section 1007.25, F.S., the Board of Governors may approve a request by a university board of trustees for a bachelor's degree program to exceed 120 credit hours to degree for the following reasons:*

*<ol style="list-style-type:lower-alpha;">*

- Additional courses are required to meet specialized accreditation standards for program content and such accreditation is expected or required for program graduates to become employed in the profession for which they are being prepared (e.g. Engineering, Architecture).*
- Additional courses are required to meet state or federal mandated criteria for professional licensing (e.g., Teacher Education).*
- The degree program offers a unique and innovative learning experience, such as honors programs, individualized study, and other non-traditional approaches to education.</ol>*

Response:

In response to the Board of Governors (BOG) review in spring 2024 of all programs greater than 120 credits the Rinker Faculty and staff reviewed both lower and upper division courses in our program in detail to determine if a reduction of course load would be possible without impacting the existing student learning outcomes. As part of the process the faculty also reviewed requirements of our accreditation body the American Council for Construction Education (ACCE). The review led to the following changes that were unanimously approved by the Rinker School Director and Faculty.

- Required course load to graduate reduced from 125 credits to 120 credits
- Removal of Physics Lab (PHY2053L)
  - o Rational - Physics lab prepares students for the Mechanical Systems (BCN4510C) labs. Faculty determined that the basic concepts will be reinforced at the start of the course
- Removing Construction Methods Laboratory (BCN3281)
  - o Additional hour added to Temporary Structures (BCN4423) will allow for this material to be embedded in the course. This will also allow Junior standing students to get this information prior to their summer internships.
- Removal of an upper division elective
  - o This will allow the department to provide electives more efficiently. Elective courses are not tied to accreditation.
- Additional hour added to Temporary Structures (BCN4423C ) from 3 to 4 credits
  - o Will allow for Construction Methods Laboratory (BCN3281) basic layout material to be added to this course.
- Electrical Systems BCN3521C from 2 to 3 credits
  - o With the review of the program as a whole Faculty determined that the additional hour will allow for better understanding of systems not captured in existing curriculum.
- 

## Impact on Initial Enrollment/Retention/Graduation

*Describe the projected impact of the change in total credits on enrollment and on retention and graduation of students in the majors.*

Response:

There should be no significant change to enrollment and retention due to reducing the 5 credit hours from degree. The course offerings over the next two years reflects the change and allows for current students to complete their required courses based on their start date in the program.

There should be no impact to graduation dates of enrolled students.

**Assessment Data Review**

*Describe the Student Learning Outcome and/or program goal data that was reviewed to support the proposed changes.*

Response:

Overall review of curriculum by our School faculty to ensuring we would still meet general education requirements as well as accreditation with our accrediting agency American Council for Construction Education (ACCE). With regard to the proposed changes and accreditation, only one Student Learning Outcome (SLO) was tied to Construction Method Laboratory removal. This SLO has been reassigned to the Temporary Structures course. The Rinker School reviews all SLO Direct Assessments (DA's) prior to the start of each school year. In addition the DA data is captured in a data base at the end of each semester. The course offerings over the next two years reflects the change and allows for current students to complete their required courses based on their start date in the program.

**Academic Learning Compact and Academic Assessment Plan**

*Describe the modifications to the Academic Learning Compact and Academic Assessment Plan that result from the proposed change.*

Response:

Removing the R-Reinforced from SLO 1 from BCN 3281C. This SLO is already reinforced in other courses.



