

BOARD AND COMMITTEE MEETINGS SCHEDULE

December 7-8, 2023

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, Florida

Virtual Viewing link on December 7, 2023:

<https://mediasite.video.ufl.edu/Mediasite/Play/1163589f56b949f9b1fd262d4440dd991d>

Thursday, December 7, 2023

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|---------------------------|---|
| 8:00 a.m. to 9:00 a.m. | Breakfast
Presentation: UF Advances in Cancer Immunotherapy
Assistant Vice President for Research Duane Mitchell |
| 9:00 a.m. to 9:15 a.m. | Chairman Meeting Remarks |
| ~9:15 a.m. to 10:45 a.m. | <u>Committee on Academic, Faculty and Student Success, Public Relations and Strategic Communications</u>
(Patel (Chair), Cole, Green, Heavener, O'Keefe, Wright, Zucker) |
| ~10:45 a.m. to 10:55 a.m. | Break (~10 minutes) |
| ~10:55 a.m. to 11:15 a.m. | <u>Committee on Advancement</u>
(Zucker (Chair), Cole, Corr, Heavener, Powers, Wright, Zalupski) |
| ~11:15 a.m. to 11:45 a.m. | <u>Committee on Governance, Government Relations and Internal Affairs</u>
(Hosseini (Chair), Brandon, Cole, Corr, Heavener, Patel, Ridley, Zalupski) |
| ~11:45 a.m. to 12:45 p.m. | Lunch |
| 1:00 p.m. to 2:15 p.m. | <u>Committee on Facilities and Capital Investments</u>
(Brandon (Chair), Corr, Hosseini, O'Keefe, Ridley, Zalupski, Zucker) |
| ~2:15 p.m. to 2:35 p.m. | <u>Committee on Audit and Compliance</u>
(O'Keefe (Chair), Brandon, Cole, Green, Hosseini, Patel, Powers) |
| ~2:35 p.m. to 3:45 p.m. | <u>Committee on Finance, Strategic Planning and Performance Metrics</u>
(Powers (Chair), Brandon, Corr, Hosseini, O'Keefe, Patel, Ridley, Zalupski) |
| ~3:45 p.m. to 4:00 p.m. | Break (~15 minutes) |
| ~4:00 p.m. to 5:00 p.m. | UF Health Update
Senior Vice President David Nelson, Senior Advisor to the President Jim Staten, Bank of America Managing Director Basilio Paneque |
| 6:30 p.m. to 8:30 p.m. | President's Annual Holiday Party
2151 W. University Avenue, Gainesville FL 32603 |

BOARD AND COMMITTEE MEETINGS SCHEDULE

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Virtual Viewing link December 8, 2023:

<https://mediasite.video.ufl.edu/Mediasite/Play/d2ef05d935924d40b241ec1782c94b5d1d>

Friday, December 8, 2023

8:00 a.m. to 9:00 a.m.	Breakfast
9:00 a.m. to 9:15 a.m.	Win Phillips Town Gown Relations Award Vice President Mark Kaplan
~9:15 a.m. to 9:45 a.m.	P.K. Yonge Update Director Brian Marchman
~9:45 a.m. to 10:00 a.m.	Break (~15 minutes)
~10:00 a.m. to 10:20 a.m.	Jacksonville Strategic Update Vice President Kurt Dudas
~10:20 a.m. to 1:00 p.m.	Board of Trustees' Meeting (Full Board)
~1:00 p.m. to 2:00 p.m.	Lunch



**COMMITTEE ON ACADEMIC, FACULTY
AND STUDENT SUCCESS, PUBLIC RELATIONS AND STRATEGIC
COMMUNICATIONS**

AGENDA

Thursday, December 7, 2023

~9:15 a.m.

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

Committee Members:

Rahul Patel (Board Vice Chair and Committee Chair), Richard P. Cole, Olivia E. Green, James W. Heavener, Daniel T. O’Keefe, Danaya C. Wright, Anita G. Zucker

- 1.0 Call to Order and WelcomeRahul Patel, Chair
- 2.0 Verification of Quorum Vice President Liaison
- 3.0 Review and Approval of MinutesRahul Patel, Chair
[June 8, 2023](#)
[November 14, 2023](#)
- 4.0 Action ItemsRahul Patel, Chair
[AFSSPRSC1](#) Tenure Upon Hire..... Scott Angle, Interim Provost
[AFSSPRSC2](#) Degree Program Terminations..... Scott Angle
[AFSSPRSC3](#) Degree Program Change Scott Angle
[AFSSPRSC4](#) Centers and Institutes: Annual Reporting Scott Angle
- 5.0 Discussion ItemsRahul Patel, Chair
 - 5.1 Admissions Update Mary Parker, Vice President for Enrollment Management
 - 5.2 Faculty Senate Update..... Danaya Wright, Faculty Senate Chair
 - 5.3 Student Body President Update Olivia Green, Student Body President
 - 5.4 Student Life Update..... Heather White, Vice President for Student Life
- 6.0 New Business.....Rahul Patel, Chair
- 7.0 AdjournRahul Patel, Chair



**COMMITTEE ON ACADEMIC, FACULTY
AND STUDENT SUCCESS, PUBLIC RELATIONS AND STRATEGIC
COMMUNICATIONS**

Meeting Minutes

June 8, 2023

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, FL

Time Convened: 9:37 a.m.

Time Adjourned: 11:42 a.m.

Committee and Board members present:

Rahul Patel (Board Vice Chair and Committee Chair), David L. Brandon, Richard P. Cole, Christopher T. Corr, Olivia E. Green, James W. Heavener, Morteza "Mori" Hosseini (Board Chair), Daniel T. O'Keefe, Marsha D. Powers, Fred S. Ridley, Danaya C. Wright, Patrick O. Zalupski, and Anita G. Zucker.

Others present:

Ben Sasse, President; Joseph Glover, Provost and Senior Vice President for Academic Affairs; Scott Angle, Vice President for Agriculture and Natural Resources; Chris Cowen, Senior Vice President and Chief Financial Officer; Melissa Curry, Interim Vice President for Human Resources; Amy Hass, Vice President and General Counsel; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; Maria Gutierrez Martin, Interim Vice President for Advancement; Marsha McGriff, Chief Diversity Officer and Senior Advisor to the President; David Nelson, Senior Vice President for Health Affairs and President of UF Health; David Norton, Vice President for Research; Steve Orlando, Interim Vice President for Strategic Communications and Marketing; Mary Parker, Vice President for Enrollment Management and Associate Provost; Curtis Reynolds, Vice President for Business Affairs; Heather White, Vice President for Student Life; Cathy Lebo, Assistant Provost; members of the University of Florida community, and the public.

1.0 Call to Order and Welcome

Committee Chair Rahul Patel welcomed everyone in attendance and called the meeting to order at 9:37 a.m.

2.0 Verification of Quorum

Provost Joseph Glover verified a quorum with all members present.

3.0 Review and Approval of Minutes

Committee Chair Patel asked for a motion to approve the minutes from the March 16, 2023 Committee Meeting and the May 10, 2023 Committee Pre-Meeting, which was made by Trustee Cole and seconded by Trustee O’Keefe. Committee Chair Patel asked for further discussion, after which he asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

4.0 Action Items

AFSSPRSC1 Tenure Upon Hire

Committee Chair Patel stated that the file review on the Tenure Upon Hire cases was not complete. He noted there would be a review of the files and then a special board meeting would be scheduled within the next 30 days to take action on this item.

AFSSPRSC2 Annual Tenure Awards

Provost Glover indicated that this is an annual report that goes through the University’s process, which includes being recommended by the Department Chair which then goes to a College review committee, and then a review from the Dean for a recommendation to the Academic Personnel Board, Provost, and the President. President Sasse stated that since he arrived in the middle of the process, he will defer to the current process and supports the cases that are being recommended for tenure and permanent status. He will be reviewing the process and making recommendations.

Committee Chair Patel asked for any questions or further discussion. He then asked for a motion to approve Action Item AFSSPRSC2 for recommendation to the Board for its approval on the Consent Agenda, which was made by Trustee Zucker, and second which was made by Trustee Wright. Committee Chair Patel asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

AFSSPRSC3 New Degrees

Provost Glover stated there are 3 new degrees proposed for consideration: 1. Master of Science in Urban Analytics in the College of Design, Construction and Planning, 2. Master of Science in Artificial Intelligence Systems in the Herbert Wertheim College of Engineering, and 3. Master of Science in Genetics and Genomics in the colleges of Agriculture and Life Sciences, Liberal Arts and Sciences and Medicine.

Committee Chair Patel asked for any questions or further discussion. He then asked for a motion to approve Action Item AFSSPRSC3 for recommendation to the Board for its approval on the Consent Agenda, which was made by Trustee Zucker, and second which was made by Trustee Wright. Committee Chair Patel asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

AFSSPRSC4 Degree Program Termination

Provost Glover indicated that the College of the Arts is requesting to terminate the Bachelor of Arts in Art Education. This program was replaced with a certificate that will fulfill the needs of the students wishing to teach art in the K-12 setting. The last student graduated in 2022, so no students would be impacted.

Committee Chair Patel asked for any questions or further discussion. He then asked for a motion to approve Action Item AFSSPRSC4 for recommendation to the Board for its approval on the Consent Agenda, which was made by Trustee O’Keefe, and second which was made by Trustee Wright. Committee Chair Patel asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

AFSSPRSC5 Degree Program Changes

Provost Glover indicated that the College of Journalism and Communications is requesting to reduce the number of credit hours from 124 to 120 for the following degrees: 1. B.S. in Media Production, Management and Technology Specializations: Digital Film and Television Production, Management and Strategy, and Media and Society, 2. B.S. in Journalism and Sports Media, 3. B.S. in Advertising Specializations: Persuasive Messaging and Agency, and 4. B.S. in Public Relations.

The Accrediting Council on Education in Journalism and Mass Communications rescinded the stipulation on the number of credit hours that students needed to take outside the college and the extra four hours is no longer necessary due to the students being allowed to take over 50 credit hours within the college. Trustee Wright stated that the Accrediting Council removed an obligation for courses that were not related to the subject.

Committee Chair Patel asked for any questions or further discussion. He then asked for a motion to approve Action Item AFSSPRSC5 for recommendation to the Board for its approval on the Consent Agenda, which was made by Trustee Zucker, and second which was made by Trustee Wright. Committee Chair Patel asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

5.0 Discussion Items

5.1 Admissions Update

Vice President for Enrollment Management and Associate Provost Mary Parker provided updates on the incoming class for Fall 2027 and on scholarships.

VP Parker stated there is a confirmed class of 7,000 committed freshmen as of May 1, 2023. She indicated we received the most ever Honors applications with over 14,000 applications. She noted there was also an increase in the quality of Honors applications and in those who accepted. She shared Enrollment Management held the first Honors Yield event at the Harn Museum with high attendance and Provost Glover provided the address.

VP Parker emphasized that scholarships matter, especially need and merit based, and how we leverage them. We need to think about the timing of scholarship awards. For the freshmen class, the university awards scholarships when the admissions decisions are released which helps inform the students decision to attend UF. She indicated she has been working with the UF Foundation on the new Scholarship Universe software that will improve the student and end user experience. It will streamline the process so that students and colleges will know what scholarships are available and have been awarded. The goal is to have it fully implemented to

campus within the next year. President Sasse noted the Strategic Enrollment Taskforce is looking at this and welcomes any suggestions.

Board Chair Hosseini inquired about decisions for transfer students. VP Parker indicated that Enrollment Management processes the applications, but that the colleges make the decisions and notify the students. Board Chair Hosseini asked Committee Chair Patel to come up with a uniform deadline for transfer students to get timely decisions (by the end of June/end of May). He asked the Committee to then work with the President to create a plan to put into place for next year. Committee Chair Patel agreed.

Trustee O'Keefe thanked VP Parker for her proactive leadership.

5.2 Faculty Senate Update

Trustee and Faculty Senate Chair Danaya Wright thanked Board Chair Hosseini and members of the Board and Board staff for welcoming her and all the work that is involved with the annual transition of the Faculty Senate Chair. She noted the faculty appreciate the opportunity to share their voice on the Board.

Trustee Wright reviewed some of her initiatives for her term, including post-tenure review. She stated the regulation and policy should be carefully crafted and post-tenure review should be based on objective criteria regarding merit. Faculty need to have confidence in the system put into place. She noted ~40% of faculty time is managing administrative tasks and compliance.

Trustee Wright requested consideration of a task force on Academic Integrity be formed due to the increase in ChatGPT, remote, and hybrid learning options that are available to students. She asked the faculty to be leveraged more during legislative session and earlier in the process. She indicated there should be adequate faculty friendly single stall bathrooms in every building. Finally, Trustee Wright stated the Faculty Senate Task Force on Shared Governance would soon release their report that addresses improving governance in the colleges and departments.

President Sasse welcomed Trustee Wright and indicated that he strongly agreed with 3 of the big themes in her comments. He indicated that we have an obligation to implement post-tenure review and to clarify for the world that post-tenure review has nothing to do with politics and everything to do with rigor, excellence and serving our students and delivering more relevant translational research. Next, he stated that post-tenure review would be an opportunity to review our systems and levels of review. The faculty is the foundation of a great university past and future. Finally, he stated the availability of assessment and tools related to academic integrity is critical. They will have an opportunity to discuss.

Board Chair Hosseini agreed post-tenure review is based on merit, not political views. He believes in academic integrity and agrees it should be reviewed. Trustee Wright indicated that the faculty are hearing in the news that tenure is going away, and faculty need to hear from the Board that tenure is important. Board Chair Hosseini stated he is a believer in tenure.

5.3 Student Body President Update

Trustee and Student Body President Olivia Green provided an update on the projects that she will be focusing on during her term, which include Community Building, Gator Needs, and Student Organizations. She indicated that she will also continuing the past initiative of the previous administration with the Whole Gator App.

5.5 Student Life Update

Vice President for Student Life Heather White provided an update on the Disability Resource Center (DRC), including what will be provided for the students and noted the number registered with DRC for assistance. She emphasized these students need to have the same standards as every other student on campus.

VP White indicated that the DRC is currently located in a Residence Hall-Reed Hall. She noted that the students support a free-standing DRC. The Capital Improvement Trust Fund (CITF) money will be used to help create this stand-alone facility. The proposed new DRC location is the old Infirmary lot. This will be the first free-standing disability center across our peer institutions, top private, top 10 public, SEC, and SUS. The DRC will allow for a testing center which the University does not currently have. The University currently has the \$12.5M of CITF monies and the students are additionally investing \$250K into the testing center. The additional funds needed would be approximately \$16M.

Board Chair Hosseini indicated that there are two requirements for building a new building: 1. the President needs to approve and 2. the Board of Trustees needs to approve. Vice President Reynolds indicated that the DRC potential building site is in the Campus Master Plan, which was approved by the previous president. Board Chair Hosseini reiterated no new buildings will be built until after the current president and the Board of Trustees have reviewed all sites.

Trustee Brandon noted a design firm has already been selected as part of the original technical review committee and president review process. Board Chair Hosseini requested all project information be sent to President Sasse for review. If it meets with his approval, then we will review the design firm to see if they have the capacity to do the new design. If they do not, it will go back to the technical review committee.

Trustee Zucker shared her congratulations and appreciation for the DRC for our students. She hopes that we can work to increase the number of students to staff ratio. Board Chair Hosseini stated that the Board absolutely believes in the DRC and added Trustee Cole did a great job working with them. Trustee Wright applauded VP White's office and all the work the DRC does. She indicated that accommodations have led to administering exams in a very different way for faculty, whether it be in different places or remote exams.

The committee adjourned for a break at 10:55 a.m. and came back into session at 11:10 a.m.

6.0 New Business

Committee Chair Patel indicated a number of the Trustees may have seen in the news that the U.S. News & World Report has recently made some changes in their ranking criteria. He asked

Assistant Provost Cathy Lebo to provide an update so the Board is aware of how rankings will be impacted.

AP Lebo noted the U.S. News & World Report announced they are going to drop four variables from the undergraduate rankings and nine additional variables are under review. The four variables being dropped are: 1. Alumni giving, 2. faculty degrees, 3. class size, and 4. high school class rank.

Board Chair Hosseini stated that AP Lebo has done an amazing job dealing with all the changes and expressed his appreciation. President Sasse echoed the Board Chairman's comments and stated that she has been a treasure and thanked her for all her work.

Committee Chair Patel stated that he has been discussing with VP Parker what students focus on when deciding where to go to college. The conversations indicated that students do focus on the rankings. President Sasse indicated that we need to manage the reputational issues.

7.0 Adjourn

There being no further discussion, Committee Chair Patel adjourned the meeting at 11:42 a.m.

**COMMITTEE ON ACADEMIC, FACULTY
AND STUDENT SUCCESS, PUBLIC RELATIONS AND STRATEGIC
COMMUNICATIONS**

Pre-Meeting Minutes

Virtual Meeting

November 14, 2023

Time Convened: 10:06 a.m.

Time Adjourned: 10:16 a.m.

Committee and Board members present:

Rahul Patel (Board Vice Chair and Committee Chair), David L. Brandon, Richard P. Cole, Christopher T. Corr, Oliva E. Green, Morteza “Mori” Hosseini (Board Chair), Daniel T. O’Keefe, Marsha D. Powers, Danaya C. Wright, Patrick O. Zalupski, and Anita G. Zucker.

Others present:

Ben Sasse, President, Scott Angle, Interim Provost and Senior Vice President for Academic Affairs; Melissa Curry, Vice President for Human Resources; Elias Eldayrie, Vice President and Chief Information Officer; Amy Hass, Vice President and General Counsel; Taylor Jantz, Office of the 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 Martin, Interim Vice President for Advancement; Mary Parker, Vice President and Chief Enrollment Strategist; Curtis Reynolds, Vice President for Business Affairs; Ray Sass, Vice President for Innovation and Partnerships; 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 Rahul Patel welcomed everyone in attendance and called the meeting to order at 10:06 a.m.

