



**COMMITTEE ON FINANCE, STRATEGIC PLANNING  
AND PERFORMANCE METRICS**

**Meeting Minutes**

**September, 6, 2019**

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

**University of Florida, Gainesville, FL**

**Time Convened: 12:01 p.m.**

**Time Adjourned: 12:30 p.m.**

**Committee and Board members present:**

Thomas G. Kuntz (Chair), James W. Heavener, Morteza Hosseini, Daniel T. O'Keefe, Rahul Patel, Marsha D. Powers

**Others present were:**

W. Kent Fuchs, President; Winfred Phillips, Executive Chief of Staff; Joseph Glover, Provost and Senior Vice President for Academic Affairs; Charlie Lane, Senior Vice President and Chief Operating Officer; Amy Hass, Vice President and General Counsel; Elias Eldayrie, Vice President and Chief Information Officer; Zina Evans, Vice President for Enrollment Management and Associate Provost; Antonio Farias, Chief Diversity Officer and Senior Advisor to the President; Jodi Gentry, Vice President for Human Resources; Edward Jimenez, Chief Executive Officer for UF Health Shands; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; Michael McKee, Vice President and Chief Financial Officer; Thomas Mitchell, Vice President for Advancement; David Nelson, Senior Vice President for Health Affairs and President of UF Health; David Norton, Vice President for Research; Nancy Paton, Vice President for Strategic Communications and Marketing; Jack Payne, Senior Vice President for Agriculture and Natural Resources; Curtis Reynolds, Vice President for Business Affairs; members of the University of Florida Community, and other members of the public and the media.

**1.0 Verification of Quorum**

Vice President Michael McKee verified a quorum with all members present.

**2.0 Call to Order and Welcome**

Committee Chair Thomas G. Kuntz welcomed everyone in attendance and called the meeting to order at 12:01 p.m.

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

The Committee Chair asked for a motion to approve the minutes of the June 6, 2019 and August 19, 2019 committee meetings. The Committee Chair asked for further discussion, and the motion was approved unanimously.

The Committee considered the following Action Items:

### **4.0 Action Items**

#### **FSPPM1 Carryforward Spending Plan**

Vice President McKee began the discussion by providing an overview of the action item. He noted that the format was developed and approved by the Board of Governors and that he, the President, and the Board Chair are required to sign and submit a 2019-2020 Carryforward Budget Certification to BOG by September 23. Vice President McKee also mentioned that the carryforward balance is an estimate but will be made true at the end of the year, and budget amounts for capital projects have been synced with Facilities. Committee Chair Kuntz indicated that both President Fuchs and Vice President McKee have approved the Carryforward Spending Plan and will sign the BOG Certification to that effect. He asked for any further discussion. There was none, and the action item was approved.

#### **FSPPM2 DSO and Affiliate Budgets**

Vice President McKee provided an overview of the DSO and Affiliate budget along with supporting documentation provided to the Board. He indicated that, at the request of the FSPPM Committee, a fiscal year comparison of budgets and actuals from 2018-2019 has been provided. Committee Chair Kuntz asked for questions and requested Vice President McKee walkthrough one of the units. Vice President McKee deferred to Assistant Vice President George Kolb, who stated that the budget provided was approved at the June 2019 BOT meeting and only changes to the format have been made. AVP Kolb went on to explain that all the DSO and Affiliated budgets are now in that same format. Committee Chair Kuntz asked if the format was good going forward. Assistant Vice President Kolb indicated that it was. The Committee Chair then asked for any further discussion. There was none, and the action item was approved.

The following Discussion/Informational Items were the addressed by the Committee:

### **5.0 Discussion/Informational Items**

#### **5.1 Faculty Hiring Update**

Vice President Jodi Gentry began the discussion by giving an overview of progress since the last BOT meeting. She stated that much progress had been made but efforts will continue into this academic year; and indicated that the student to faculty ratio for fall 2019 will be provided at the December BOT meeting after calculations are made at the end of October. Vice President Gentry continued the discussion by providing an update on progress towards meeting the Faculty 500 goal; 472 of target 500 have been hired and another 28 are being actively recruited. Committee Chair Kuntz noted that over 1000 faculty have been hired but overall the base headcount has only grown about 360. Vice

President Gentry agreed stating that the net number accounts for turnover, which is average and in line with national norms, and mentioned that turnover has decreased since 2017. Committee Chair Kuntz noted the progress made since beginning the Faculty 500 initiative: 4117 base faculty in 2017 to 4485 in 2019. He stated that good progress has been made but there is still work to do. Following was a discussion about data prior to 2017. Vice President Gentry mentioned that numbers from 2012 to now were presented on the report she provided. Committee Chair Kuntz requested an additional 3-4 years and suggested that a plan going forward be presented by President Fuchs at the next FSPPM pre-meeting. Board Chair Hosseini agreed that a plan needs to be developed. He stated that the Board approved a 16:1 faculty to student ratio and the University has not yet hit it. He asked that the President and the Provost work on a plan to get to 16:1. President Fuchs agreed that it was imperative to get to 16:1 to be in the top 5, and agreed that the University needs to figure out how to make this happen. There was then a brief discussion of whether to transfer this discussion item to the Academic, Faculty and Student Affairs and Experience Committee. Board Chair Hosseini determined that the item will stay with FSPPM. Committee Chair Kuntz stated that the President and Provost will present a plan to achieve 16:1 student to faculty ratio at the next BOT meeting in December. Vice President Gentry again indicated that we will have an idea of this year's actual ratio at the end of October, and Committee Chair Kuntz reiterated the need to discuss the plan going forward at the next FSPPM meetings. President Fuchs wrapped up the discussion by stating that the Faculty 500 is more than just a 16:1 ratio but also involves research. He suggested that, in order to get where we need to be, the University needs to hire more than 500 faculty. We also need to support these faculty and dedicate resources to do so. Board Chair Hosseini stressed the need to reach 500 new faculty hires. He stated that the University needs to continue to hire until we reach the goal, and began to develop a plan beyond that once it's met.

## **6.0 New Business**

There was no new business to come before the committee.

## **7.0 Adjourn**

There being no further discussion, Committee Chair Kuntz adjourned at the meeting at 12:30 p.m.