**COMMITTEE ON FINANCE, STRATEGIC PLANNING  
AND PERFORMANCE METRICS**

**AGENDA**

**Thursday, March 27, 2025**

**~2:30 p.m.**

**President’s Room 215B, Emerson Alumni Hall  
University of Florida, Gainesville, FL**

**Committee Members:**

Marsha D. Powers (Committee Chair), David L. Brandon, Christopher T. Corr, Morteza “Mori” Hosseini (Board Chair), Daniel T. O’Keefe, Rahul Patel (Board Vice Chair), Fred S. Ridley, Patrick O. Zalupski

- 1.0 Call to Order and Welcome .....Marsha D. Powers, Chair
- 2.0 Verification of Quorum ..... Vice President Liaison
- 3.0 Review and Approval of Minutes .....Marsha D. Powers, Chair  
[December 12, 2024](#)  
[February 25, 2025](#)
- 4.0 Discussion Items .....Marsha D. Powers, Chair
  - 4.1 CFO Update ..... Nicholas Kozlov, Interim Chief Financial Officer
  - 4.2 UF Health Update .....Steve Motew, System Chief Executive Officer UF Health
  - 4.3 UFICO Update ..... Mark Baumgartner, Chief Investment Officer UFICO
- 5.0 New Business.....Marsha D. Powers, Chair
- 6.0 Adjourn .....Marsha D. Powers, Chair



**COMMITTEE ON FINANCE, STRATEGIC PLANNING  
AND PERFORMANCE METRICS**

**Meeting Minutes**

**Thursday, December 12, 2024**

**President's Ballroom 215B, Emerson Alumni Hall**

**University of Florida, Gainesville, FL**

**Time Convened: 2:16 p.m.**

**Time Adjourned: 3:30 p.m.**

**Committee and Board members present:**

Marsha D. Powers (Committee Chair), David L. Brandon, John E. Brinkman, Richard P. Cole, Christopher T. Corr, Morteza "Mori" Hosseini (Board Chair), Sarah D. Lynne, Daniel T. O'Keefe, Rahul Patel (Board Vice Chair), Fred S. Ridley, Patrick O. Zalupski, and Anita G. Zucker.

**Others present:**

Kent Fuchs, Interim President; Scott Angle, Senior Vice President for Agriculture and Natural Resources; Melissa Curry, Vice President for Human Resources; Kurt Dudas, Vice President for Strategic Initiatives; Elias Eldayrie, Vice President and Chief Information Officer; Ryan Fuller, Interim Vice President and General Counsel; Joe Glover, Interim Provost and Senior Vice President for Academic Affairs; Taylor Jantz, Senior Vice President and Chief Financial Officer; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; David Kratzer, Senior Vice President for Construction, Facilities, and Auxiliary Operations; Maria Gutierrez Martin, Interim Vice President for Advancement; Stephen Motew, UF Health President and System Chief Executive Officer; David Nelson, Senior Vice President for Health Affairs; David Norton, Vice President for Research; Mary Parker, Vice President and Chief Enrollment Strategist; Brandi Renton, Interim Vice President for Business Affairs; Scott Stricklin, Director of Athletics; James Wegmann, Vice President for Communications; Heather White, Vice President for Student Life; William Reeser, Chief Investment Officer for UFICO; members of the University of Florida community, and the public.

**1.0 Call to Order and Welcome**

Committee Chair Marsha Powers welcomed everyone in attendance and called the meeting to order at 2:16 p.m.

**2.0 Verification of Quorum**

Senior Vice President and Chief Financial Officer Taylor Jantz verified a quorum with all members present.

**3.0 Review and Approval of Minutes**

**• June 13, 2024, August 12, 2024, October 3, 2024, and November 12, 2024**

Committee Chair Powers asked for a motion to approve the minutes from the June 13, 2024 Committee Meeting, the August 12, 2024 and October 3, 2024 Virtual Committee Meetings, the and November



12, 2024 Committee Pre-Meeting. A motion was made by Trustee Corr and seconded by Trustee O'Keefe. Committee Chair Powers asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

#### **4.0 Action Items**

- **FSPPM1 Confirmation of FY25 Budget**

CFO Jantz requested the Board's final approval of the FY25 budget. He reminded the Board they gave preliminary approval for the FY25 budget at the June 2024 meeting. The Board Chair, university leadership, and CFO have affirmed this budget. He noted through the reduction of central administrative expenses, we were able to reallocate \$25 million to merit increases for faculty (4%) and staff (3.75%), the highest increase in over 10 years.