2.0 Roll Call

Committee Chair Rahul Patel conducted a roll call, and all Committee members were present, except Board Chair Hosseini and Trustee Heavener who had conflicts.

3.0 Review Draft Agenda for December Meeting

Committee Chair Patel noted the pre-meeting is informational only and no action will come to the committee.

3.1 Review Draft Minutes

Committee Chair Patel reminded the committee that they will review and approve the June 8, 2023 minutes at the December meeting.

3.2 Review Action Items

- **AFSSPRSC1 Tenure Upon Hire**

Interim Provost Scott Angle reviewed the four Tenure Upon Hire cases submitted to the Provost Office. He noted there may be additional cases prior to the December meeting.

- Dr. Janet Robishaw, Professor and Associate Dean, Department of Comparative, Diagnostic and Population Medicine, College of Veterinary Medicine
- Dr. Charles Vite, Professor and Chair, Department of Small Animal Clinical Sciences, College of Veterinary Medicine
- Dr. Simon Means, Professor and Chief, Department of Orthopaedic Surgery and Sports Medicine, College of Medicine
- Dr. Frederick van Amstel, Associate Professor, School of Art + Art History, College of the Arts

Committee Chair Patel stated the four Tenure Upon Hire cases have completed the review process, which includes the President.

- **AFSSPRSC2 Degree Program Terminations**

Interim Provost Angle reviewed the four Degree Program Terminations that have been approved by the Faculty Senate. He stated that the four degrees do not have any students enrolled currently and do not plan to enroll any in the future.

- Master of Education in Mathematics Education – no students since 2018
- Master of Arts in Teaching-International Relations – no students since 1980
- Master of Engineering in Mechanical Engineering – no students since 2017
- Master of Engineering in Aerospace Engineering – no students since 2016

- **AFSSPRSC3 Degree Program Change**

Interim Provost Angle stated the College of the Arts is requesting to offer alternative core courses in the second year for the Bachelor of Science in Music Business and Entrepreneurship, to include Commercial Music Theory I and II, Commercial Aural Skills I and II, and Commercial Keyboard Skills I and II. The change was approved by the Curriculum Committee and then by the Faculty Senate in May 2023.

- **AFSSPRSC4 Centers and Institutes: Annual Reporting**

Interim Provost Angle stated the university is required to provide an annual reporting of expenditures for the prior fiscal year of all university centers and institutes that have been approved by the Board to the Board of Governors (BOG). He added that the Provost Office is currently working with the Deans to reduce the number of inactive or seldom active centers/institutes that the University has. He noted the 2022 annual BOG report shows the University eliminated 8 centers but has opened 7 new ones.

3.3 Review Discussion Items

- **Admissions Update**

Committee Chair Patel noted Vice President and Chief Enrollment Strategist Mary Parker will give an admissions update including information on early decision, early admission, and the transfer student application process at the December meeting.

- **Faculty Senate Update**

Committee Chair Patel noted Trustee and Faculty Senate Chair Danaya Wright will provide a Faculty Senate update at the December meeting.

- **Student Body President Update**

Committee Chair Patel noted Trustee and Student Body President Olivia Green will provide a Student Body update at the December meeting.

- **Student Life Update**

Committee Chair Patel noted Vice President for Student Life Heather White will provide a Student Life at the December meeting.

- **Rankings Update**

Committee Chair Patel stated due to the changes that the U.S. News and World Report has made to the reporting requirements, Associate Provost Cathy Lebo will provide a deep dive on what the changes are and what the University needs to do in order to get back into the Top 5.

- **New Centers/Institutes**

Interim Provost Angle noted there are two Center name changes:

- Center for Jewish Studies changed to Bud Shorstein Center for Jewish Studies (College of Liberal Arts and Sciences)
- Intelligent Critical Care Center changed to Intelligent Clinical Care Center (College of Medicine)

President Sasse shared his support of the Center for Jewish Studies naming for Bud Shorstein and noted he is doing an amazing job on campus and in the community.

4.0 New Business

There was no new business to come before the committee.

5.0 Adjourn

There being no further discussion, the meeting was adjourned at 10:16 a.m.



**COMMITTEE ON ACADEMIC, FACULTY
AND STUDENT SUCCESS, PUBLIC RELATIONS AND STRATEGIC
COMMUNICATIONS
ACTION ITEM AFSSPRSC1
December 7, 2023**

SUBJECT: Tenure Upon Hire

BACKGROUND INFORMATION

The Chairs and Deans have recommended to the Provost and Senior Vice President for Academic Affairs that 4 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 cases.

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: J. Scott Angle, Interim Provost and Senior Vice President for Academic Affairs

Approved by the University of Florida Board of Trustees, December 7, 2023

Morteza "Mori" Hosseini, Chair

Ben Sasse, President and Corporate Secretary

Tenure Upon Hire Summary
December 7, 2023

Dr. Janet Robishaw – College of Veterinary Medicine

Professor and Associate Dean, Department of Comparative, Diagnostic and Population Medicine

Dr. Janet Robishaw earned her B.S. with a double major in Chemistry and Biology from Central Michigan University in 1979 and her Ph.D. in Physiology from Pennsylvania State University in 1983. Her prior institution is Florida Atlantic University. Dr. Robishaw has compiled an outstanding record of research, teaching and leadership accomplishments.

Dr. Charles Vite – College of Veterinary Medicine

Professor and Chair, Department of Small Animal Clinical Sciences

Dr. Charles Vite earned his B.S. from Cornell University in 1985, his DVM from Purdue University in 1990 and his Ph.D. from the University of Pennsylvania in 2003. His prior institution is the University of Pennsylvania. Dr. Vite is a productive clinician-scientist who uses animal models of human diseases to develop new therapies for neurodegenerative diseases.

Dr. Simon Mears – College of Medicine

Professor and Chair, Department of Orthopaedic Surgery and Sports Medicine

Dr. Simon Mears earned his B.S. in Pre-Medicine from Pennsylvania State University in 1989 and his M.D./Ph.D. from the University of Pittsburgh School of Medicine in 1996. His prior institution is the University of Arkansas for Medical Services. He has published in peer-reviewed journals and has extensive surgical and administrative experience in academic medicine.

Dr. Frederick van Amstel – College of the Arts

Associate Professor, School of Art + Art History

Dr. Frederick van Amstel earned his Bachelor of Social Communication with a minor in Journalism from the Federal University of Parana, Brazil in 2005, his Master's in Technology at the Federal University of Technology in Parana, Brazil in 2008 and his Ph.D. from the University of Twente, Netherlands in 2015. His prior institution is the Federal University of Parana, Brazil. Dr. van Amstel has 59 peer-reviewed articles, 40 presentations in 8 countries and over \$1M in external funding, making him one of the emergent top international scholars in the field.



**COMMITTEE ON ACADEMIC, FACULTY
AND STUDENT SUCCESS, PUBLIC RELATIONS AND STRATEGIC
COMMUNICATIONS
ACTION ITEM AFSSPRSC2
December 7, 2023**

SUBJECT: Degree Program Terminations

BACKGROUND INFORMATION

The Board of Governors requires periodic reviews of all academic degree programs to determine whether they remain viable academic offerings. Degree programs that have been inactive or which are not planned to be reactivated must be closed.

The College of Education is requesting to terminate the Master of Education with a major in Mathematics Education (CIP 13.1311). The Master of Arts in Education degree is a more recognized for those students seeking a doctoral degree. This program has not admitted or graduated students from this degree since 2018. The Faculty Senate approved this request at this May 4, 2023, meeting.

The College of Education is requesting to terminate the Master of Arts in Teaching-International Relations. There have been no students enrolled in this program since 1980 and the companion degree – Master of Arts in Teaching-Political Science was closed several years ago. The Faculty Senate approved this request at this May 4, 2023, meeting.

The Herbert Wertheim College of Engineering is requesting to terminate the Masters of Engineering with a major in Mechanical Engineering (CIP 14.1901). This degree is the same as the Master of Science with a major in Mechanical Engineering except that students do not have to graduate from an ABET accredited engineering program. Students usually desire the Master of Science degree over the Master of Engineering degree. The last student to graduate from this program was in 2017. The Faculty Senate approved this request at this April 20, 2023, meeting.

The Herbert Wertheim College of Engineering is requesting to terminate the Masters of Engineering with a major in Aerospace Engineering (CIP 14.0201). This degree is the same as the Master of Science with a major in Aerospace Engineering except that students are not to have graduated from an ABET accredited engineering program. Students usually desire the Master of Science degree over the Master of Engineering degree. The last student to graduate from this program was 2016. The Faculty Senate approved this request at this April 20, 2023, 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 terminations for recommendation to the Board of Trustees for approval on the Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors final approval will be required for termination of all doctoral and professional degree programs only.

Supporting Documentation Included: Board of Governors Academic Degree Program Termination Forms

Submitted by: J. Scott Angle, Interim Provost and Senior Vice President for Academic Affairs

Approved by the University of Florida Board of Trustees, December 7, 2023

Morteza “Mori” Hosseini, Chair

Ben Sasse, President and Corporate Secretary



Board of Governors, State University System of Florida
ACADEMIC DEGREE PROGRAM TERMINATION FORM
In Accordance with BOG Regulation 8.012

INSTITUTION: University of Florida

PROGRAM NAME: Master of Arts in Teaching - International Relations

DEGREE LEVEL(S): MAT **CIP CODE:** _____
(B., M., Ph.D., Ed.D., etc.) (Classification of Instructional Programs)

ANTICIPATED TERMINATION TERM: Fall 2023
(First term when no new students will be accepted into the program)

ANTICIPATED PHASE-OUT TERM: Fall 2023
(First term when no student data will be reported for this program)

Please use this form for academic program termination. The form should be approved by the University Board of Trustees (UBOT) prior to submission to the Board of Governors, State University System of Florida for consideration. Please fill out this form completely for each program to be terminated in order for your request to be processed as quickly as possible. Attach additional pages as necessary to provide a complete response. In the case of baccalaureate or master's degree programs, the UBOT may approve termination in accordance with BOG Regulation 8.012, and submit this form to the Board of Governors, Office of Academic and Student Affairs. For doctoral level programs, please submit this form with all appropriate signatures for Board of Governor's consideration. The issues outlined below should be examined by the UBOT when approving program terminations.

1. Provide a narrative rationale for the request to terminate the program.

We are requesting that the Master of Arts in Teaching – Political Science – International Relations degree be closed due to the lack of students over many years. We closed the companion Master of Arts in Teaching – Political Science degree several years ago.

- 2. Indicate on which campus(es) the program is being offered and the extent to which the proposed termination has had or will have an impact on enrollment, enrollment planning, and/or the reallocation of resources.**

Gainesville main campus. No impact, as there have been no students enrolled in this program since 1980.

- 3. Explain how the university intends to accommodate any students or faculty who are currently active in the program scheduled to be terminated. State what steps have been taken to inform students and faculty of the intent to terminate the program.**

There have been no students enrolled in this program since 1980.

No faculty appointments will be affected by this degree program termination. All faculty affiliated with this program are also affiliated with other degree programs.

- 4. Please provide the date when the teach-out plan was submitted to SACSCOC. Include a copy of the notification letter with your submission.**

July 11, 2023

- 5. Provide data (and cite sources) on the gender and racial distribution of students in and faculty affiliated with the program. For faculty, also list the rank and tenure status of all affected individuals.**

No faculty appointments will be affected by this degree program termination. All faculty affiliated with this program are also affiliated with other degree programs.

6. Identify any potential negative impact of the proposed action on the current representation of females, minorities, faculty, and students in the program.

None.

7. If this is a baccalaureate program, please explain how and when the Florida College System (FCS) institutions have been notified of its termination so that students can be notified accordingly.

Not applicable, this is not a baccalaureate program.

Michael D. Martinez

Requestor/Initiator

Date

Melissa Slurry

Signature of Campus EO Officer

8/16/2023 | 2:24 PM EDT

Margaret U. Fields

Digitally signed by Margaret U. Fields
DN: cn=Margaret U. Fields, o=University of Florida, ou=CLAS Dean's Office, email=mfields@ufl.edu, c=US
Date: 2023.03.06 08:45:45 -05'00'

Signature of College Dean

Date

[Signature]

Signature of President or Vice President for Academic Affairs

10/11/2023 | 10:41 AM EDT

Date

Signature of Chair of the Board of Trustees

Date

Date Approved by the Board of Trustees



Board of Governors, State University System of Florida
ACADEMIC DEGREE PROGRAM TERMINATION FORM
 In Accordance with BOG Regulation 8.012

INSTITUTION: University of Florida

PROGRAM NAME: Masters of Engineering in Aerospace Engineering

DEGREE LEVEL(S): M.E. **CIP CODE:** 14.0201
 (B., M., Ph.D., Ed.D., etc.) (Classification of Instructional Programs)

ANTICIPATED TERMINATION TERM: Spring 2023
 (First term when no new students will be accepted into the program)

ANTICIPATED PHASE-OUT TERM: Spring 2023
 (First term when no student data will be reported for this program)

Please use this form for academic program termination. The form should be approved by the University Board of Trustees (UBOT) prior to submission to the Board of Governors, State University System of Florida for consideration. Please fill out this form completely for each program to be terminated in order for your request to be processed as quickly as possible. Attach additional pages as necessary to provide a complete response. In the case of baccalaureate or master's degree programs, the UBOT may approve termination in accordance with BOG Regulation 8.012, and submit this form to the Board of Governors, Office of Academic and Student Affairs. For doctoral level programs, please submit this form with all appropriate signatures for Board of Governor's consideration. The issues outlined below should be examined by the UBOT when approving program terminations.

1. Provide a narrative rationale for the request to terminate the program.

It is requested that the Master of Engineering with a major in Aerospace Engineering be closed. Programmatically, there has never been a difference between this degree and the Master of Science with a major in Aerospace Engineering. The sole difference was that the Master of Engineering required a student to have graduated from an ABET accredited engineering program. Students historically desire and select Master of Science over the lesser known Master of Engineering. In 2013, the faculty agreed to close out the Master of Engineering. Our last student in this degree graduated in Fall 2016. We have no students currently enrolled and do not plan on admitting any. And in 2022, we have formally requested that the degree program be closed.

- 2. Indicate on which campus(es) the program is being offered and the extent to which the proposed termination has had or will have an impact on enrollment, enrollment planning, and/or the reallocation of resources.**

The program was administered at the Gainesville campus. There is no impact on enrollment or resources. All Master's students are pursuing the M.S. degree.

- 3. Explain how the university intends to accommodate any students or faculty who are currently active in the program scheduled to be terminated. State what steps have been taken to inform students and faculty of the intent to terminate the program.**

The last student graduated in Fall 2016. There are no students. Since 2017, there has been no way for students to sign up for the program. All students are advised towards the M.S. degree. The Faculty requested and approved this in 2013, and they are not affected, since they are implementing the M.S. program instead.

- 4. Please provide the date when the teach-out plan was submitted to SACSCOC. Include a copy of the notification letter with your submission.**

July 12, 2023

- 5. Provide data (and cite sources) on the gender and racial distribution of students in and faculty affiliated with the program. For faculty, also list the rank and tenure status of all affected individuals.**


There are zero students in the program. There are no affected faculty, as they are implementing the M.S. program.

6. Identify any potential negative impact of the proposed action on the current representation of females, minorities, faculty, and students in the program.

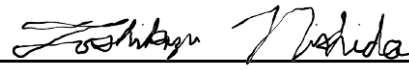
There are no students. Therefore, there is no negative impact.

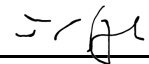
7. If this is a baccalaureate program, please explain how and when the Florida College System (FCS) institutions have been notified of its termination so that students can be notified accordingly.

N/A

 Michael Griffis
Mechanical and Aerospace Engineering 7/12/2023
Requestor/Initiator Date

 7/14/23
Signature of Campus EO Officer Date

 7/18/2023 | 4:46 PM EDT
Signature of College Dean Date

 10/11/2023 | 10:41 AM EDT
Signature of President or Vice President Date
for Academic Affairs

Signature of Chair of the _____
Board of Trustees Date

Date Approved by the Board of Trustees



Board of Governors, State University System of Florida
ACADEMIC DEGREE PROGRAM TERMINATION FORM
 In Accordance with BOG Regulation 8.012

INSTITUTION: University of Florida

PROGRAM NAME: Masters of Engineering in Mechanical Engineering

DEGREE LEVEL(S): M.E.
 (B., M., Ph.D., Ed.D., etc.)

CIP CODE: 14.1901
 (Classification of Instructional Programs)

ANTICIPATED TERMINATION TERM: Spring 2023
 (First term when no new students will be accepted into the program)

ANTICIPATED PHASE-OUT TERM: Spring 2023
 (First term when no student data will be reported for this program)

Please use this form for academic program termination. The form should be approved by the University Board of Trustees (UBOT) prior to submission to the Board of Governors, State University System of Florida for consideration. Please fill out this form completely for each program to be terminated in order for your request to be processed as quickly as possible. Attach additional pages as necessary to provide a complete response. In the case of baccalaureate or master's degree programs, the UBOT may approve termination in accordance with BOG Regulation 8.012, and submit this form to the Board of Governors, Office of Academic and Student Affairs. For doctoral level programs, please submit this form with all appropriate signatures for Board of Governor's consideration. The issues outlined below should be examined by the UBOT when approving program terminations.