Committee Chair Powers commented this reinforces our radical financial transparency initiative to understand where and how our money is spent and what the return is. We are not going to stop.

Committee Chair Powers asked for a motion to approve Action Item FSPPM1. A motion was made by Trustee Brandon and seconded by Trustee O'Keefe. Committee Chair Powers asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **FSPPM2 Housing Rate Increases**

Committee Chair Powers noted this action item correlates to the 5.4 Housing Master Plan Update item discussed earlier today during the FCI Committee. CFO Jantz stated the Committee is seeking to raise on-campus housing rates by 3.5% for from FY26-FY30. A rate increase will help alleviate future pricing constraints, allow for renovation of existing units, and construction of new units, all while keeping UF well below private housing averages within a mile radius of campus. However, in response to Board Chair Hosseini's comments for the need to accelerate the housing plan presented this morning in the FCI Committee, we now propose a 4% rate raise over the same time to allow us to create 400 additional net beds. Board Chair Hosseini motioned to approve the 4% amendment and Committee Chair Powers seconded.

Committee Chair Powers asked for a motion to approve Action Item FSPPM2 with the amended 4% rate increase. A motion was made by Trustee Brandon and seconded by Trustee Patel. Committee Chair Powers asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **FSPPM3 Auxiliary Facilities Report**

CFO Jantz stated the Board of Governors requires an annual report detailing how auxiliary facilities existing funds flow and their interactions with the university. This report is the Transportation and Parking Services auxiliary budgets. There are no major concerns, and our reserve is increasing year to year.

Committee Chair Powers asked for a motion to approve Action Item FSPPM3. A motion was made by Trustee O'Keefe and seconded by Board Chair Hosseini. Committee Chair Powers asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

- **FSPPM4 HiPerGator Capital Renewal**

Vice President and Chief Information Officer Elias Eldayrie stated the current generation of hardware for HiPerGator was installed in 2020, including the component donated by Chris Malachowsky, and jumpstarted the success of our Artificial Intelligence (AI) initiative. It is used by every college on campus, more than 175 departments from IFAS to Biomedical to Engineering. The Committee and the Board are asked to approve the estimated \$24 million in funding as part of the FY25 Operating Budget to upgrade HiPerGator with the latest technology. CFO Jantz added the funding has been identified, this request is for authorization by the Board to spend.

Board Chair Hosseini asked for clarification on the total overall cost. CFO Jantz clarified there are two cost components: the infrastructure (\$9 million) and the NVIDIA B200 SuperPOD (\$24 million), which will total an estimated \$33 million, a major reduction from the original list price of \$59 million.

Committee Chair Powers asked for a motion to approve Action Item FSPPM4 for the \$33 million amended total cost. A motion was made by Board Chair Hosseini and seconded by Trustee Brandon. Committee Chair Powers asked for any further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

## **5.0 Discussion Items**

- **5.1 CFO Update**

CFO Jantz provided a summary of quarterly financials for Q4 FY24, noting key drivers were increased state support, growth in research portfolio, strong investment performance, and increase in component unit contributions (UF Health). Total revenue increased by \$322M (UF), \$189M (Athletics), and \$148M (Foundation). Net income increased by \$302M (UF), \$7M (Athletics), and \$106M (Foundation). Overall, our financials continue to be healthy. He continued by sharing the Radical Financial Transparency (RFT) initiative has completed phases 1 & 2 and finalizing the findings of phase 3. He provided a high-level summary of the phase 2 outcomes from 4 months of conversations with every unit on campus. The RFT initiative has increased visibility of central data, deepened understanding of unit context, fostered trust, and enabled shared reference points for data-informed collaboration. Phase 3 key focus areas are institutional positioning, resource efficiency, and risk and cost avoidance. Committee Chair Powers added RFT is the most important thing we have done.