1. Provide a narrative rationale for the request to terminate the program.

It is requested that the Master of Engineering with a major in Mechanical Engineering be closed. Programmatically, there has never been a difference between this degree and the Master of Science with a major in Mechanical Engineering. The sole difference was that the Master of Engineering required a student to have graduated from an ABET accredited engineering program. Students historically desire and select Master of Science over the lesser known Master of Engineering. In 2013, the faculty agreed to close out the Master of Engineering. Our last student in this degree graduated in Summer 2017. We have no students currently enrolled and do not plan on admitting any. And in 2022, we formally requested that the degree program be closed.

- 2. Indicate on which campus(es) the program is being offered and the extent to which the proposed termination has had or will have an impact on enrollment, enrollment planning, and/or the reallocation of resources.**

The program was administered at the Gainesville campus. There is no impact on enrollment or resources. All Master's students are pursuing the M.S. degree.

- 3. Explain how the university intends to accommodate any students or faculty who are currently active in the program scheduled to be terminated. State what steps have been taken to inform students and faculty of the intent to terminate the program.**

The last student graduated in Summer 2017. There are no students. Since 2018, there has been no way for students to sign up for the program. All students are advised towards the M.S. degree. The Faculty requested and approved this in 2013, and they are not affected, since they are implementing the M.S. program instead.

- 4. Please provide the date when the teach-out plan was submitted to SACSCOC. Include a copy of the notification letter with your submission.**

July 12, 2023

- 5. Provide data (and cite sources) on the gender and racial distribution of students in and faculty affiliated with the program. For faculty, also list the rank and tenure status of all affected individuals.**

There are zero students in the program. There are no affected faculty, as they are implementing the M.S. program.

6. Identify any potential negative impact of the proposed action on the current representation of females, minorities, faculty, and students in the program.

There are no students. Therefore, there is no negative impact.

7. If this is a baccalaureate program, please explain how and when the Florida College System (FCS) institutions have been notified of its termination so that students can be notified accordingly.

N/A



Michael Griffis Michael Griffis
Mechanical and Aerospace Engineering 7/12/2023
Requestor/Initiator Date

Melissa [Signature]
Signature of Campus EO Officer 7/14/23
Date

[Signature] 7/18/2023 | 4:45 PM EDT
Signature of College Dean Date

[Signature] 10/11/2023 | 10:41 AM EDT
Signature of President or Vice President Date
for Academic Affairs

Signature of Chair of the Board of Trustees Date

Date Approved by the Board of Trustees



Board of Governors, State University System of Florida
ACADEMIC DEGREE PROGRAM TERMINATION FORM
 In Accordance with BOG Regulation 8.012

INSTITUTION: University of Florida

PROGRAM NAME: M.Ed. with a major in Mathematics Education

DEGREE LEVEL(S): M **CIP CODE:** 13.1311
 (B., M., Ph.D., Ed.D., etc.) (Classification of Instructional Programs)

ANTICIPATED TERMINATION TERM: Fall 2022

(First term when no new students will be accepted into the program)

ANTICIPATED PHASE-OUT TERM: Spring 2023

(First term when no student data will be reported for this program)

Please use this form for academic program termination. The form should be approved by the University Board of Trustees (UBOT) prior to submission to the Board of Governors, State University System of Florida for consideration. Please fill out this form completely for each program to be terminated in order for your request to be processed as quickly as possible. Attach additional pages as necessary to provide a complete response. In the case of baccalaureate or master's degree programs, the UBOT may approve termination in accordance with BOG Regulation 8.012, and submit this form to the Board of Governors, Office of Academic and Student Affairs. For doctoral level programs, please submit this form with all appropriate signatures for Board of Governor's consideration. The issues outlined below should be examined by the UBOT when approving program terminations.

1. Provide a narrative rationale for the request to terminate the program.

We wish to terminate the Master of Education (M.Ed.) Degree with a major in Mathematics Education. We have not admitted or graduated students from that degree since 2018. Instead, we use the Master of Arts in Education (M.A.E.) Degree with a major in Mathematics Education, which serves our purposes (and those of our students) perfectly well. We have insufficient enrollment to justify two separate (duplicate) degrees. The M.A.E. is more well recognized in our peer institutions for those students seeking doctoral degrees.

- 2. Indicate on which campus(es) the program is being offered and the extent to which the proposed termination has had or will have an impact on enrollment, enrollment planning, and/or the reallocation of resources.**

This degree has been connected with the main UF campus. The termination of this degree will not have any impact on enrollment, planning, or reallocation of resources because students have already been moved to the M.A.E. in Mathematics Education since 2018.

- 3. Explain how the university intends to accommodate any students or faculty who are currently active in the program scheduled to be terminated. State what steps have been taken to inform students and faculty of the intent to terminate the program.**

There are no impacts on faculty or current students whatsoever.

- 4. Please provide the date when the teach-out plan was submitted to SACSCOC. Include a copy of the notification letter with your submission.**

We have not had students in this major since 2018.

- 5. Provide data (and cite sources) on the gender and racial distribution of students in and faculty affiliated with the program. For faculty, also list the rank and tenure status of all affected individuals.**

There are no students or faculty affiliated with this degree program.

- 6. Identify any potential negative impact of the proposed action on the current representation of females, minorities, faculty, and students in the program.**

We do not anticipate any negative impact on minoritized faculty or students because no students have been using this degree for a long time.

- 7. If this is a baccalaureate program, please explain how and when the Florida College System (FCS) institutions have been notified of its termination so that students can be notified accordingly.**

N/A

Alyson Adams

Requestor/Initiator

6/24/22

Date

Melissa Fleury

Signature of Campus EO Officer

6/24/22

Date

Jane Smith Baker

Signature of College Dean

6/24/22

Date

JR

Signature of President or Vice President
for Academic Affairs

10/11/2023 | 10:41 AM EDT

Date

Signature of Chair of the
Board of Trustees

Date

Date Approved by the Board of Trustees



**COMMITTEE ON ACADEMIC, FACULTY
AND STUDENT SUCCESS, PUBLIC RELATIONS AND STRATEGIC
COMMUNICATIONS
ACTION ITEM AFSSPRSC3
December 7, 2023**

SUBJECT: Degree Program Change

BACKGROUND INFORMATION

The College of the Arts is requesting to offer alternative core courses in the second year for the Bachelor of Science in Music Business and Entrepreneurship (CIP 50.1003), to include Commercial Music Theory I and II, Commercial Aural Skills I and II, and Commercial Keyboard Skills I and II. The change was approved by the Curriculum Committee and then by the Faculty Senate at their May 5, 2023, 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: Degree Program Change Form

Submitted by: J. Scott Angle, Interim Provost and Senior Vice President for Academic Affairs

Approved by the University of Florida Board of Trustees, December 7, 2023

Morteza "Mori" Hosseini, Chair

Ben Sasse, President and Corporate Secretary

Cover Sheet: Request 18080

Proposed Common Prerequisites modification for the new BS in Music Business and Entrepreneurship Degree

Info

Process	Degree Change Common Prereqs
Status	Pending at Board of Trustees
Submitter	Kevin Orr korr@ufl.edu
Created	12/16/2022 1:58:28 PM
Updated	5/5/2023 9:53:18 AM
Description of request	For this newly developed undergraduate degree, to be launched Fall 2024, this proposal seeks permission to offer alternative core courses in the second year. In addition to maintaining the offering of core Music Theory III and IV, core Aural Skills III and IV, and core Secondary Piano III and IV, this proposal seeks to also offer alternative courses to each of these: Commercial Music Theory I and II, Commercial Aural Skills I and II, and Commercial Keyboard Skills I and II.

Actions

Step	Status	Group	User	Comment	Updated
Department	Approved	CFA - Music 13030000	Kevin Orr		12/16/2022
CIP 50.1003 Common Courses.pdf					12/16/2022
College	Approved	CFA - College of the Arts	Jennifer Setlow		3/16/2023
Proposed BS 8 Semester Plan.xlsx					12/16/2022
Associate Provost for Undergrad Affairs	Approved	PV - Associate Provost for Undergraduate Affairs	Casey Griffith		3/24/2023
No document changes					
University Curriculum Committee	Approved	PV - University Curriculum Committee (UCC)	Casey Griffith		4/18/2023
Appendix F_CPM Revision Application Template.pdf					4/12/2023
Catalog Copy BS Music Business & Entrepreneurship Model Semester Plan.docx					4/12/2023
Faculty Senate Steering Committee	Approved	FAC - Faculty Senate Steering Committee	Laurie Bialosky		5/5/2023
No document changes					
Faculty Senate	Approved	FAC - Faculty Senate	Laurie Bialosky		5/5/2023
No document changes					
Board of Trustees	Pending	Board of Trustees			5/5/2023
No document changes					
Articulation Coordinating Committee					
No document changes					
Board of Governors					
No document changes					
Academic Affairs Notified					
No document changes					

Step	Status	Group	User	Comment	Updated
Office of the Registrar					
No document changes					
Catalog					
No document changes					
Student Academic Support System					
No document changes					
Academic Assessment Committee Notified					
No document changes					
College Notified					
No document changes					



**COMMITTEE ON ACADEMIC, FACULTY
AND STUDENT SUCCESS, PUBLIC RELATIONS AND STRATEGIC
COMMUNICATIONS
ACTION ITEM AFSSPRSC4
December 7, 2023**

SUBJECT: Centers and Institutes: Annual Reporting

BACKGROUND INFORMATION

Pursuant to Board of Governors Regulation 10.015, the University of Florida Board of Trustees shall provide an annual reporting of expenditures for the prior fiscal year of all university centers and institutes that have been approved by the Board of Trustees.

PROPOSED COMMITTEE ACTION

The Committee on Academic, Faculty and Student Success, Public Relations and Strategic Communications is asked to approve the Centers and Institutes Annual Expenditures Report listed on the attached 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: 2023 University of Florida Institutional Planning and Research Annual Evaluation of Centers and Institutes

Submitted by: J. Scott Angle, Interim Provost and Senior Vice President for Academic Affairs

Approved by the University of Florida Board of Trustees, December 7, 2023

Morteza "Mori" Hosseini, Chair

Ben Sasse, President and Corporate Secretary

UNIVERSITY OF FLORIDA, INSTITUTIONAL PLANNING AND RESEARCH
ANNUAL EVALUATIONS OF CENTERS AND INSTITUTES
2023

UNIVERSITY CENTERS & INSTITUTES EVALUATION REPORTS (including Centers of Excellence):

2023 Evaluation Reports Due		30
C/I Continuing	27	
C/I Not continuing	3	
Evaluation Reports Not Required		269
Total C/I Inventory		299
Active	194	
Terminated/denied	105	
Total C/I Inventory		299

Process

Institutional Planning and Research coordinates the annual evaluation reporting and produces the final evaluation reports. IPR also maintains a website that supports Centers and Institutes.

<https://ir.aa.ufl.edu/academic-support/center-and-institute/>

Not continuing per 2023 evaluation:

- 10.1690, Center for International Financial Crimes Studies (Law)
- 10.0470, Diabetes Research, Education and Treatment Center (Medicine)
- 10.0140, The Center for Measuring University Performance (Provost and Senior Vice President)

UNIVERSITY OF FLORIDA, INSTITUTIONAL PLANNING AND RESEARCH
ANNUAL EXPENDITURE REPORT FOR CENTERS AND INSTITUTES
FY 2023

TOTAL NUMBER OF ACTIVE UNIVERSITY CENTERS & INSTITUTES

(including Centers of Excellence): **194**

Total Expenditures

STATE E&G FUNDS:	\$50,117,534
CONTRACTS & GRANTS:	\$270,277,532
FEES FOR SERVICE:	\$25,805,759
PRIVATE and TRUST FUNDS:	\$43,009,588
TOTAL EXPENDITURES:	\$389,210,414

Process

Institutional Planning and Research coordinates the annual data collection and produces the final expenditure reports. IPR also maintains a website that supports Centers and Institutes. <https://ir.aa.ufl.edu/academic-support/center-and-institute/>

Changes

This year the University of Florida terminated eight C & I and added seven new C & I.

Terminated in FY23:

- 10.0350 Institute for Psychological Study of the Arts
- 10.1910 Center for Chemical Research at the Bio/Nano Interface
- 10.2021 Florida Center for Renewable Chemicals and Fuels (FCRC)

Terminated in FY24:

- 10.0470 Diabetes Research Education and Treatment Center
- 10.0140 The Center for Measuring University Performance
- 10.1690 Center for International Financial Crimes Studies
- 10.0120 Center for Environmental Policy
- 10.0942 Center for the Study of Emotion and Attention (CSEA)

New in FY23:

- 10.9261 Florida Institute for National Security (FINS)
- 10.9262 UF Health Aortic Disease Center
- 10.9263 University of Florida Prevention Intervention Network (PIN) for Youth, Families, Schools and Communities
- 10.9464 The Herbert Wertheim UF Scripps Institute for Biomedical Innovation and Technology
- 10.9265 AI, Cybersecurity Governance, and Privacy Management Center
- 10.9266 Center for Advanced Spatial Biomolecule Research (CASBR)

New in FY24:

- 10.9267 Florida Semiconductor Institute (FSI)

October 31, 2023 to BOT



**COMMITTEE ON ADVANCEMENT
AGENDA**

**Thursday, December 7, 2023
~10:55 a.m.**

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

Committee Members:

Anita G. Zucker (Committee Chair), Richard P. Cole, Christopher T. Corr, James W. Heavener, Marsha D. Powers, Danaya C. Wright, Patrick O. Zalupski

- 1.0 Call to Order and Welcome Anita G. Zucker, Chair
- 2.0 Verification of Quorum Vice President Liaison
- 3.0 Review and Approval of Minutes..... Anita G. Zucker, Chair
[June 8, 2023](#)
- 4.0 Discussion Item..... Anita G. Zucker, Chair
 - 4.1 New Gifts (June – November) Anita G. Zucker, Chair, and Maria Gutierrez Martin, Interim Vice President for Advancement
- 5.0 New Business Anita G. Zucker, Chair
- 6.0 Adjourn Anita G. Zucker, Chair



COMMITTEE ON ADVANCEMENT

Meeting Minutes

June 8, 2023

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, FL

Time Convened: 8:34 a.m.

Time Adjourned: 8:41 a.m.

Committee and Board members present:

Anita G. Zucker (Committee Chair), David L. Brandon, Richard P. Cole, Christopher T. Corr, Olivia E. Green, James W. Heavener, Morteza "Mori" Hosseini (Board Chair), Daniel T. O'Keefe, Rahul Patel (Board Vice Chair), Marsha D. Powers, Fred S. Ridley, Danaya C. Wright, and Patrick O. Zalupski.

Others present:

Ben Sasse, President; Joseph Glover, Provost and Senior Vice President for Academic Affairs; J. Scott Angle, Senior Vice President for Agriculture and Natural Resources; Chris Cowen, Senior Vice President and Chief Financial Officer; Melissa Curry, Interim Vice President for Human Resources; Amy Hass, Vice President and General Counsel; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; Maria Gutierrez Martin, Interim Vice President for Advancement; Marsha McGriff, Chief Diversity Officer and Senior Advisor to the President; David Nelson, Senior Vice President for Health Affairs and President of UF Health; David Norton, Vice President for Research; Steve Orlando, Interim, Vice President for Strategic Communications and Marketing; Mary Parker, Vice President for Enrollment Management and Associate Provost; Curtis Reynolds, 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 Anita G. Zucker welcomed everyone in attendance and called the meeting to order at 8:34 a.m.

2.0 Verification of Quorum

Interim Vice President Maria Gutierrez Martin verified a quorum with all members present.

3.0 Review and Approval of Minutes

Committee Chair Zucker asked for a motion to approve the minutes of the March 16, 2023 Committee Meeting and the May 10, 2023 Committee Pre-Meeting, which was made by Trustee Cole, and a second, which was made by Trustee Powers. Committee Chair Zucker asked for

further discussion, and then asked for all in favor of the motion and any opposed and the motion was approved unanimously.

4.0 Discussion Item

Committee Chair Zucker began by sharing that great progress has been made on our UF/Jacksonville Graduate Center initiative. Jacksonville is a high-growth urban area that holds the distinction of being the 12th largest U.S. city with 1 million+ residents. It makes perfect sense for the University of Florida to have a prominent foothold in the Jacksonville region, as it is projected to grow faster than the state of Florida and the nation over the next 10 years. This will be a gamechanger for UF as well as Jacksonville. She then called on Interim Vice President Martin to provide brief remarks.

4.1 Jacksonville Graduate Center

Interim Vice President Martin reported on the progress that has been made to date. The City of Jacksonville approved \$50M for the Center in March 2023, we successfully raised over \$60 million in private support, and the state legislature approved not only \$50 million but an additional \$25M for a total of \$75M. Advancement will be working this year to match the additional \$25M in private support.

Phase 1 was the leadership gift phase, and we needed to raise a minimum of \$50M to be positioned to leverage state support. Much has been accomplished since our kickoff dinner on January 9 in Jacksonville. Within just a couple of months, a little over \$60 million was raised. We received 28 gift commitments valued at \$50.5M and 1 gift-in-kind valued at \$10M. We owe a great deal of gratitude to Board Chair Hosseini, Trustee Zalupski, and all the Jacksonville volunteers who worked hard to help us reach our goal of \$50M. We are now moving to Phase 2 and already have 1 signed gift agreement for \$1M and 10 other donors/prospects who are very interested in the project.

Board Chair Hosseini added that we owe a debt of gratitude to Trustee Zalupski for all of his work in Jacksonville in helping UF raise over \$60M. We are looking forward to working with Committee Chair Zucker, Trustee Zalupski, and Interim VP Martin on the next phase. We will want to have over \$300M in total funding before we go back to the state for the additional money that we will need, so more private and city funding will need to be raised. We are looking at sites and working with the City of Jacksonville, which has keen interest in the University of Florida. We will be depending on Trustee Zalupski for the next phase.

President Sasse remarked that Jacksonville is a very interesting place with people that care about each other and the future of their community. Interim VP Martin and former Vice President for Advancement Tom Mitchell, as he transitioned out, have done great work for us. He added his thanks to Board Chair Hosseini and Trustee Zalupski for all of their great work.

Committee Chair Zucker extended her appreciation to Trustee Zalupski. She added we also need to cultivate new people and look for the families of people who have done great things in the past for Jacksonville. She noted that our Advancement team will continue to reach out to our pipeline of donors and prospects to secure the additional \$25M in private support needed

to match the state's funding. She acknowledged Board Chair Hosseini's challenge for us to raise \$300M in total funding. This is a unique and exceptional opportunity for Jacksonville, the University of Florida, and other higher education institutions in the greater Jacksonville area.

5.0 New Business

There was no new business to come before the committee.

6.0 Adjourn

There being no further discussion, Committee Chair Zucker adjourned the meeting at 8:41 a.m.

DRAFT



COMMITTEE ON GOVERNANCE, GOVERNMENT RELATIONS AND INTERNAL AFFAIRS AGENDA

Thursday, December 7, 2023 ~11:15 a.m.

President’s 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
June 8, 2023
November 13, 2023
4.0 Action Items ...Mori Hosseini, Chair
GGRIA1 Direct Support Organizations Appointments ...Amy Hass, Vice President and General Counsel
GGRIA2 Collective Bargaining Agreement-Graduate Assistants United ...Amy Hass
GGRIA3 Collective Bargaining Agreement-American Federation of State, County & Municipal Employees, AFL-CIO ...Amy Hass
GGRIA4 Collective Bargaining Agreement- United Faculty of Florida-UF Chapter.....Amy Hass
GGRIA5 UF Regulations.....Amy Hass
GGRIA6 Board Self-EvaluationMori Hosseini, Chair
GGRIA7 UF Health-Select Entity.....David Nelson, Senior Vice President for Health Affairs
5.0 Discussion ItemMori Hosseini, Chair
5.1 Government Update.....Mark Kaplan, Vice President for Government and Community Relations and University Secretary
6.0 New Business.....Mori Hosseini, Chair
7.0 AdjournMori Hosseini, Chair



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

Meeting Minutes

June 8, 2023

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, FL

Time Convened: 9:00 a.m.

Time Adjourned: 9:36 a.m.

Committee and Board members present:

Morteza "Mori" Hosseini (Board and Committee Chair), David L. Brandon, Richard P. Cole, Christopher T. Corr, Oliva E. Green, James W. Heavener, Daniel T. O'Keefe, Rahul Patel (Board Vice Chair), Marsha D. Powers, Fred S. Ridley, Danaya C. Wright, Patrick O. Zalupski, and Anita G. Zucker.

Others present:

Ben Sasse, President; Joseph Glover, Provost and Senior Vice President for Academic Affairs; Scott Angle, Senior Vice President for Agriculture and Natural Resources; Chris Cowen, Senior Vice President and Chief Financial Officer; Melissa Curry, Interim Vice President for Human Resources; Amy Hass, Vice President and General Counsel; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; Maria Gutierrez Martin, Interim Vice President for Advancement; Marsha McGriff, Chief Diversity Officer and Senior Advisor to the President; David Nelson, Senior Vice President for Health Affairs and President of UF Health; David Norton, Vice President for Research; Steve Orlando, Interim Vice President for Strategic Communications and Marketing; Mary Parker, Vice President for Enrollment Management and Associate Provost; Curtis Reynolds, Vice President for Business Affairs; Heather White, Vice President of Student Life; members of the University of Florida community, and the public.

1.0 Call to Order and Welcome

Committee Chair Mori Hosseini welcomed everyone in attendance and called the meeting to order at 9:00 a.m.

2.0 Verification of Quorum

Vice President and University Secretary Mark Kaplan verified a quorum, and all Committee members were present.

3.0 Review and Approval of Minutes

Committee Chair Hosseini asked for a motion to approve the minutes of the March 16, 2023 Committee Meeting and May 9, 2023 Committee Pre-Meeting, which was made by Trustee

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

4.0 Action Items

GGRIA1 Direct Support Organizations Appointments

Vice President and General Counsel Amy Hass summarized the 23 direct support organization appointments before the committee for approval, including eighteen for UF Alumni Association, four for UF Historic St. Augustine, and one for UF Investment Corporation.

- UF Alumni Association (18): Jennifer Adams, Roger “Beau” Beaubien, Kristin Carter, Ruan Cox, Jessica Costello, Christina Cabrera, Christina Criser Jackson, Carlos del Sol, Alex Hurd, Kim Kaupe, Erica Loewe, Isabella Montoya, Careshia Moore, Glenna Palazzo, Nik Patel, Andrea Pelt-Thornton, Damon Sununtnasuk, Craig Thompson
- UF Historic St. Augustine (4): J. Michael Francis, Elsbeth “Buff” Gordon, Bill Robinson, Herschel Shepard
- UF Investment Corporation (1): Scott Friedman

Committee Chair Hosseini asked for any questions or further discussion. He then asked for a motion to approve Action Item GGRIA1 for recommendation to the Board for its approval on the Consent Agenda, which was made by Trustee Brandon and a second, which was made by Trustee Cole. Committee Chair Hosseini asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

GGRIA2 UF Regulation

Vice President and General Counsel Amy Hass reviewed one UF Regulation, 3.0375 Tuition Cost. The proposed regulation amendment reflects an increase in the repeat course surcharge from \$189.74 to \$204.65, an increase of \$14.91, as set by the Board of Governors (BOG).

VP Hass noted there was a second UF Regulation, 7.010 Faculty Evaluations, discussed at the GGRIA Committee Pre-Meeting on May 9, 2023 that was no longer being considered at this time due to continued discussions on how to proceed. She stated this regulation would be brought forward at a future meeting for consideration.

Committee Chair Hosseini asked for any questions or further discussion. He then asked for a motion to approve Action Item GGRIA2 for recommendation to the Board for its approval on the Consent Agenda, which was made by Trustee Cole and a second, which was made by Trustee Brandon. Committee Chair Hosseini asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

GGRIA3 Facility Security Clearance

Vice President for Research David Norton reviewed the Facility Security Clearance resolution stating certain contracts between the University and federal government agencies and certain research at the University require a facility clearance rather than obtaining the clearances for the individuals. The resolution confirms the Board of Trustees will not require, will not have, and be

effectively and formally excluded from access to all classified information disclosed to the entity, designating a senior management group comprising the President and Vice President for Research for that purpose.

Committee Chair Hosseini asked for any questions or further discussion. He then asked for a motion to approve Action Item GGRIA3 for recommendation to the Board for its approval on the Consent Agenda, which was made by Trustee Cole and a second, which was made by Trustee Brandon. Board and Committee Chair Hosseini asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

5.0 Discussion Item

Government Update

Vice President for Government and Community Relations and University Secretary Mark Kaplan shared UF had a record year of funding receiving approximately \$130M in new recurring Education & General funding and more than \$250M for fixed capital outlay (PECO). This increased UF's fixed capital outlay over the last five legislative sessions to an unprecedented \$750M. He noted the 2024 legislative session is set to begin on January 9, 2024 and committee meetings will begin this September.

Committee Chair Hosseini stated that many bills passed that give power to the BOG to implement. The university will follow the law. He requested VP Hass send these laws to the Board. He added that during session there are many headlines about bills that are not actually what ends up passing into law. He thanked Trustee Brandon for all his work now and in previous years on deferred maintenance. He also thanks VP Hass for her involvement during the legislative session.

President Sasse noted that price controls impact our long-term funding model. We need to consider price deregulation, new revenue streams, or secure recurring appropriations from the legislature to be able to achieve our aspirations. We will have to be focused on one or more of these at all times. Committee Chair Hosseini noted BOG is taking up out-of-state tuition at their June meeting. He provided an example of one law school tuition of ~\$22K compared to others at \$60K-70K adding we need market rate tuition.

Committee Chair Hosseini congratulated the University of South Florida for being invited to the Association of American Universities (AAU). President Sasse shared his thanks to Board Chair Hosseini for the creation of the preeminence funding model developed when he was chair of the Board of Governors.

6.0 New Business

There was no new business to come before the committee.

7.0 Adjourn

There being no further discussion, Committee Chair Hosseini adjourned the meeting at 9:36 a.m.



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

Pre-Meeting Minutes

Virtual Meeting

November 13, 2023

Time Convened: 10:00 a.m.

Time Adjourned: 10:36 a.m.

Committee and Board members present:

Morteza “Mori” Hosseini (Board and Committee Chair), David L. Brandon, Richard P. Cole, Christopher T. Corr, Olivia E. Green, Daniel T. O’Keefe, Rahul Patel (Board Vice Chair), Marsha D. Powers, Fred S. Ridley, Danaya C. Wright, Patrick O. Zalupski, and Anita G. Zucker.

Others present:

Ben Sasse, President; Melissa Curry, Vice President for Human Resources; Elias Eldayrie, Vice President and Chief Information Officer; Amy Hass, Vice President and General Counsel; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; Taylor Jantz, Office of the Chief Financial Officer; David Kratzer, Senior Vice President for Construction, Facilities, and Auxiliary Operations; Maria Martin, Interim Vice President for Advancement; David Nelson, Senior Vice President for Health Affairs and President of UF Health; Mary Parker, Vice President and Chief Enrollment Strategist; Curtis Reynolds, Vice President for Business Affairs; Ray Sass, Vice President for Innovation and Partnerships; James Wegmann, Vice President for Communications; Heather White, Vice President for Student Life; Colt Little, Associate Vice President for Enterprise Projects and Senior Counsel; members of the University of Florida community, and the public.

1.0 Call to Order and Welcome

Board and Committee Chair Hosseini welcomed everyone in attendance and called the meeting to order at 10:00 a.m.

2.0 Roll Call

Vice President and University Secretary Mark Kaplan conducted a roll call, and all Committee members were present, except Trustee Heavener who had a conflict.

3.0 Review Draft Agenda for December Meeting

Board and Committee Chair Hosseini noted the pre-meeting is for discussion only and no action will come to the committee. The following items were addressed by the Committee:

3.1 Review Draft Minutes

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

3.2 Review Action Items

- **GGRIA1 Direct Support Organizations Appointments**

Vice President and General Counsel Amy Hass summarized the 20 Direct Support Organization appointments before the committee for approval, including one for University Athletic Association, Inc., one for UF Investment Corporation, three for UF Historic St. Augustine, Inc., four for Cattle Enhancement Board, Inc., five for Citrus Research and Development Foundation, Inc., and six for Florida 4-H Club Foundation, Inc.

- University Athletic Association, Inc. (1): David Kratzer
- UF Investment Corporation (1): Robert Cousin
- UF Historic St. Augustine, Inc. (3): James Cusick, John Regan, Ken R. Smith
- Cattle Enhancement Board, Inc. (4): Clint Richardson, Bridget Carlisle Stice, Roger West, John Yelvington
- Citrus Research and Development Foundation, Inc. (5): Matthew Machata, Ron Mahan, Morgan McKenna Porter, Sarah Spinoso, Matt Story
- Florida 4-H Club Foundation, Inc. (6): Ronda Banner, Betsy Barfield, Isaac E. Chandler, Todd Parrish, John Rutledge, Becky Sponholtz

- **GGRIA2 Collective Bargaining Agreement-Graduate Assistants United**

VP Amy Hass stated UF has reached a tentative Collective Bargaining Agreement (CBA) with Graduate Assistants United (GAU). The CBA must be ratified by the Board to be official. She highlighted this agreement would increase the minimum graduate stipend for 9-month graduate assistants from \$17,000 to \$19,200 and for 12-month graduate assistants from \$22,753.85 to \$25,600. In addition, the CBA would include a merit increase of \$400 for 9-month graduate students and \$533.33 for 12-month graduate students. She stated this CBA clarifies that graduate students' outside activities will follow the same process as other UF employees outlined in UF's Conflicts of Interest and Conflicts of Commitment Policy. She noted if the CBA is approved by the Board, the stipend changes would be effective back to October 1, 2023 when GAU reached the tentative agreement with UF administration.

Board and Committee Chair Hosseini stated in the previous discussions an increase in FTE for graduate students had been considered and he asked if that had been included in the agreement negotiations. Vice President Melissa Curry responded that UF did not bargain an increase in FTE, as a university policy was created for an increase in FTE to for PhD graduate students bringing them up to a .33 or .5 FTE.

Board and Committee Chair Hosseini added that GAU attended a previous Board meeting and asked if UF is now in a better position with them and if they are happy with the changes that have been made. VP Curry stated GAU is generally happy with the changes, specifically the new outside activity agreement due to their previous agreement not allowing them to work outside the university.

Board and Committee Chair Hosseini commented that for our research and future, the graduate students are very important for our universities. When they come to a university, we only promise to provide them with an education. However, we also have to be able to pay them for their work. He stated that as the negotiations were in good faith and the agreement came to a good resolution, this is a positive outcome.

- **GGRIA3 Collective Bargaining Agreement-American Federation of State, Country & Municipal Employees, AFL-CIO**

VP Amy Hass stated UF has reached a tentative Collective Bargaining Agreement (CBA) with American Federation of State, Country & Municipal Employees, AFL-CIO (AFSCME). The CBA must be ratified by the Board to be official. She stated this agreement includes the remaining 250 USPS employees represented by a union. She highlighted this agreement would amend the non-discrimination article to match the definitions in the UF regulations, it clarifies employees working during emergencies will receive compensatory leave and overtime pay based on actual hours work, it permits the UF units that have Emergency Call-Back programs to provide additional pay or benefits under those programs, and it permits employees to participate in UF's higher education opportunities program.

- **GGRIA4 UF Regulations**

VP Amy Hass reviewed the three UF Regulations amendments: 3.020, 4.040 and 7.010.

3.020: The proposed regulation amendment implements the recent update to BOG Regulation 18.001 related to the increase in the competitive solicitation threshold for UF's purchase of commodities or contractual services.

VP Amy Hass noted the only update to this regulation is the increase in our bidding threshold from \$75,000 to \$150,000 to align with the recent update to BOG Regulation 18.001.

4.040: The proposed regulation amendment updates UF Regulation 4.040 to expedite resolution of cases for students and faculty; better align the Honor Code and Conduct Code; improve consistency among processes; incorporate and account for student use of artificial intelligence; add a new violation for purposeful spiking of food or drink of another with mind altering substances; and update some outdated references.

VP Amy Hass stated this regulation proposes amendments to our Honor Code and Conduct Code. She noted we update this periodically to achieve more efficiencies and to move students through the process more expeditiously. These amendment updates would better align the Honor Code and Conduct Code to improve consistency among those two processes.

Vice President Heather White added the goal of UF Regulation 4.040 is to reduce the number of formal hearings and instead review those in sanction only terms. This would address the speed of the process and also the faculty time commitment participating as

well. One of the main items faculty noted was grading autonomy, which is addressed in this regulation and grants faculty the control. She noted these changes were presented at a recent Faculty Senate Meeting and were well received.

Trustee Wright commented the faculty appreciate the updates proposed for UF Regulation 4.040. She added the results of the Academic Integrity Survey completed by faculty will be presented at the December Faculty Senate Meeting. She noted one of the results highlighted was how often faculty suspect cheating, but do not feel like they have the authority to do anything about it because the process is too difficult. The proposed changes to this regulation should have a high impact for the faculty and reemphasized the changes were well received by faculty.

7.010: The proposed regulation amendment allows the University to create a policy implementing the post-tenure review requirements set forth in BOG regulation 10.003.

VP Amy Hass stated this regulation amendment allows the University to implement post-tenure review requirements to align with legislation and BOG regulation 10.003 that was passed earlier this year. The changes will include an amendment to our existing regulation for faculty evaluations that inserts our requirement to engage in a post-tenure review process and a statement expressing that post-tenure review will be based on productivity of our faculty members and not based on any unlawful or discriminatory assessment. The regulation also cites our policy on post-tenure review which introduces the procedures and processes that will be implemented and the requirements for grading each faculty member who go through the post-tenure review process. She added there is a metrics evaluation process in development with input from President Sasse, UF Administration, and faculty with a goal of reporting to the BOG next summer the first 20% of our tenured faculty who have gone through the post-tenure review.

President Sasse commented we want to underscore for faculty this post-tenure review is measured only on rigor and productivity, not politics or ideologies.

Board and Committee Chair Hosseini added we have worked hard on post-tenure review and where we are today is the best of both worlds. There was a legislative bill in place to eliminate tenure and it was a major concern. He emphasized the prestige of tenure matters to faculty. Post-tenure review will provide underperforming faculty the opportunity to improve and will allow the President and the Board the capability to reward the most productive faculty. President Sasse agreed with Board and Committee Chair Hosseini and reiterated he is a strong defender of tenure. He added as a state institution which receives large amounts of subsidy from the public, we need to explain exactly what metrics we are measuring, and this post-tenure review will help clarify differentiated tenure tracks. Board and Committee Chair Hosseini commented he believes once we complete the process and reward the most productive faculty, it will encourage top faculty from other institutions to come to UF to be rewarded for their hard work.

- **GGRIA5 Board Self-Evaluation**

Board and Committee Chair Hosseini stated the Board Self-Evaluation is due every 2 years for compliance with our SACSCOC accreditation. He asked all Board members to complete the evaluation in a timely manner.

3.3 Discussion Items

- **Government Update**

Vice President and University Secretary Mark Kaplan noted there are three legislative interim committee weeks left this year. Legislative session will begin on January 9, 2024. Gator Day in Tallahassee will be on February 13-14, 2024 with more details to come.

Board and Committee Chair Hosseini commented the legislature is paying more attention to universities and expenditures. We are staying on top of this and we have filed a few appropriations requests.