Newly appointed Interim Vice President for Business Affairs Brandi Renton shared her personal story and her vision for the future of Business Affairs. She highlighted the division operates 24/7, 365 days a year and is focused on 3 core areas: campus safety and security, business operations, and administration. These core areas include the university police department, transportation and parking, bookstore, mail and document services, small business relations, and many more. Her goal is active engagement with to achieve the One UF mindset. Internally, her goal is to improve staff engagement, morale, and satisfaction. She committed to keep the division moving forward, collaborate and engage with all partners throughout the state, and to increase innovation and creativity.

- **5.2 UF Health Update**

UF Health President and System Chief Executive Officer Steve Motew began by sharing a patient story from UF Health Jacksonville CEO Patrick Green, to remind us why we exist and our service to our community. He highlighted a few recent UF Health celebrations and 3 new UF Health System leaders.

Dr. Motew continued with a summary of quarterly financials for Q1 FY25, including exceeding Q1 system budget target, aligning supply chain infrastructure across the health system to further drive value realization, establishing a system balanced scorecard, and launching system capital & planning councils. Overall, the financials continue to grow and show positive performance. We are committed to the UF Health System becoming the top health system in the state of Florida within the next 5-6 years. He summarized the clinical excellence performance for Q1 FY25 and the balanced scorecard for the entire system that encompasses quality, finance, growth, and people. In most areas we are exceeding expectations with a few areas for growth opportunities and improvement. He closed with an overview of the Leapfrog hospital safety grade for fall 2024 noting 2 of our hospitals (Leesburg & JAX-North) have had substantial improvement and 1 additional hospital (The Villages) has seen significant improvement in stability.

- **5.3 UFICO Update**

Chief Investment Officer for UFICO William Reeser provided a high-level overview of UFICO managed investments. UFICO manages the master portfolios for UF Operating, UFF Endowment, and UF Health. The UF operating pool is \$3.2 billion with two thirds allocated to liquidity and one third to long-term pool portfolios. The UFF Endowment is \$2.5 billion and is solely allocated to the long-term pool portfolio. UF Health is \$800 million and is solely allocated to the client directed portfolio. He closed by summarizing the asset allocations, financials, and investment performance for the long-term and UF operating liquidity portfolios.

Interim President Kent Fuchs shared his gratitude to CIO Reeser for his 10 years of service and wished him the very best in his retirement. Board Chair Hosseini, Committee Chair Powers, and CFO Jantz echoed his comments. CIO Reeser stated it has been a joy and privilege to represent the university.

## **6.0 New Business**

There was no new business to come before the committee.

## **7.0 Adjourn**

There being no further discussion, Committee Chair Powers adjourned the meeting at 3:30 p.m.



**COMMITTEE ON FINANCE, STRATEGIC PLANNING  
AND PERFORMANCE METRICS**

**Pre-Meeting Minutes**

**Virtual Meeting**

**Tuesday, February 25, 2025**

**Time Convened: 8:07 a.m.**

**Time Adjourned: 8:21 a.m.**

**Committee and Board members present:**

Marsha D. Powers (Committee Chair), David L. Brandon, John E. Brinkman, Richard P. Cole, Christopher T. Corr, Jed V. Davis, Morteza "Mori" Hosseini (Board Chair), Sarah D. Lynne, Daniel T. O'Keefe, Rahul Patel (Board Vice Chair), Fred S. Ridley, and Patrick O. Zalupski.

**Others present:**

Kent Fuchs, Interim President; Scott Angle, Senior Vice President for Agriculture and Natural Resources; Melissa Curry, Vice President for Human Resources; Kurt Dudas, Vice President for Strategic Initiatives; Ryan Fuller, Interim Vice President and General Counsel; Joe Glover, Interim Provost and Senior Vice President for Academic Affairs; Nick Kozlov, Interim Chief Financial Officer; Maria Gutierrez Martin, Interim Vice President for Advancement; Colt Little, Interim Vice President for Construction, Facilities, and Real Estate; Steve Motew, UF Health President and System Chief Executive Officer; David Norton, Vice President for Research; Steve Orlando, Interim Vice President for Strategic Communications and Marketing; Mary Parker, Vice President and Chief Enrollment Strategist; Brandi Renton, Interim Vice President for Business Affairs; Heather White, Vice President for Student Life; members of the University of Florida community, and the public.

**1.0 Call to Order and Welcome**

Committee Chair Marsha Powers welcomed everyone in attendance and called the meeting to order at 8:07 a.m. She introduced and welcomed Interim Chief Financial Officer Nick Kozlov.

**2.0 Roll Call**

Interim CFO Nick Kozlov conducted a roll call with all Committee members present.

**3.0 Review Draft Agenda for March Meeting**

Committee Chair Powers noted the pre-meeting is for discussion only and no action will come to the Committee.

**3.1 Review Draft Minutes**

**• December 12, 2024**

Committee Chair Powers reminded committee members to review the draft minutes prior to the board meeting in December.

### 3.2 Review Discussion Items

- **FY26 Health Fee Increase**

- Interim CFO Kozlov stated the health fee is one of three local fees that we charge students. Any fee increases must be approved by the relevant student committee and then approved by the Board. Total fees between these three cannot increase more than 5% annually or exceed 40% of tuition. It sets our cap at \$42.03, and we are currently at \$36.77. Vice President for Student Life Heather White noted the committee, comprised of mostly students, voted to increase the health fee. This is the fifth year they have voted to increase the health fee. It has not been increased in 10 years. The health and wellness of our students is very important. The Board has considered this to be very important in their work together with the president's cabinet in the last years. National research studies show an increase in depression, anxiety, and suicidal ideation. We are seeing the same things on our UF campus. The committee voted to increase the health fee in three areas: Care Team in the Dean of Students Office, the Health and Wellness Center for clinicians and licensed mental health counselors and the Disability Resource Center. Student Body President and Trustee John Brinkman added his full support of the increase and noted he has spoken to many students and student leaders who also feel this is necessary. He noted these support services are crucial for the metrics related to student retention and graduation rates ensuring our students can thrive on our campus. A resolution to support the health fee increase from the Student Senate was approved on February 24 with numerous student organizations noted as sponsors including the Medical Graduate Student organization president, the Graduate Student Council president among many others, in support of the increase. He noted the discussion at the Student Senate meeting was if the amount requested is enough. Board Chair Hosseini emphasized the Board needs to see strong support from our students. He advised Trustee Brinkman to have students, especially SGA members, attend the March meeting so the Board can hear from them and Trustee Brinkman agreed. Trustee O'Keefe agreed mental health is very important. He requested more budget details showing where the currently dollars are being spent and proposed use of the fee increase.

- **Updates**

Committee Chair Powers noted updates will be provided at the March meeting for the following:

- CFO Report

Interim CFO Nick Kozlov advised he will provide the traditional updates including Q1 FY25 Financials, where the FY26 budget process is, as well as federal policy headwinds being faced. Leadership is meeting weekly to monitor, evaluate and quantify the potential impacts to the University. Remaining flexible in our budget development process to ensure we are allocating resources to those activities most in line with our mission is critical. He added as an interim it has been a tremendous help the radical transparency initiative took place over a year ago. We can approach these conversations with a level of data and insight that is serving as a strong foundation to us. Committee Chair Powers agreed and echoed the importance of utilizing this asset. Board Chair Hosseini agreed we are ahead of the curve for the executive order for Florida DOGE signed by Governor DeSantis. He requested a 2-pager outlining our radical financial transparency process to show legislators we started this process over a year ago. Committee Chair Powers agreed

and added we are almost done with the third phase. We know where we are spending and where the opportunities are.

- UF Health
- A standing update will be provided by UF Health System CEO Dr. Steve Motew.
- UFICO

This will be the first meeting the new UFICO Chief Executive Officer and Chief Investment Officer Mark Baumgartner.

#### **4.0 New Business**

There was no new business to come before the committee.

#### **5.0 Adjourn**

There being no further discussion, Committee Chair Powers adjourned the meeting at 8:21 a.m.