- **Direct Support Organizations Update**

Vice President and General Counsel Amy Hass shared in 2019 along with Board Vice Chair Patel, they reviewed the 19 Direct Support Organizations (DSO) and decertifying out of date DSOs reduced the number to 14. This review streamlined the process of how DSO Appointments are brought to the Board. She proposed performing DSO review every 3-5 years to ensure they are serving the right functions. She noted there are 4 types of DSO Appointments: Chair appoints, President appoints, ex-Officio, and elected by boards and commented we are going to review board members strategically to make sure we are aligning their individual skill sets with the correct boards.

President Sasse applauded the efforts of Vice President Hass and Vice Chair Patel for their diligent work on streamlining these DSO Appointments. Board and Committee Chair Hosseini agreed and added the creation of a One UF philosophy has been essential in the improvements.

4.0 New Business

There was no new business to come before the committee.

5.0 Adjourn

There being no further discussion, Board and Committee Chair Hosseini adjourned the meeting at 10:36 a.m.



**COMMITTEE ON GOVERNANCE, GOVERNMENT
RELATIONS AND INTERNAL AFFAIRS
ACTION ITEM GGRIA1
December 7, 2023**

SUBJECT: Direct Support Organizations Appointments

BACKGROUND INFORMATION

Pursuant to University of Florida Governance Enhancements adopted by the University of Florida Board of Trustees on December 7, 2018, 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 board:

University Athletic Association, Inc. (1):

Dave Kratzer

University of Florida Investment Corporation (1):

Robert Cousin

UF Historic St. Augustine, Inc. (3):

James Cusick

John Regan

Ken R. Smith

Cattle Enhancement Board, Inc. (4):

Clint Richardson

Bridget Carlisle Stice

Roger West

John Yelvington

Citrus Research and Development Foundation, Inc. (5):

Matthew Machata

Ron Mahan

Morgan McKenna Porter

Sarah Spinosa

Matt Story

Florida 4-H Club Foundation, Inc. (6):

Ronda Banner
Betsy Barfield
Isaac E. Chandler
Todd Parrish
John Rutledge
Becky Sponholtz

PROPOSED COMMITTEE ACTION

The Committee on Governance, Government Relations and Internal Affairs is asked to approve the individuals listed above and as set forth in attached materials for recommendation to the Board of Trustees for approval on the Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

None.

Supporting Documentation Included: Director Support Organizations Appointments Summary

Submitted by: Amy Meyers Hass, Vice President and General Counsel

Approved by the University of Florida Board of Trustees, December 7, 2023

Morteza "Mori" Hosseini, Chair

Ben Sasse, President and Corporate Secretary



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

DIRECT SUPPORT ORGANIZATION WITH
BOARD APPOINTMENTS EXPIRING ON OR BEFORE
DECEMBER 2023 FOR UF BOARD OF TRUSTEES APPROVAL

University Athletic Association, Inc. - 1

UF Investment Corporation - 1

UF Historic St. Augustine, Inc. - 3

Cattle Enhancement Board, Inc. - 4

Citrus Research and Development Foundation, Inc. - 5

Florida 4-H Club Foundation, Inc. - 6

DIRECT SUPPORT ORGANIZATION:
University Athletic Association, Inc.



Name:	David Kratzer
Type:	New Appointment
Replacing:	Charlie Lane
Term Number:	First
Term Dates:	12/07/2023 - 12/07/2027
Length of Term:	4 years
Other DSO's:	None

Bio:

UF President Ben Sasse has announced that Dave Kratzer, distinguished retired military general and former UF VP for Student Affairs, has been appointed to serve as Senior Vice President for Construction, Facilities, and Auxiliary Operations.

In this role, Kratzer returns to campus as a full-time Cabinet member and will provide strategic direction for enterprise construction projects, oversee capital facilities, and auxiliary operations. He will also serve as an administrative liaison to the UF Board of Trustees committee on facilities and capital investments.

Most recently, Kratzer served as an advisor to President Sasse while leading a cross-campus assessment in physical and digital infrastructure, as well as human capital needs.

Kratzer's military service included deployments to Afghanistan and then to Kuwait and Iraq. He retired from the United States Army in 2006 with the rank of Major General.

DIRECT SUPPORT ORGANIZATION:

University of Florida Investment Corporation

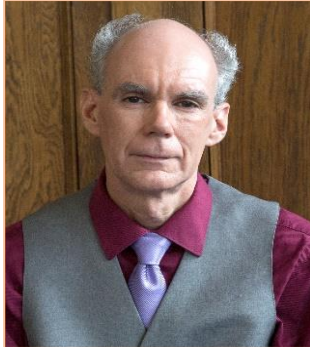


Name:	Robert Cousin
Type:	Reappointment
Replacing:	N/A
Term Number:	Fourth
Term Dates:	02/28/2024 - 02/27/2027
Length of Term:	3 years
Other DSO's:	None

Bio:

Robert J. Cousin is Managing Director, Portfolio Manager with J.P. Morgan since 1997 as a founding member of the Private Equity Group. Prior to J.P. Morgan, Mr. Cousin was with AT&T Investment Management Corp.'s team responsible for managing private equity assets. Previously, he was an account manager at The Travelers. Mr. Cousin is a CFA charter holder. He earned his BA from Tulane University and an MBA from the University of Florida. Currently, Mr. Cousin serves on the advisory boards of Austin Ventures, Clarion Capital, Collaborative Fund, Domain Associates, Escalate Capital, Intersouth Partners, GTCR, Kinderhook Capital Partners, Morgenthaler Partners, NextCoast Ventures, and Quad C Partners. He also serves as board member/board observer for ACV Enviro, Goja Digital and 8 Minute Energy.

DIRECT SUPPORT ORGANIZATION:
UF Historic St. Augustine, Inc.



Name:	James Cusick
Type:	New Appointment
Replacing:	Kathy Deagan
Term Number:	First
Term Dates:	12/07/2023 - 12/31/2027
Length of Term:	4 years
Other DSO's:	None

Bio:

James G. Cusick is the curator for the P.K. Yonge Library of Florida History in the George A. Smathers Library, University of Florida (<https://pkyonge.uflib.ufl.edu/>). He holds his master's and doctoral degrees in anthropology (University of Florida 1989, 1993) and was a postdoctoral fellow in Latin American bibliography at the Perkins Library, Duke University, prior to his current position.

Cusick has a research background in historical archaeology and colonial history and is the author of *The Other War of 1812: The Patriot War and the American Invasion of Spanish East Florida* (University of Georgia Press, Athens, 2006) and co-editor with Sherry Johnson of *The Voyages of Ponce de León: Scholarly Perspectives* (Florida Historical Society Press, 2012) and Andrew Jackson in Florida (Florida Historical Society Press, 2016).

As curator for the Yonge Library, Cusick oversees a collection of 25,000 books dating from the 1500s to the present, maintains a collection of 24,000 postcards, 10,000 brochures, 3,000 citrus crate labels, and 2,000 stereographs of Florida. He is the subject specialist for several thousand linear feet of manuscript material about Florida and more than one million pages of the state's colonial and antebellum records on microfilm.

Cusick has served as a board member for the Florida Historical Society, the St. Augustine Historical Society, the Historic St. Augustine Research Institute, the Gulf South History & Humanities Conference, the Seminole Wars Foundation, Inc., and as a judge for the State of Florida Book Awards. He is a frequent speaker and lecturer on topics in Florida history and was one of numerous scholars featured in the nationally televised PBS program *Secrets of Spanish Florida*.

DIRECT SUPPORT ORGANIZATION:
UF Historic St. Augustine, Inc.



Name:	John P. Regan
Type:	New Appointment
Replacing:	Joseph Joyner
Term Number:	First
Term Dates:	12/07/2023 – 12/31/2027
Length of Term:	4 years
Other DSO's:	None

Bio:

John Patrick Regan joined the City of St. Augustine in May 1998 as the Utilities Director. He was promoted to Chief Operations Officer in November 2003. As the Chief Operations Officer, he worked in all areas of public administration, but his greatest challenge was parking and traffic management issues. In April 2010, John was promoted to City Manager by a unanimous vote of the City Commission and retired from this position in June 2023. He is well regarded for his innovations and creativity in reducing the costs of government operations and public consensus building.

John came to the City from Gainesville Regional Utilities (GRU) where he worked in engineering, management, and administration over a ten-year period. Between GRU and previous work experience, he has extensive expertise in hydrogeology, water resource planning, water and wastewater treatment, utilities and construction. John is a professional engineer licensed with the State of Florida and has published numerous articles on research and development of engineering technology and public utility management issues. A native of Miami, John graduated from the University of Florida with a Bachelor of Science in Environmental Engineering and a minor in Environmental Sciences in 1985. John is active in the community in his service on the Board of Directors for the United Way of St. Johns County, the Rotary Club of St. Augustine and as a member of the Board of Advocates for the University of Florida Historic Preservation Department. Previously, he served on the Board of Directors for the St. Francis House, a homeless shelter.

In 2004, John was presented with the Annual Award for the Preservation of St. Augustine, Inc. This award was in recognition of outstanding service in the field of historic preservation. In 2016 John was awarded the medal of the Order of Isabella the Catholica by King Felipe VI, Spain. This recognition was for his continuous work on the cultural relationship between the United States and Spain culminating in the 450th anniversary of the founding of the City of St. Augustine. Within the last few years, John has been actively lecturing on the importance of historic preservation in its relationship to other municipal issues such as taxation and fighting crime. He will talk with anyone who will listen.

John has been married to Felicia Regan for 32 years; they have two adult children.

DIRECT SUPPORT ORGANIZATION:
UF Historic St. Augustine, Inc.



Name:	Kenneth R. Smith
Type:	New Appointment
Replacing:	Rick Gonzalez
Term Number:	First
Term Dates:	12/07/2023 – 12/31/2027
Length of Term:	4 years
Other DSO's:	None

Bio:

Ken Smith has over 50 years of architectural experience in commercial, office, recreational, restoration, educational and residential projects. He has a bachelor's degree in architecture (University of Kentucky, 1969). Ken has an outstanding reputation for historic restoration work and has completed over 90 historic restoration projects in Florida and Georgia.

In 1984 he formed Kenneth Smith Architects, specializing in new construction, renovation, and historic restoration work. The firm developed strong continuing relationships with Flagler College, Stetson University, Volusia County, St. Augustine, St. Augustine Lighthouse Museum, Lightner Museum, Jekyll Island Authority, and completed multiple projects for these clients.

He served as the campus restoration architect for Stetson University for several years and the Flagler College Campus Architect from 2004 to 2019. He designed restorations of St. Augustine, Amelia Island, Ponce Inlet, Sapelo Island, Crooked River, Gasparilla Island, Tybee Island, Anclote Key, Pensacola, St. Marks, St. Simons, and Jupiter lighthouses.

His work has been recognized with over 90 Design Honor Awards and has been published in the Florida Architect, Jacksonville Design, Veranda, Builder, Clem Labine's Traditional Building, and CMD Firm Profiles.

He received the St. Augustine Lighthouse Guiding Light Award in 2000 and their Outstanding Service award in 2019. He received the Florida Lighthouse Association Ann Caneer President's award for preserving Florida's Lighthouses and the St. Augustine Historical Society's Herschel Shepard award for excellence in Historic Preservation in 2023.

DIRECT SUPPORT ORGANIZATION:
Cattle Enhancement Board, Inc.



Name:	Clint Richardson
Type:	Reappointment
Replacing:	N/A
Term Number:	First
Term Dates:	01/01/2024 - 12/31/2026
Length of Term:	3 years
Other DSO's:	None

Bio:

Clint Richardson is the general manager of Deseret Cattle and Citrus with the Deseret Ranches of Florida, based in St. Cloud. Deseret Ranch consists of approximately 300,000 acres of land with 42,000 head of cattle.

DIRECT SUPPORT ORGANIZATION:
Cattle Enhancement Board, Inc.



Name:	Bridget Carlisle Stice
Type:	New Appointment
Replacing:	Joel Brendemuhl
Term Number:	First
Term Dates:	01/01/2024 - 12/31/2026
Length of Term:	3 years
Other DSO's:	None

Bio:

Bridget Carlisle Stice is a Livestock Agent IV with UF/IFAS Extension in Polk County, where she has worked since 2007. Bridget has been an Extension Agent with UF/IFAS since 1999, and she has also worked in Highlands County, Clay County, and Palm Beach County. She earned a M.A. in Agricultural Education and Communications and a B.S. in Animal Science from the University of Florida. She is a member of the Florida Cattlemen's Association, the Polk County Cattlemen's Association, and the Florida Farm Bureau.

DIRECT SUPPORT ORGANIZATION:
Cattle Enhancement Board, Inc.



Name:	Roger West
Type:	Reappointment
Replacing:	N/A
Term Number:	Second
Term Dates:	01/01/2024 - 12/31/2026
Length of Term:	3 years
Other DSO's:	None

Bio:

Dr. Roger West is a past president of the Florida Cattlemen's Association and is a retired faculty member from the University of Florida's department of Animal Sciences. He lives in Gainesville.

DIRECT SUPPORT ORGANIZATION:
Cattle Enhancement Board, Inc.



Name:	John Yelvington
Type:	Reappointment
Replacing:	N/A
Term Number:	First
Term Dates:	01/01/2024 - 12/31/2026
Length of Term:	3 years
Other DSO's:	None

Bio:

Dr. Yelvington is a Doctor of Veterinary Medicine (DVM) with Ridge Large Animal Veterinary Services in Lake Placid, Florida, and is a 1981 graduate of the University of Florida College of Veterinary Medicine.

DIRECT SUPPORT ORGANIZATION:

Citrus Research and Development Foundation, Inc.



Name:	Matthew Machata
Type:	New Appointment
Replacing:	Robert Atchley
Term Number:	First
Term Dates:	01/01/2024 - 12/31/2026
Length of Term:	3 years
Other DSO's:	None

Bio:

Florida Citrus Mutual is recommending Matthew Machata for a first term to the Citrus Research Development Foundation.

Matthew Machata is with Rolling Meadow Ranch Groves in Lake Wales, Florida. Machata is active with UF/IFAS Extension and recently participated in a grower panel at the 2023 Citrus and Vegetable Expo. He is a veteran of the U.S. Marine Corps.

DIRECT SUPPORT ORGANIZATION:

Citrus Research and Development Foundation, Inc.



Name:	Ron Mahan
Type:	Reappointment
Replacing:	N/A
Term Number:	Second
Term Dates:	01/01/2024 - 12/31/2026
Length of Term:	3 years
Other DSO's:	None

Bio:

Florida Citrus Mutual is recommending Ron Mahan for a second full term to the Citrus Research Development Foundation. Ron is serving as the treasurer of the Citrus Research Development Foundation.

Ron Mahan is a vice president and CFO of Tamiami Citrus in southwest Florida. He has served as the past president of Gulf Citrus Growers Association. Ron lives in Fort Myers.

DIRECT SUPPORT ORGANIZATION:

Citrus Research and Development Foundation, Inc.



Name:	Morgan McKenna Porter
Type:	Reappointment
Replacing:	N/A
Term Number:	Second
Term Dates:	01/01/2024 - 12/31/2026
Length of Term:	3 years
Other DSO's:	None

Bio:

Florida Citrus Mutual is recommending Morgan McKenna Porter for a second full term to the Citrus Research Development Foundation. She is currently serving as the president of the Citrus Research Development Foundation board.

Morgan McKenna Porter is the assistant production manager for McKenna Brothers. A recent graduate of the UF/IFAS Wedgworth Leadership Program, Morgan earned a bachelor's degree in agricultural education and communication from the University of Florida. She lives in Lake Wales, Florida.

DIRECT SUPPORT ORGANIZATION:

Citrus Research and Development Foundation, Inc.



Name:	Sarah Spinosa
Type:	New Appointment
Replacing:	John Updike
Term Number:	First
Term Dates:	01/01/2024 - 12/31/2026
Length of Term:	3 years
Other DSO's:	None

Bio:

The Florida Department of Citrus is recommending Sarah Spinosa for appointment to the Citrus Sarah and her husband Christian run the family farm, Putnam Groves, which has pastures for beef cattle and citrus groves. Putnam Groves began in the 1940's and has recently been awarded the CARES recognition from the Florida Farm Bureau for their implementation of best management practices.

Sarah Spinosa holds a bachelor's degree from Clemson University in agricultural education with a specialization in leadership, and currently lives in Bartow. She has been previously employed by the Florida Department of Citrus in marketing and Congressman Tom Rooney as a legislative aide.

DIRECT SUPPORT ORGANIZATION:

Citrus Research and Development Foundation, Inc.



Name:	Matt Story
Type:	Reappointment
Replacing:	N/A
Term Number:	Second
Term Dates:	01/01/2024 - 12/31/2026
Length of Term:	3 years
Other DSO's:	None

Bio:

Florida Citrus Mutual is recommending Matt Story for a second full term to the Citrus Research Development Foundation. He completed the partial term of Bob Newsome in 2021.

Mr. Matthew Story is Production Manager for the Story Companies; his daily responsibilities include all labor and skill applications for producing fruit. The Story Companies own and/or manage over 7,000 acres of producing citrus, peach and blueberry operations in Central and South Florida. Mr. Story is part of the fourth generation of the Story family to join the company, and lives in Lake Wales, Florida.

DIRECT SUPPORT ORGANIZATION:
Florida 4-H Club Foundation, Inc.