DRAFT



**BOARD MEETING**

**AGENDA**

**Friday, March 28, 2025**

**~11:05 a.m.**

**President's Room 215B, Emerson Alumni Hall**

**University of Florida, Gainesville, FL**

- 1.0 Call to Order and Welcome ..... Morteza "Mori" Hosseini, Chair
- 2.0 Verification of Quorum ..... Ryan Fuller, Interim Vice President and General Counsel
- 3.0 Recognitions ..... Mori Hosseini, Chair
- 4.0 Public Comment ..... Ryan Fuller
- 5.0 Action Items (Consent) ..... Mori Hosseini, Chair

**BOT Minutes**

[December 13, 2024](#)

[February 25, 2025](#) (virtual)

**Committee on Academic, Faculty and Student Success, Public Relations and Strategic Communications (AFSSPRSC)**

AFSSPRSC1 Tenure Upon Hire

AFSSPRSC2 New Degree

AFSSPRSC3 Honorary Degree

AFSSPRSC4 New Institutional Accreditor

AFSSPRSC5 Special Purpose Center

AFSSPRSC6 Degree Program Change

**Committee on Facilities and Capital Investments (FCI)**

FCI1 Construction Projects Budget Amendments

FCI2 Construction Grant for the 4-H Camp Cherry Lake

FCI7 P.K. Yonge Gymnasium Project

**Committee on Governance, Government Relations and Internal Affairs (GGRIA)**

GGRIA1 UF Regulation

GGRIA2 Direct Support Organization Appointments

GGRIA3 Facility Security Clearance

6.0 Action Items (Non-Consent) ..... Mori Hosseini, Chair

**Committee on Facilities and Capital Investments (FCI)**

FCI3 Memorial Statue: Alfred C. Warrington IV

FCI4 Naming: Homer and Dolly Hand Homestead

FCI5 Naming: Linda and Ken McGurn Medical Plaza

FCI6 Naming: UF Early Childhood Collaboratory at Anita Zucker Hall

7.0 President's Report ..... W. Kent Fuchs, Interim President

8.0 New Business ..... Mori Hosseini, Chair

9.0 Comments by the Chair of the Board ..... Mori Hosseini, Chair

10. Adjourn ..... Mori Hosseini, Chair





## **BOARD MEETING MINUTES**

**Friday, December 13, 2024**

**President's Ballroom 215B, Emerson Alumni Hall**

**University of Florida, Gainesville, FL**

**Time Convened: 10:59 a.m.**

**Time Adjourned: 11:46 a.m.**

### **Board members present:**

Morteza "Mori" Hosseini (Board Chair), Rahul Patel (Board Vice Chair), David L. Brandon, John E. Brinkman, Richard P. Cole, Christopher T. Corr, Sarah D. Lynne, Daniel T. O'Keefe, Marsha D. Powers, Fred S. Ridley, Patrick O. Zalupski, and Anita G. Zucker.

### **Others present:**

Scott Angle, Senior Vice President for Agriculture and Natural Resources; Melissa Curry, Vice President for Human Resources; Kurt Dudas, Vice President for Strategic Initiatives; Elias Eldayrie, Vice President and Chief Information Officer; Ryan Fuller, Interim Vice President and General Counsel; Joe Glover, Interim Provost and Senior Vice President for Academic Affairs; Taylor Jantz, Senior Vice President and Chief Financial Officer; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; David Kratzer, Senior Vice President for Construction, Facilities, and Auxiliary Operations; Maria Gutierrez Martin, Interim Vice President for Advancement; Stephen Motew, UF Health President and System Chief Executive Officer; David Nelson, Senior Vice President for Health Affairs; David Norton, Vice President for Research; Mary Parker, Vice President and Chief Enrollment Strategist; Brandi Renton, Interim Vice President for Business Affairs; Scott Stricklin, Director of Athletics; James Wegmann, Vice President for Communications; Heather White, Vice President for Student Life; members of the University of Florida community, and the public.

### **1.0 Call to Order and Welcome**

Board Chair Mori Hosseini welcomed everyone in attendance and called the meeting to order at 10:59 a.m. He provided remarks regarding the accomplishments of Athletic Director Scott Stricklin and appreciation for his efforts on behalf of the University Athletic Association (UAA) and UF.

### **2.0 Verification of Quorum**

Vice President and University Secretary Mark Kaplan verified a quorum with all members present, except Trustee Heavener who had an excused absence.

### **3.0 Recognitions**

The Board recognized immediate past Vice President & General Counsel Amy Hass, Senior Vice President Scott Angle, and Senior Vice President David Nelson. Resolutions honoring each of them were read into the record at the meeting.

#### **4.0 Public Comment**

Interim Vice President and General Counsel Ryan Fuller informed the Board there were 3 members of the public registered to speak: Maryvonne Devensky, Nathaniel Pelton, and Rosa Mirabel. Speakers provided comments related to Action Item FCI1 Construction Projects Budget Amendments. Speaker Devensky provided an additional document for the Board at the meeting, and it was added to the record.

#### **5.0 Action Items (Consent)**

##### **BOT Minutes**

Board Chair Hosseini asked if there were any additions or corrections to the minutes. Hearing none, he asked for a motion to approve the meeting minutes from June 13, 2024, July 18, 2024, July 23, 2024, August 12, 2024, October 3, 2024, and November 12, 2024. A motion was made by Trustee Brandon and seconded by Trustee O'Keefe. Board Chair Hosseini asked for further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

Board Chair Hosseini stated there are 25 action items on the consent agenda for 6 committees. The action items were voted on by each committee.

##### **Committee on Academic, Faculty, Student Success, Public Relations and Strategic Communications (AFSSPRSC)**

Board Chair Hosseini asked for a motion to approve Action Items AFSSPRSC1, AFSSPRSC2, AFSSPRSC3, and AFSSPRSC4. A motion was made by Trustee Zucker and seconded by Trustee Lynne. Board Chair Hosseini asked for further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

##### **Committee on Advancement (ADV)**

Board Chair Hosseini asked for a motion to approve Action Items ADV1 and ADV2. A motion was made by Trustee Zucker and seconded by Trustee Lynne. Board Chair Hosseini asked for further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

##### **Committee on Audit and Compliance (AC)**

Board Chair Hosseini asked for a motion to approve Action Items AC1 and AC2. A motion was made by Trustee O'Keefe and seconded by Trustee Cole. Board Chair Hosseini asked for further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

##### **Committee on Facilities and Capital Investments (FCI)**

Board Chair Hosseini asked for a motion to approve Action Items FCI1, FCI2, FCI3, FCI4, FCI5, and FCI6. A motion was made by Trustee Brandon and seconded by Trustee Zucker. Board Chair Hosseini asked for further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

##### **Committee on Finance, Strategic Planning and Performance Metrics (FSPPM)**

Board Chair Hosseini noted there were amendments to two action items during the FSPPM Committee on Thursday. Action Item FSPPM2 will be amended as follows: 4% on-campus housing rate increase

from FY26-FY30. Action Item FSPPM4 will be amended as follows: estimated \$33 million (\$9 million infrastructure and \$24 million NVIDIA B200 SuperPOD).

Board Chair Hosseini asked for a motion to approve Action Items FSPPM1, FSPPM2, FSPPM3, and FSPPM4. A motion was made by Trustee Ridley and seconded by Trustee Powers. Board Chair Hosseini asked for further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

#### **Committee on Governance, Government Relations and Internal Affairs (GGRIA)**

Board Chair Hosseini asked for a motion to approve Action Items GGRIA1, GGRIA2, GGRIA3, GGRIA4, GGRIA5, GGRIA6, and GGRIA7. A motion was made by Trustee Corr and seconded by Trustee Brinkman. Board Chair Hosseini asked for further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

#### **6.0 Action Items (Non-Consent)**

Board Chair Hosseini stated there is 1 action item on the non-consent agenda for the Committee on Facilities and Capital Investments (FCI).