Name:	Rhonda Banner
Type:	Reappointment
Replacing:	N/A
Term Number:	Second
Term Dates:	01/01/2024 - 12/31/2026
Length of Term:	3 years
Other DSO's:	None

Bio:

Ronda grew up in 4-H, where she was a member of the 4-Hoofs 4-H Club. Her interests were in fashion, cooking and horse care. She competed in many events and was elected the president of the Florida 4-H State Council in 1982. After 15 years as the Micanopy Friendship 4-H Club leader, she retired, but even then, she couldn't stay away from 4-H. Ronda has continued to volunteer at the local, state, and national levels to foster 4-H youth leadership. She received the 2018 Volunteer Founder's Award and was inducted into the Florida 4-H Hall of Fame in 2019. She is completing her term as Foundation President and will be serving as Immediate Past President this upcoming year.

Ronda is an entrepreneur and owns a small business. She is married to Toots Banner, DVM, and they are also supporters of the Colleges of Agricultural and Life Sciences and Veterinary Medicine. They have three daughters and two grandchildren.

DIRECT SUPPORT ORGANIZATION:
Florida 4-H Club Foundation, Inc.



Name:	Betsy Barfield
Type:	New Appointment
Replacing:	N/A
Term Number:	First
Term Dates:	01/01/2024 - 12/31/2026
Length of Term:	3 years
Other DSO's:	None

Bio:

Betsy Barfield is a life-long resident of Jefferson County, and recently completed 12 years of service as County Commissioner. Betsy is a 4-H alumna and was active in clothing and textiles projects, public speaking and attending 4-H Camp Cherry Lake. She leads the annual Dirty Pecan bike ride that has raised more than \$100,000 to send Jefferson County youth to 4-H Camp Cherry Lake. She was inducted into the Florida 4-H Hall of Fame this year for her accomplishments and support of 4-H.

She is a professional photographer and lives in Monticello with her husband Mack. She is a graduate of Tallahassee Community College and was recently inducted into their Alumni & Friends Hall of Fame. She is also a graduate of Leadership Tallahassee Class XVII and has served on a number of regional and state commissions.

DIRECT SUPPORT ORGANIZATION:
Florida 4-H Club Foundation, Inc.



Name:	Isaac E. Chandler
Type:	Reappointment
Replacing:	N/A
Term Number:	First
Term Dates:	01/01/2024 - 12/31/2026
Length of Term:	3 years
Other DSO's:	None

Bio:

Isaac was born and raised in a 4-H family. His late father, Mr. Isaac Chandler, is a 2002 Florida 4-H Hall of Fame Inductee. Since 2009, Isaac has worked as an educator at Suwannee High School. Prior to this position, he was an Extension agent for UF/IFAS. Isaac is a FAMU and UF alumnus, with a BS in Biology and MS in Wildlife Ecology and Conservation from each institution, respectively. Isaac remains very involved with FAMU fraternity activities and community affairs locally and nationally, as well as local and state 4-H activities. In high school, he served as Florida 4-H State Council Vice President from 1987-88. Isaac is a distinguished and accomplished 4-H alumnus who remains actively connected with his 4-H peers and colleagues.

DIRECT SUPPORT ORGANIZATION:
Florida 4-H Club Foundation, Inc.



Name:	Todd Parrish
Type:	New Appointment
Replacing:	N/A
Term Number:	First
Term Dates:	01/01/2024 - 12/31/2026
Length of Term:	3 years
Other DSO's:	None

Bio:

Todd Parrish spent 25 years serving as legislative affairs director for the Florida Department of Children and Families, and previously served on the 4-H Foundation and was active as a fundraising volunteer. Todd is a 4-H alumnus from St. Johns and Orange County, and as a youth his primary 4-H projects were the public speaking and leadership programs. Todd is a graduate of Duke University's School of Government in public policy. He has extensive experience in political administration serving in multiple presidential administrations, and as senior aide to three members of the Florida Senate, and at local government levels. He now lives in West Palm Beach as a campaign consultant.

DIRECT SUPPORT ORGANIZATION:
Florida 4-H Club Foundation, Inc.



Name:	John Rutledge
Type:	New Appointment
Replacing:	N/A
Term Number:	First
Term Dates:	01/01/2024 - 12/31/2026
Length of Term:	3 years
Other DSO's:	None

Bio:

Dr. John Rutledge is retired from the faculty of UF/IFAS Extension 4-H Youth Development/ During his career he served as a county agent and as state specialist for 4-H Citizenship & Leadership, including as advisor to the Florida 4-H State Officers. John is a 4-H alumnus of Lincoln County NC and was also involved with MYF and student government as a youth. He holds a bachelor's in textile chemistry, as well as master's and doctorate in adult and community college education with minors in rural sociology. During his career he also held certifications in elementary education, middle school science and chemistry. John lives in Gainesville.

DIRECT SUPPORT ORGANIZATION:
Florida 4-H Club Foundation, Inc.



Name:	Becky Sponholtz
Type:	New Appointment
Replacing:	Valerie Dailey
Term Number:	First
Term Dates:	01/01/2024 - 12/31/2026
Length of Term:	3 years
Other DSO's:	None

Bio:

Becky Sponholtz is the Executive Director of Florida Agriculture in the Classroom Inc (FAITC), a role she has held since February 2017. Florida Agriculture in the Classroom, Inc. (FAITC) is a non-profit organization that provides educational resources, grants, and other programs to help Pre-K through 12th grade educators incorporate agricultural concepts into their core subject area classes. The goal of FAITC is to expand youth awareness and understanding of Florida agriculture and natural resources by integrating agricultural concepts into core educational disciplines and supporting programs. FAITC is affiliated with FDACS and is located on campus through a cooperative relationship with the UF/IFAS Department of Agricultural Education and Communication.

Prior to her current role, Becky served as FAITC's Education Program Manager, and spent nine years in the classroom as a middle and high school agri-science instructor and FFA advisor. She has a bachelor's in animal science and her Master of Agriculture from Auburn University. She is married to Corbin Sponholtz and has a son, Landon and daughter, Chandlee.



**COMMITTEE ON GOVERNANCE, GOVERNMENT RELATIONS,
AND INTERNAL AFFAIRS
ACTION ITEM GGRIA2
December 7, 2023**

SUBJECT: Collective Bargaining Agreement-Graduate Assistants United

BACKGROUND INFORMATION

The University of Florida and Graduate Assistants United (GAU) reached a tentative agreement in August 2023 on amendments to Article 10 of the Collective Bargaining Agreement between the Board of Trustees (UFBOT) and GAU. A successful ratification vote by members of GAU occurred in September 2023.

The material amendments to Article 10 are as follows:

- Effective October 1, 2023, the minimum graduate assistant (GA) stipend increases from \$17,000 to \$19,200 for nine-month GAs on a .50 FTE appointment and increases from \$22,753.85 to \$25,600 for twelve-month GAs on a .50 FTE appointment. Appointments greater or less than .50 FTE receiving the minimum stipend are paid at a rate representing a proportion of this minimum as determined by the fractional FTE appointment and the budgeted weeks of activity.
- Effective October 1, 2023, each qualifying 12-month GA shall receive a merit raise of \$533.33, and each qualifying 9-month GA shall receive a merit raise of \$400.
- Clarifies that GA outside activities will follow the same process as other UF employees outlined in UF’s Conflicts of Interest and Conflicts of Commitment Policy.

PROPOSED COMMITTEE ACTION

The Board of Trustees ratify the tentative agreement regarding amendments to Article 10 of the CBA with material changes outlined above.

ADDITIONAL COMMITTEE CONSIDERATIONS

None.

Supporting Documentation Included: None

Submitted by: Melissa Curry, Vice President for Human Resources

Approved by the University of Florida Board of Trustees, December 7, 2023

Morteza “Mori” Hosseini, Chair

Ben Sasse, President and Corporate Secretary

**COMMITTEE ON GOVERNANCE, GOVERNMENT RELATIONS,
AND INTERNAL AFFAIRS
ACTION ITEM GGRIA3
December 7, 2023**

SUBJECT: Collective Bargaining Agreement-American Federation of State,
County & Municipal Employees, AFL-CIO

BACKGROUND INFORMATION

The University of Florida and American Federation of State, County & Municipal Employees, AFL-CIO (AFSCME) reached tentative agreement on a new three-year Collective Bargaining Agreement (CBA) in April 2023. A successful ratification vote by members of AFSCME occurred in July 2023.

The material changes in this new CBA are as follows:

- Amended the non-discrimination article to match the definitions in the UF regulations.
- Allows electronic, in addition physical, filing of grievances.
- Clarified that employees working during emergencies will receive compensatory leave and overtime pay based on actual hours worked.
- Permits UF units that have Emergency Call-Back Programs to provide additional pay or benefits under those programs.
- Permits employees to participate in UF's higher education opportunities program and requires supervisors to make reasonable efforts to provide flexible schedules for employees obtaining GED.
- Provides that AFSCME will receive 2023 raises to the same extent that TEAMS staff are provided raises.

PROPOSED COMMITTEE ACTION

The Board of Trustees ratify the tentative agreement for a new three-year CBA with the material changes outlined above.

ADDITIONAL COMMITTEE CONSIDERATIONS

None.

Supporting Documentation Included: None

Submitted by: Melissa Curry, Vice President for Human Resources

Approved by the University of Florida Board of Trustees, December 7, 2023

Morteza "Mori" Hosseini, Chair

Ben Sasse, President and Corporate Secretary



**COMMITTEE ON GOVERNANCE, GOVERNMENT
RELATIONS AND INTERNAL AFFAIRS
ACTION ITEM GGRIA4
DECEMBER 7, 2023**

SUBJECT: Collective Bargaining Agreement-United Faculty of Florida-UF Chapter

BACKGROUND INFORMATION

The University of Florida and United Faculty of Florida-UF Chapter (UFF-UF) have reached a tentative agreement to amend Article 24 of the Collective Bargaining Agreement (CBA) to provide for 2023-2024 salary increases to in-unit faculty. The amendment provides a 3.2% merit pool for salary increases for faculty in the in-unit colleges. UFF-UF has ratified the amendment through a vote of faculty in the union.

PROPOSED COMMITTEE ACTION

The Committee on Governance, Government Relations and Internal Affairs is asked to approve ratification of the tentative agreement to amend Article 24 of the CBA for recommendation to the Board of Trustees for approval on the Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

None.

Submitted by: Melissa Curry, Vice President for Human Resources

Approved by the University of Florida Board of Trustees, December 7, 2023

Morteza "Mori" Hosseini, Chair

Ben Sasse, President and Corporate Secretary



**COMMITTEE ON GOVERNANCE, GOVERNMENT
RELATIONS AND INTERNAL AFFAIRS
ACTION ITEM GGRIA5
December 7, 2023**

SUBJECT: UF Regulations

BACKGROUND INFORMATION

UF Regulation 3.020: The proposed regulation amendment implements the recent update to BOG Regulation 18.001 related to the increase in the competitive solicitation threshold for UF's purchase of commodities or contractual services.

UF Regulation 4.040: The proposed regulation amendment updates UF Regulation 4.040 to: expedite resolution of cases for students and faculty; better align the Honor Code and Conduct Code; improve consistency among processes; incorporate and account for student use of artificial intelligence; add a new violation for purposeful spiking of food or drink of another with mind altering substances; and update some outdated references.

UF Regulation 7.010: The proposed regulation amendment allows the University to create a policy implementing the post-tenure review requirements set forth in BOG regulation 10.003.

PROPOSED COMMITTEE ACTION

The Committee on Governance, Government Relations and Internal Affairs is asked to approve the amendments to UF Regulations 3.020, 4.040 and 7.010 as set forth in the attached, for recommendation to the Board of Trustees for approval on the Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

None.

Supporting Documentation Included: Redlined UF Regulations 3.020, 4.040, and 7.010

Submitted by: Amy Hass, Vice President and General Counsel

Approved by the University of Florida Board of Trustees, December 7, 2023

Morteza "Mori" Hosseini, Chair

Ben Sasse, President and Corporate Secretary

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

3.020 Procurement.

(1) Statement of Intent. It is the intent of the University to acquire quality goods and services within reasonable or required time frames, while promoting fair and open competition in the public procurement process. Responsible purchasing officials shall be protected from improper pressures of external political or business interests. The process shall reduce the appearance and opportunity for favoritism, ensure that contracts are awarded equitably and economically, and establish effective management oversight in the acquisition of commodities and contractual services, in order to preserve the integrity of public purchasing and contracting. The opportunity to bid on University contracts is a privilege, not a right.

(2) Definitions.

(a) Artistic Services -- Services provided by an individual or group of individuals who profess and practice a skill in the area of music, dance, drama, folk art, creative writing, painting, sculpture, photography, graphic arts, web design, craft arts, industrial design, costume design, fashion design, motion pictures, television, radio or tape and sound recording or in any other related field.

(b) Commodity -- Any of the various supplies, materials, goods, merchandise, food, equipment or other personal property, including a mobile home, trailer or other portable structure, which are purchased, leased, lease-purchased or otherwise contracted for by the University. "Commodity" also includes interest on deferred-payment contracts entered into by the University for the purchase of other commodities.

(c) Competitive Bid/Proposal -- The response submitted to an Invitation to Bid,

Invitation to Negotiate, or a Request for Proposal by responsive and qualified bidders or offerors.

(d) Competitive Negotiation -- The establishment of a contract through deliberation, discussion or conference on the specifications, terms and conditions of a proposed agreement.

(e) Competitive Solicitation -- An Invitation to Bid, Request for Proposal or Invitation to Negotiate to competitively select a contractor.

(f) Contractor/Vendor -- A person or firm who contracts to sell commodities or contractual services to the University.

(g) Contractual Service -- The rendering by a contractor of its time and effort rather than the furnishing of specific commodities. The term applies only to those services rendered by individuals and firms who are independent contractors. "Contractual service" does not include labor or materials or selection of professional services for the construction, renovation, repair or demolition of facilities.

(h) Extension -- An increase in the time allowed for the contract period.

(i) Independent Contractor -- A person or firm who provides a service to the University, but does not have any employment or other relationship or connection with that University, except as provided in Section 112.313, Fla. Stat.

(j) Invitation to Bid -- A written solicitation for competitive bids with the title, date, and hour of the public bid opening designated and the commodity, group of commodities or services defined, for which bids are sought.

(k) Invitation to Negotiate -- An invitation extended to prospective contractors by the University, whether by advertisement, written solicitation, electronic media or any other form of communication, to define the specifications, terms and conditions of a contract for commodities

or contractual services. Cost may or may not be a consideration in the initial stages of negotiating.

(l) President -- The chief executive officer of the University, responsible for its operation and administration.

(m) Public Entity Crime -- A violation of any state or federal law by a person in the transaction of business with any public entity of any state or with the United States government involving antitrust, fraud, theft, bribery, collusion, racketeering, conspiracy or material misrepresentation.

(n) Purchase -- An acquisition of commodities services obtained by purchase order or contract whether by rent, lease, installment- or lease-purchase, outright purchase, or license.

(o) Purchases for Resale -- The purchase of commodities or contractual services acquired for the purpose of selling them for the benefit of the University.

(p) Renewal -- Contracting with the same contractor for an additional period of time after the initial contract term, provided the original terms of the agreement specify an option to renew.

(q) Request for Proposal -- A written solicitation for competitive proposals for commodities or contractual services with the title, date, and hour of the public opening designated. The request for proposal may be used when the scope of work is not clearly defined.

(r) Responsive and Qualified Bidder or Offeror -- A contractor/vendor who has submitted a bid or proposal that conforms in all material respects to a competitive solicitation.

(s) Term Contract -- An indefinite-quantity contract for the purchase of commodities or contractual services during a prescribed period of time.

(3) The University Board of Trustees has authority to establish a system of

coordinated procurement policies, procedures, and practices to be used in acquiring commodities and contractual services required by the University. Procurement Services has the duty to:

(a) Canvass sources of supply and contracting for the purchase or lease of all commodities and contractual services for the University, in any manner, including purchase by installment- or lease-purchase contracts. Installment- or lease-purchase contracts may provide for the payment of interest on unpaid portions of the purchase price.

(b) Remove any contractor from the University's competitive vendor list that fails to fulfill any of its duties specified in a contract with the University and to reinstate any such contractor when satisfied that further instances of default will not occur.

(c) Plan and coordinate purchases in volume and negotiate and execute agreements and contracts for commodities and contractual services under which the University may make purchases.

(d) Develop an Annual Certification List to serve as a waiver of the competitive solicitation requirement for commodities/services that are frequently purchased and are available from a single source.

(e) Evaluate, approve, and utilize contracts that are entered into after a public and open competitive solicitation by any State of Florida agency or department, the Federal Government, other states, political subdivisions, cooperatives or consortia, or any independent college or university for the procurement of commodities and contractual services, when it is determined to be cost-effective and in the best interest of the University to make purchases under contracts let by such other entities.

(f) Award contracts for commodities and contractual services to multiple suppliers, if it is determined to be in the best interest of the University. Such awards may be on a university,

regional or State University System-wide basis and the contracts may be for multiple years.

(g) Reject or cancel any or all competitive solicitations when determined to be in the best interest of the University.

(4) Competitive Solicitations Required.

(a) Unless otherwise provided herein, All contracts for the purchase of commodities or contractual services ~~exceeding~~ in excess of the dollar amount established by Florida Board of Governors Regulation 18.001(2) (“Bid Threshold”), \$75,000 shall be awarded pursuant to a competitive solicitation process, unless otherwise authorized herein.

(b) When only one (1) response is received to a competitive solicitation for commodities or contractual services exceeding ~~\$75,000~~ the Bid Threshold, the University may review the solicitation to determine if a second call for a competitive solicitation is in the best interest of the University. If it is determined that a second call would not serve a useful purpose, the University may proceed with the acquisition.

(c) When a University awards a contract to purchase personal property by competitive solicitation, a preference shall be provided to vendors with a principal place of business in Florida in accordance with Florida Board of Governors Regulation 18.001(3). When multiple responses that are equal in all respects are received to a competitive solicitation, including after all applicable preferences have been applied, Procurement Services will determine the contract award using the toss of a coin.