#### **FCI7 Naming: Paul M. Lyrene Blueberry Research Building**

Board Chair Hosseini asked for a motion to approve the naming Action Item FCI7, which was made by Trustee Zucker and seconded by Trustee Brandon. Board Chair Hosseini asked for further discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

#### **7.0 President's Report**

A President's Report was not provided as Interim President Fuchs had an excused absence.

#### **8.0 New Business**

There was no new business to come before the Board.

#### **9.0 Comments by the Chair of the Board**

Board Chair Hosseini stated he shared his comments with the Board at the beginning of the meetings on Thursday and did not have additional comments to share today.

#### **10.0 Adjourn**

There being no further discussion, Board Chair Mori Hosseini adjourned the meeting at 11:46 a.m.

**BOARD MEETING**  
**Virtual Meeting Minutes**  
**Tuesday, February 25, 2025**  
**Time Convened: 9:32 a.m.**  
**Time Adjourned: 9:39 a.m.**

**Board members present:**

Morteza “Mori” Hosseini (Board and Acting Committee Chair), David L. Brandon, John E. Brinkman, Richard P. Cole, Christopher T. Corr, Jed V. Davis, Sarah D. Lynne, Daniel T. O’Keefe, Rahul Patel (Board Vice Chair), Marsha D. Powers, Fred S. Ridley, and Patrick O. Zalupski.

**Others present:**

Kent Fuchs, Interim President; Scott Angle, Senior Vice President for Agriculture and Natural Resources; Melissa Curry, Vice President for Human Resources; Kurt Dudas, Vice President for Strategic Initiatives; Ryan Fuller, Interim Vice President and General Counsel; Joe Glover, Interim Provost and Senior Vice President for Academic Affairs; Nick Kozlov, Interim Chief Financial Officer; Maria Gutierrez Martin, Interim Vice President for Advancement; Colt Little, Interim Vice President for Construction, Facilities, and Real Estate; Steve Motew, UF Health President and System Chief Executive Officer; David Norton, Vice President for Research; Steve Orlando, Interim Vice President for Strategic Communications and Marketing; Mary Parker, Vice President and Chief Enrollment Strategist; Brandi Renton, Interim Vice President for Business Affairs; Scott Stricklin, Director of Athletics; Heather White, Vice President for Student Life; members of the University of Florida community, and the public.

**1.0 Call to Order and Welcome**

Board Chair Mori Hosseini welcomed everyone in attendance and called the meeting to order at 9:32 a.m.

**2.0 Verification of Quorum**

Interim Vice President and General Counsel Ryan Fuller verified a quorum with all members present, except Trustees Heavener who had an excused absence.

**3.0 Public Comment**

Interim Vice President and General Counsel Ryan Fuller stated there were no public comments to come before the Board.

**4.0 Action Items (Consent)**

Board Chair Hosseini stated there are three action items related to the Presidential Search that were reviewed on the GGRIA Committee meeting agenda that met just prior to this meeting.

### **Committee on Governance, Government Relations and Internal Affairs (GGRIA)**

Board Chair Hosseini asked for a motion to approve Action Items GGRIA1 Presidential Qualifications and Criteria, GGRIA2 Presidential Prospectus and Advertisement, and GGRIA3 Presidential Compensation. Motion was made by Trustee Lynne and seconded by Trustee Brandon. Board Chair Hosseini asked for further discussion, followed by an all in favor and any opposed. The motion was approved unanimously.

### **5.0 New Business**

Interim President Fuchs remarked never in his 40 years as an administrator has he seen such a time when there are both many incredible opportunities but also challenges in higher education right now. This is the time for the university to seize the opportunities, which I believe we are, like investments in residence halls and the Jacksonville campus. The university is well positioned for the leadership of the future. Board Chair Hosseini agreed and added this Board has a tremendous opportunity to be a transformational one.

### **6.0 Adjourn**

There being no further discussion, Board Chair Hosseini adjourned the meeting at 9:39 a.m.