(d) The purchase of commodities and contractual services shall not be divided to avoid the requirement of competitive solicitation.

(e) Advertisement. All competitive solicitations shall be advertised on the website of Procurement Services. The Procurement Director, or a designee, shall determine if any additional advertising or the direct solicitation of relevant vendors should be used based on the

nature and quantity of the commodities, contractual services and the availability and extent of competitive solicitation lists.

(f) In the case of extension errors, the unit price will prevail.

(g) Withdrawal. A vendor may withdraw his or her bid or proposal in writing if done within seventy-two (72) hours of the bid or proposal opening if the bid or proposal is clearly erroneous and it is withdrawn prior to final award or the purchase order being issued.

(5) Purchase of Commodities or Contractual Services.

(a) Purchase of Private Attorney Services. Written approval from the Attorney General is not required for private attorney services acquired by the University.

(b) Purchase of Insurance. The University has the authority to purchase insurance as deemed necessary and appropriate for the operation and educational mission of the University.

Examples of insurance coverage that may be acquired by the University include:

1. Physical damage on vehicles and boats;
2. Inland marine on property owned, leased, or loaned to or by the University;
3. Building and property damage;
4. Equipment losses due to theft;
5. Equipment subject to transportation;
6. Loss of rental income;
7. Commercial general liability insurance for scientific equipment;
8. Excess general liability coverage;
9. Camps insurance.

(c) Purchases from small and disadvantaged business enterprises. The University is an equal opportunity institution and encourages procurement contracting with small and

disadvantaged businesses which includes minority business enterprises.

(d) Purchases from Contractors Convicted of Public Entity Crimes. The University shall not accept a competitive solicitation from, or purchase commodities or contractual services from, a person or affiliate who has been convicted of a public entity crime and has been placed on the State of Florida's convicted vendor list for a period of thirty-six (36) months from the date of being added to the convicted vendor list. No federal funds may be used to pay any party who is listed on the federal excluded parties list system.

(e) Purchasing actions that are not subject to the competitive solicitation process include:

1. Emergency Purchases. When the President or President's designee determines in writing, that a delay due to the competitive solicitation process is an immediate danger to the public health or safety or the welfare of the University, including tangible and/or intangible assets; or would otherwise cause significant injury or harm not in the best interest of the University, the University may proceed with the procurement of commodities or contractual services without a competitive solicitation. The emergency purchase shall be limited to the purchase of only the type of items and quantities or for a time period sufficient to meet the immediate danger and shall not be used to meet long-term requirements.

2. Sole Source Purchases. Commodities or contractual services available from a single source may be exempted from the competitive solicitation process. The sole source document shall be publicly posted by Procurement Services for three (3) days.

3. Purchases from Contracts and Negotiated Annual Price Agreements established by the State, other governmental entities, other universities in the State University System, or independent colleges and universities are not subject to further competitive solicitation.

4. Construction Direct Purchase Program. Commodities to be incorporated into any public work (as that term is defined in Fla. Admin. Code R. 12A-1.094) which are procured by the University in accordance with the requirements of the University's direct purchase program are not subject to any further competitive solicitation.

(f) Commodities and contractual services that are not subject to the competitive solicitation process include:

1. Artistic services;
2. Academic reviews;
3. Lectures;
4. Auditing services;
5. Legal services, including attorney, paralegal, expert witness, appraisal, arbitrator or mediator services;
6. Health services involving examination, diagnosis, treatment, prevention, medical consultation or administration. Prescriptive assistive devices for medical, developmental or vocational rehabilitation including, but not limited to prosthetics, orthotics, wheelchairs, and other related equipment and supplies provided they are purchased on the basis of an established fee schedule or by a method that ensures the best price, taking into consideration the needs of the client.
7. Services provided to persons with mental or physical disabilities by not-for-profit corporations organized under the provisions of s. 501(c)(3) of the Internal Revenue Code or services governed by the provisions of the Office of Management and Budget Circular A-122.
8. Medicaid services delivered to an eligible Medicaid recipient by a health care provider who has not previously applied for and received a Medicaid provider number from the

Department of Children and Family Services. This exception will be valid for a period not to exceed ninety (90) days after the date of delivery to the Medicaid recipient and shall not be renewed;

9. Family placement services;
10. Training and education services;
11. Advertising, except for media placement services
12. Services or commodities provided by governmental agencies, another university in the State University System, direct support organizations of the University, political subdivisions or other independent colleges and universities;
13. Programs, conferences, workshops, continuing education events or other University programs that are offered to the general public for which fees are collected to pay all expenses associated with the program or event;
14. Purchases from firms or individuals that are prescribed by state or federal law or specified by a granting agency;
15. Regulated utilities and government-franchised services;
16. Regulated public communications, except long-distance telecommunication services or facilities;
17. Purchases from the Annual Certification List developed by the University;
18. Purchases for resale;
19. Accounting services;
20. Contracts or services provided by not-for-profit support and affiliate organizations of the University, including Shands Teaching Hospitals and Clinics, Inc., direct support organizations, health support organizations and faculty practice plans;

21. Implementation/programming/training services available from owner of copyrighted software or its contracted vendor; and

22. Purchases of materials, supplies, equipment, or services for instructional or sponsored research purposes when a director of sponsored research or designee certifies that, in a particular instance, it is necessary for the efficient or expeditious prosecution of a research project in accordance with sponsored research procedures or to attain the instructional objective.

(g) Vendors Excluded from Competition.

1. In order to ensure objective contractor performance and eliminate unfair competitive advantage, contractors that develop or draft specifications, requirements, statements of work, invitations for bids and/or requests for proposals shall be excluded from competing for such procurements.

2. All persons taking part in the development or selection of criteria for evaluation, the evaluation process, and the contract award process in any purchase shall follow all relevant portions of the State of Florida Code of Ethics for Public Employees, Chapter 112, Part 3, Fla. Stat., and the University's regulation on outside activities, University of Florida Regulation 1.011.

(h) A notice of decision or intended decision concerning a solicitation, contract award, or sole source purchase shall be electronically posted.

(6) Bonds.

(a) Payment and Performance Bonds. The University may require any contractor contracting with the University to provide commodities, services or commodities which include installation, to furnish a payment and performance bond, with good and sufficient securities, to the University prior to the issuance of the contract when the total contract amount is greater than

\$200,000. The bond must be in an amount equal to 100% of the response submitted to the competitive solicitation.

(b) Solicitation Protest Bond. Any entity that files an action protesting a decision or intended decision pertaining to a solicitation, shall at the time of filing of the formal protest, post with the University, a bond payable to the University in an amount equal to the lesser of: (1) ten percent (10%) of the estimated value of the protestor's bid or proposal; (2) ten percent (10%) of the estimated expenditure during the contract term; or (3) \$10,000. The bond shall be conditioned upon the payment of all costs which may be adjudged against the entity filing the protest action. In lieu of a bond, the University may accept a cashier's check or money order in the amount of the bond. Failure of the protesting contractor to file the required bond, cashier's check or money order at the time of filing the formal protest shall result in the denial of the protest.

(7) Contracts.

(a) Contracts for commodities or contractual services or licenses shall consist of a purchase order or bilateral agreement signed by the President or designee prior to or within thirty (30) days of the goods or services being rendered by the contractor.

(b) If a contract for the purchase of services or tangible personal property requires funds appropriated by the state and is for a period in excess of one (1) fiscal year, the contract shall include the following statement: "The State of Florida and the University's performance and obligation to pay under this contract is contingent upon an annual appropriation by the Legislature."

(c) If a commodity or contractual service is purchased as a result of a competitive solicitation, the contract may be extended, without an additional competitive solicitation, for up

to twelve (12) months or until completion of the competitive solicitation and award or protest, whichever is longer.

(d) A contract may contain provisions for renewal. If the commodity or contractual service is purchased as a result of a competitive solicitation, and the contract contains a provision allowing for a renewal, the contract may be renewed, without an additional competitive solicitation, for a period that may not exceed five (5) years or twice the term of the original contract, whichever is longer. This provision is not intended to apply retroactively; existing contracts entered into prior to January 1, 2017, including any specified renewal period(s) may continue in accordance with the existing contract terms. The cost of any contemplated renewal must be included in the initial competitive solicitation. All contract renewals are subject to sufficient annual appropriations.

(e) The President shall have the authority to enter into deferred payment agreements utilizing the State of Florida Controller's Consolidated Equipment Financing Program. No agreement shall establish a debt of the State or shall be applied to the faith and credit of the State; nor shall any agreement be a liability or obligation of the State except from appropriated funds.

(f) In order to promote cost-effective procurement of commodities and contractual services, the University may enter into contracts that limit the liability of a vendor consistent with Section 672.719, Fla. Stat.

(g) The total value of the contract shall be the purchase price for the initial term plus all renewal costs.

(8) Standard of Conduct. It shall be a breach of ethical standards for any employee of the University to accept, solicit, or agree to accept a gratuity of any kind, form or type in

connection with any contract for commodities or services. It shall also be a breach of ethical standards for any potential contractor to offer an employee of the University a gratuity of any kind, form or type to influence the development of a contract or potential contract for commodities or services.

(9) Purchase of Motor Vehicles.

(a) The term “motor vehicle” includes any automobile, truck, watercraft or other vehicle designed primarily for transporting persons, and construction vehicles or farm equipment.

(b) The University has authority to:

1. Establish standard classes of motor vehicles to be leased, purchased or used by University personnel;

2. Obtain the most effective and efficient use of motor vehicles for state purposes;

3. Establish and operate facilities for the acquisition, disposal, operation, maintenance, repair, storage, control and regulation of University-owned motor vehicles. Acquisition may be by purchase, lease, installment-purchase, loan or by any other legal means and may include a trade-in. All motor vehicles purchased or leased shall be of a class that will safely transport University personnel and adequately meet the requirements of the University;

4. Contract for specialized maintenance services.

(c) Motor vehicles owned, leased or operated by the University shall be available for official University business only.

Authority: BOG Regulation 1.001; BOG Regulation 18.001

History: New 1-8-80, Amended 3-26-80, 8-6-81, 2-11-82, Formerly 6C1-3.20, Amended 5-18-92, 7-11-94, 4-30-95, 5-23-96, 6-28-98, 4-30-00, 7-25-02, 2-5-03, 3-30-07 (technical changes only), 06-13-08, Formerly 6C1-3.020, Amended 4-3-15 (technical changes only),

Amended 3-17-17. _____.

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

4.040 Student Honor Code and Student Conduct Code-

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(1) Principles and Scope. Our educational mission is to enable our Students to lead and to influence the next generation and beyond for economic, cultural, and societal benefit. The University strives to protect and to guide the educational community by establishing a Student Honor Code, a Student Conduct Code, and a Student conduct system. These codes and systems promote individual and social responsibility and are enforced through University Regulations. By becoming a member of the University of Florida community, a Student agrees to adhere to its Student Honor Code and its Student Conduct Code. Students acting as individuals or as members of Student Organizations are expected to follow all applicable Laws and Regulations. University Regulations have been designed to promote the safety of people and the campus community, to create an environment conducive to learning, and to achieve the mission of the Institution.

(a) Principles. The University principles address our respect for people and property, for fairness, for Laws and Regulations, and for academic integrity. Nothing in this Regulation shall be interpreted to limit the constitutional or statutory rights of any Student, including but not limited to expressive rights protected by the First Amendment.

1. Respect for people and property. Students are encouraged both to conduct themselves in a manner that exemplifies respect for all people and property and to adhere to their personal values without imposing those on others.

2. Respect for fairness. Rules and established procedures are intended to ensure both fundamental fairness and an educational experience for Students and Student Organizations.

3. Respect for Laws and Regulations. Students and Student Organizations are expected to follow all applicable Laws and Regulations.

4. Respect for academic integrity. Academic honesty and integrity are fundamental values of the University. Students commit to holding themselves and their peers to the high

standard of honor required by the Student Honor Code. Any Student who becomes aware of a violation of the Student Honor Code is encouraged to report the violation to the appropriate University Official.

(b) Scope. Each Student and every Student Organization is required to abide by the Student Honor Code and the Student Conduct Code when on University-controlled property, at University sponsored events, or off campus in accordance with sections 3 and 4 of this Regulation.

The University conduct process is educational and designed to address Student behavior; therefore, the University will address any alleged violations of its Student Honor Code or its Student Conduct Code independently of any criminal or civil court process.

Unless otherwise noted, use of the term “Student” in this document applies both to the Student as an individual and to a Student Organization as a single entity, as applicable. The officers or the leaders of a particular Student Organization usually will be expected to represent the organization during the Student Conduct Process. A Student may be held responsible for their actions as an individual and as a member of a Student Organization.

Any question about how to interpret or apply the Student Conduct Code or Student Honor Code should be directed to the Dean of Students or designee.

(c) Off-Campus Conduct. The University may apply the Student Conduct Code and Student Honor Code to Students whose conduct may have an adverse impact on the health, safety, or welfare of people, property, the University Community, or the pursuit of its objectives, regardless of where such conduct occurs, even if off campus.

(2) Definitions. The following definitions are used solely for the purpose of this Regulation.

Accused Student	A Student who has been accused of a violation of the Student Conduct Code or the Student Honor Code.
Advisor	Any one person chosen by an Accused Student or a Reporting Person to serve as an Advisor, advocate, or legal representative to assist them throughout the Student Conduct Process. Any Advisor serves at the Student's own expense and initiative. The Advisor cannot serve in any other role, including as a witness, investigator, Student Conduct Administrator, Appeal Authority, Conduct Committee Advisor, or Hearing Body. The University is not responsible for selecting an Advisor for any Student navigating the Student Conduct Process. It is the Student's responsibility to make appropriate arrangements for their Advisor to attend meetings, which will not be delayed due to scheduling conflicts of the chosen Advisor. The Advisor may be present to advise the Accused Student or Reporting Person in any meeting and may participate in all aspects of a Disciplinary Proceeding, but shall not testify for the Accused Student or Reporting Person or be present absent the Accused Student or Reporting Person.
Appeal Authority	Any person or people authorized by the Student Conduct Code or Student Honor Code to determine the outcome of an appeal. No person may hear or decide an appeal if they conducted or participated in the disciplinary proceeding being reviewed on appeal.
Chair	The member of the Conduct Committee who acts as the chairperson of the Hearing and leads Hearing deliberations. The Conduct Committee Advisor selects the Chair from the Hearing Body.
Charge(s)	A potential violation of the Student Conduct Code or the Student Honor Code.
Class Days	Any weekday the University of Florida is in operation and holding classes. Class Days do not include University holidays, closures, breaks, or other business days when classes are not in session.
Class Lecture	An educational presentation delivered by Faculty or guest lecturer, as part of a University of Florida course, intended to inform or teach enrolled students about a particular subject. Class Lecture does not include lab sessions, student presentations, clinical presentations such as patient history, academic exercises involving student participation, assessments (quizzes, test, exams), field trips, private conversations between Students in the class or between a Student and the Faculty or guest lecturer during a class session.

Coercion	<p>Measured by a reasonable person standard, an attempt to cause another person to act or to think in a certain way by use of force, threats, or intimidation. Examples of Coercion include but are not limited to:</p> <ul style="list-style-type: none"> • Causing the deliberate Incapacitation of another person; • Requiring a person to submit to sexual acts to receive an academic benefit or an employment advantage; • Threatening to harm oneself if the other person does not perform a specific act; and • Threatening to disclose a person’s sexual orientation, gender identity, or other sensitive, personal information if the person does not submit to the requestor’s will.
Collaborative Resolution	<p>A Student Conduct Process that may be offered to registered Student Organizations to resolve alleged violations of the Student Honor Code and Student Conduct Code by partnering with a Student Conduct Administrator in the investigation and sanction determination. The Student Conduct Administrator will determine, at their discretion, if a Student Organization may be offered participation in Collaborative Resolution, as outlined in section 6 of this Regulation. At any point during the Collaborative Resolution process, the Student Conduct Administrator may cease Collaborative Resolution and refer the case to a Greek Conduct Committee for resolution.</p>
Conduct Committee Advisor	<p>The Director of Student Conduct and Conflict Resolution or designee may convene a Conduct Committee and advise the Conduct Committee throughout the Hearing process on procedure, questioning, relevant information, policy, and Regulation. The Conduct Committee Advisor will review all information, Witnesses, and questions to advise the Conduct Committee on relevancy determinations. The Conduct Committee Advisor will make relevancy determinations, prior to the Hearing, on documents, exhibits, and Witnesses allowable in a Hearing. A Student Conduct Administrator may make a charging decision and serve as the Conduct Committee Advisor for the same case. The Conduct Committee Advisor is present during committee deliberations to advise the committee on Regulations, policy and procedure but is not a member of the Conduct Committee and does not vote.</p>
Conflict Resolution	<p>Conflict Resolution services and education are <u>and restorative practices are</u> available to Students both to aid them in resolving conflict productively and to <u>in</u> developing their abilities to handle conflict effectively <u>and productively, employ informal and formal strategies and processes to encourage authentic communication and support collaborative conflict resolution.</u></p>

Consent	Consent is an act or statement that is knowing, freely given, and mutually understood to communicate a willingness to
<u>Consent</u>	<p><u>Consent is an act or statement that is knowing, freely given, and mutually understood to communicate a willingness to engage in the activity.</u> It is the responsibility of each person involved in any sexual act to ensure that they have the Consent of the other(s).</p> <ul style="list-style-type: none"> • The existence of a dating or sexual relationship between the people involved, or the existence of a past sexual encounter, is not by itself an indication of Consent for any current or future sexual encounter. • Consent cannot be obtained by force, threat, Coercion, or by causing a reasonable fear of imminent injury. • For sexual activity to be consensual, Consent must be ongoing throughout the sexual encounter. A person may withdraw Consent at any time. Consent to one sexual act does not automatically constitute Consent to another sexual act. • A person withdraws Consent by clearly communicating withdrawal through words or actions. • Consent to engage in sexual activity with one person does not automatically constitute Consent to engage in sexual activity with another person. • Lack of protest or resistance, alone, is not Consent. • A person who is Incapacitated cannot give Consent.
Correspondence	Written or electronic communication from the University sent to a Student. The University may use either the Student’s UFL email address, if the Student is a current Student, or the physical address on file with the Registrar. Correspondence includes but is not limited to written or electronic communication from the Student through the Student’s UFL email address.
Disciplinary Proceeding	Disciplinary Proceedings are limited to the following: <ul style="list-style-type: none"> • Administrative Reviews • Collaborative Resolutions • Hearings
Educational Conversation About Behavior (“ECaB”)	A required meeting related to reported information, which is not investigatory in nature and does not result in Charges. This meeting is intended to address reported information that does not support initiating a formal Student Conduct Process but does require an educational discussion about the content of the Student Conduct Code and the expectations of the University community.

<u>Entity</u>	<u>This includes but is not limited to generative artificial intelligence, large language models, content generation bots, or other non-human intelligence or digital tools.</u>
Faculty	Any person hired or appointed by the University to conduct classroom, teaching, or research activities; the individual with grading responsibility for a course. For the purpose of this Regulation, Faculty are responsible for submission of reports and supporting information for alleged Student Honor and Conduct Code violations, and participation in <u>Hearings to provide direct knowledge about any alleged Student Honor and Conduct Code violation.</u>

	Hearings to provide direct knowledge about any alleged Student Honor and Conduct Code violation.
Hearing	A proceeding through which a Hearing Body determines whether a Student is responsible or not responsible for Charges and imposes Sanctions if appropriate. A Hearing Body conducts Hearings in accordance with the Student Conduct Code or the Student Honor Code.
Hearing Body	Any person or people authorized in the Student Conduct Code or the Student Honor Code to conduct Hearings, to make relevancy determinations during Hearings, to make findings after Hearings about whether a Student has violated the Student Conduct Code or the Student Honor Code, and to recommend or to issue Sanctions if appropriate.
Impaired	Impaired means a person’s normal faculties are diminished in some material respect. Normal faculties include but are not limited to the ability to see, hear, walk, talk, judge distances, drive an automobile, make judgments, act in emergencies and, in general, to normally perform the many mental and physical acts of daily life.
Incapacitation/ Incapacitated	Incapacitation is a temporary or permanent state in which a person is physically or mentally unable to communicate a willful, voluntary, and knowing decision. A person can be incapacitated because of age, alcohol or drug consumption, being unconscious or asleep, a disability, or any other circumstance that prevents a Student from having the capacity to give Consent. For a person to be rendered Incapacitated by alcohol or drugs, the person must be so Impaired that they are unable to give Consent. This level of impairment must be obvious to a Reasonable person; it is not enough for a person to be merely under the influence of, or to have impaired judgment because of, alcohol or drugs.

Incident Review Committee (“IRC”)	<p>The Director of Student Conduct and Conflict Resolution or designee may convene a committee to review a reported organizational incident or an allegation originating from one of the four Greek councils: the Interfraternity Council (IFC), the Multicultural Greek Council (MGC), the National Pan-Hellenic Council (NPHC), or the Panhellenic Council (PC). This committee gives perspective on whether sufficient information exists for a Reasonable Hearing Body to determine if an accused Student Organization violated the Student Conduct Code. If such information exists, the Director of Student Conduct and Conflict Resolution or designee may issue Charges.</p> <p><u>Informed by the perspective of the IRC, the Director of Student Conduct and Conflict Resolution or designee will decide if an organizational Charge is appropriate.</u></p>
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	<p>Informed by the perspective of the IRC, the Director of Student Conduct and Conflict Resolution or designee will decide if an organizational Charge is appropriate.</p>
Information Meeting	<p>A meeting between an Accused Student and a Student Conduct Administrator after a Notice of Charges has been sent. The meeting includes reviewing a Student’s rights in the Student Conduct Process, reviewing the Charges, and reviewing potential outcomes. The Information Meeting is not a Disciplinary Proceeding. The Information Meeting determines the next course of action in the Student Conduct Process.</p>
Intake Meeting	<p>A meeting between a Student Conduct Administrator and any person with whom the Student Conduct Administrator needs to discuss the details of a received report to decide which resolution options are appropriate. An Intake Meeting may occur at any point before or during the Student Conduct Process at the discretion of the Student Conduct Administrator.</p>
Investigation	<p>The gathering of information related to a reported incident or allegation. Investigations may be conducted by Student Conduct and Conflict Resolution or by other investigatory units.</p>
Investigation Meeting	<p>A meeting that includes the opportunity for the Director of Student Conduct and Conflict Resolution or designee to interview people who may have information relevant to a potential Charge, to explain the Student Conduct Process, to explain the rights of Students, and to review of the nature of the allegation.</p>

Laws	All applicable Laws, Regulations, codes and ordinances, including the applicable Laws of the state or country where the alleged violation occurred.
Mutual Agreement	An informal resolution whereby the Reporting Person (or designee if reporting as a University Official), Accused Student and University all agree to resolve the allegations through a written contract. Allegations may be resolved through Mutual Agreement at any time before or during a Student Conduct Process.
Notices of Charges	Written notice sent in Correspondence to a Student that includes specific Student Conduct Code or Student Honor Code Charges, brief description of the allegation, where to review the Student Rights and an invitation to attend an Information Meeting.
Preponderance of the Information	The University’s burden of proof for any disciplinary proceeding is preponderance of the evidence, but for the purpose of this Regulation it will be referred to as “Preponderance of the Information”. <u>“Preponderance of the Information” means that the information presented by the University, as a whole, supports the finding that it is more likely than not that the charged violation occurred. To satisfy this burden, the University must present some information that would not be deemed inadmissible hearsay in a court of Law. This standard shall be used in resolving all Student Conduct or Student Honor Code cases under this Regulation.</u>

	Information” means that the information presented by the University, as a whole, supports the finding that it is more likely than not that the charged violation occurred. To satisfy this burden, the University must present some information that would not be deemed inadmissible hearsay in a court of Law. This standard shall be used in resolving all Student Conduct or Student Honor Code cases under this Regulation.
Publish	Share, transmit, circulate, distribute or provide access to a Recording, regardless of format or medium, to another person (or persons), including but not limited to another student within the same class section. Additionally, a Recording, or transcript of the Recording, is considered to be Published if it is posted on or uploaded to, in whole or in part, any media platform, including but not limited to social media, website, book, magazine, newspaper or leaflet.
Reasonable	A term used as an objective standard for evaluating appropriateness. Having sound judgment; rational and sensible; not extreme or excessive. Referenced throughout section 4. Violations of the Student Conduct Code as “Reasonable person”, “Reasonable fear” and “Reasonable expectation of privacy”. This definition does not apply to reasonable accommodations.

Recording	Any recording in any medium using any technology. This includes but is not limited to visual recordings, such as photographs and videos, and audio recordings.
Regulations	University of Florida Regulations, policies, or rules.
Relationship Violence	Relationship Violence encompasses both dating and domestic violence. Dating violence is violence or a threat of harm between people who have or have had a relationship of a romantic or intimate nature, not living together in the same household. Domestic violence is violence or a threat of harm between family members or individuals living in the same household.
Reporting Person	The alleged victim of or person harmed by another's violation of the Student Code of Conduct.
Sanction	A mandatory requirement established by the University, given to a Student who has accepted responsibility for, or whom a Hearing Body has found responsible for, a violation of the Student Conduct Code or the Student Honor Code. <u>May also be interchangeable with the term "outcomes" in an Administrative Review, Collaborative Resolution, or Restorative Dialogue.</u>
Semester	A period of instruction. The University has three Semesters: Fall, Spring, and Summer.
Separation/Disaffiliation	A type of Sanction for a Student or a Student Organization that includes suspension, expulsion, or disaffiliation.
Service Indicator	Formerly known as a "hold". A Service Indicator prevents access to some University processes, such as class <u>registration and graduation, until it is removed by the originating office.</u>
	<u>registration and graduation, until it is removed by the originating office.</u>

Student	Any person currently admitted, enrolled, or registered for any University Program, regardless of the medium of the program, or degree-seeking status, or when not enrolled or registered for a particular Semester, who is eligible to enroll in future terms without seeking readmission. For the purpose of this Regulation, the term “Student” may also refer to a person previously admitted, enrolled, or registered for any University Program where the University receives an allegation that the Student violated the Student Honor Code or Student Conduct Code while they were admitted, enrolled, or registered for any University Program, and the term “Student” is interchangeable with “Student Organization” when the term “Student Organization” is not directly specified.
Student Conduct Administrator	A person or administrative unit whose duties include the administration of the Student Conduct Code or the Student Honor Code process. Student Conduct Administrators are designated by the Dean of Students and may include, but are not limited to, the Director of Student Conduct and Conflict Resolution, staff members in Student Conduct and Conflict Resolution, and staff members in Housing and Residence Life.
Student Conduct Process	The processes outlined in this Regulation to resolve alleged violations of the Student Conduct Code and the Student Honor Code.
Student Organization	An association or group of persons that has complied with the formal requirements for University recognition or is in the formal process of obtaining recognition. For the purpose of this Regulation, the term “Student” is interchangeable with “Student Organization” when the term “Student Organization” is not directly specified.
Support Person	<p>Any one person chosen to provide comfort and emotional support to an Accused Student or a Reporting Person throughout the Student Conduct Process. Any Support Person serves at the Student’s own expense and initiative. A person may not serve in this capacity if the Director of Student Conduct and Conflict Resolution or designee determines that their service would unreasonably conflict with the fair administration of the Student Conduct Process.</p> <p>The University is not responsible for providing a Support Person for anyone navigating the Student Conduct Process. It is the Student’s responsibility to make appropriate <u>arrangements for their Support Person to attend meetings, which will not be delayed due to scheduling conflicts of the chosen Support Person. The Support Person may not serve as a secondary Advisor or a Witness, nor can the Support Person perform any other function except for providing comfort and emotional support to the Accused Student or the</u></p>

	<u>Reporting Person. The Support Person cannot speak for a Student, present the Student's case, or otherwise participate directly in any meeting or Hearing.</u>
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	arrangements for their Support Person to attend meetings, which will not be delayed due to scheduling conflicts of the chosen Support Person. The Support Person may not serve as a secondary Advisor or a Witness, nor can the Support Person perform any other function except for providing comfort and emotional support to the Accused Student or the Reporting Person. The Support Person cannot speak for a Student, present the Student's case, or otherwise participate directly in any meeting or Hearing.
University/Institution	The University of Florida.
University Activity or University Program	Any event, program, or activity that is hosted, sponsored, or organized by any University group, office, or organization. This definition applies only to this Regulation and not in any other context.
University Campus/Premises	All land, buildings, facilities, and other property the University possesses, owns, leases, operates, supervises, or controls, including adjacent streets and sidewalks.
University Community	University Officials, Faculty, other employees, Students, and other people who or entities that participate in any University Activity or University Program.
University Official	Any person the University employs, contracts, or appoints to perform assigned teaching, research, administrative, professional, or other responsibilities.
Witness	A Relevant Witness is a person with direct knowledge about or involvement in a reported incident or allegation. Relevant Witnesses may participate in person during the Student Conduct Process. Other Witnesses, including character Witnesses, may not participate in person during the Student Conduct Process but may submit statements pursuant to the submission guidelines outlined in the Student Rights section of this Regulation.

(3) Violations of the Student Honor Code. Every University Student is subject to the

following Honor Pledge:

We, the members of the University of Florida community, pledge to hold ourselves and our peers to the highest standards of honesty and integrity by abiding by the Student Honor Code. On all work submitted for credit by Students at the University of Florida, the following pledge is either required or implied: “On my honor, I have neither given nor received unauthorized aid in doing this assignment.”

(a) Cheating. A Student shall not use or attempt to use unauthorized materials or resources in any academic activity for academic advantage or benefit. Cheating includes but is not limited to:

1. Using any materials or resources prepared by another person or Student Entity without the other person or EntityStudent's express Consent or without proper attribution to the other person or EntityStudent.

2. Using any materials or resources, through any medium, which the Faculty has not given express permission to use and that may confer an academic benefit to a the Student.

3. Using additional time, or failing to stop working when instructed, on any time-bound academic activity.

4. Failing to follow the directions of a proctor of any academic activity, when such conduct could lead to an academic advantage or benefit.

5. Collaborating with another person or person Entity, through any medium, on any academic activity, when Faculty has expressly prohibited collaboration.

6. Commissioning or seeking to commission another person or person Entity, with or without compensation, to produce or complete academic work or to impersonate a student in any academic activity.

7. Impersonating another person in any academic activity or providing an unfair academic advantage to another person by producing or completing academic work or activities on behalf of another person, with or without compensation.

(b) Complicity in Violating the Student Honor Code. Attempting, aiding, encouraging, facilitating, abetting, conspiring to commit, hiring someone else to commit, giving or receiving bribes to secure, or being a participant (by act or omission) in any act prohibited by this Regulation.

(c) False or Misleading Information.

1. A Student must not make a false or misleading statement during the Investigation or resolution of an alleged Student Honor Code violation.

2. A Student must not make a false or misleading statement for the purpose of procuring an improper academic advantage for any Student.

3. A Student must not use or present fabricated information, falsified research, or other findings if the Student knows or reasonably should be aware that the information, research, or other finding is fabricated or falsified.

(d) Interference with an Academic Activity.

1. A Student must not take any action or take any material for the purpose of interfering with an academic activity, through any means over any medium.

2. A Student must not be disruptive to the testing environment or other academic activity.

(e) Plagiarism. A Student must not represent as the Student's own work all or any portion of the work of another person or Entity. Plagiarism includes but is not limited to:

1. Stealing, misquoting, insufficiently paraphrasing, or patch-writing.

2. Self-plagiarism, which is the reuse of the Student's own submitted work, or the simultaneous submission of the Student's own work, without the full and clear acknowledgment and permission of the Faculty to whom it is submitted.

3. Submitting materials from any source without proper attribution.

4. Submitting a document, assignment, or material that, in whole or in part, is identical or substantially identical to a document or assignment the Student did not author.

(f) Submission of Academic Work Purchased or Obtained from an Outside Source. A Student must not submit as their own work any academic work in any form that the Student purchased or otherwise obtained from an outside source, including but not limited to: academic work in any form generated by an Entity; academic materials in any form prepared by a commercial or individual vendor of academic materials; a collection of research papers, tests, or academic materials maintained by a Student Organization or other entity or person, or any other sources of academic work.

(g) Unauthorized Recordings.

1. A Student shall not make a video or audio Recording in class unless the Recording is limited to the Class Lecture and made for the following reasons: their own personal education use, in connection with a complaint to the University, or as evidence in or in preparation for a criminal or civil proceeding.

2. A Recording must not be Published without the prior express written consent of the Faculty or guest lecturer.

3. A Student shall not make any Recording in class, through any means over any medium, of anything other than a Class Lecture, including but not limited to the Recording of any assessment, clinical activity, lab, or student presentation. The Recording of any meeting or conversation in class between Students or between Students and Faculty or guest lecturer is strictly prohibited.

(h) Unauthorized Taking or Receipt of Materials or Resources to Gain or Provide an Improper Academic Advantage. A Student, independently or with another ~~person~~person or Entity or other ~~people~~people or Entities, must not without express written authorization take, give, possess, Publish, post, ~~or~~ submit, transmit, or receive materials, information, or resources in any manner, through any medium, for the purpose of gaining or providing an improper academic advantage to any Student.

(4) Violations of the Student Conduct Code.

(a) Alcoholic Beverages Violations.

1. Under-age possession or consumption. Possession or consumption of alcoholic beverages by a Student under twenty-one (21) years old.

2. Distribution or sale of alcoholic beverages. Distribution or sale of an alcoholic beverage to any person under twenty-one (21) years old.

3. Possession of common source containers. Unless explicitly approved in advance in writing by the Division of Student Life or Business Affairs for a particular occasion, a Student or Student Organization cannot possess or use of kegs, mini kegs, or other common source containers of alcoholic beverages, such as trash cans, tubs, or similar containers of alcohol, when such possession or use occurs on campus, in the housing of any University of Florida organization or group, or in connection with a University Activity.

4. Alcohol abuse. Regardless of the age of those involved, facilitating, arranging, or participating in any extreme alcohol consumption activity that constitutes, facilitates, or encourages competitive, rapid, or excessive consumption of alcohol when such activity occurs on campus, in the housing of any University of Florida organization or group, or in connection with a University Activity.

5. Any other violation of the Alcoholic Beverages Regulation, University of Florida Regulation 2.019.

(b) Complicity in Violating the Student Conduct Code. Attempting, aiding, encouraging, facilitating, abetting, conspiring to commit, hiring someone else to commit, giving or receiving bribes to secure, or being an accessory to any act prohibited by this Regulation.

(c) Disruptive Conduct. Conduct that is materially or substantially disruptive to the normal operations of the University, or that incites others to do so, in any of the following activities: teaching, learning, research, administrative functions, disciplinary proceedings, other University Activities whether on or off campus, and other authorized activities that take place on campus. In evaluating whether conduct is materially or substantially disruptive, the University may consider the totality of factors, including but not limited to whether there was an intent to prevent the activity or event from continuing to completion and whether the conduct was a sustained and continuous disruption. Disruptive conduct does not include any conduct protected by the First Amendment. Examples of Disruptive Conduct include but are not limited to:

1. Disruption of University Officials in the performance of their work.
2. Disruption of a University Activity or event.
3. Disruption of a class or curricular activity. Classroom or other academic

workplace behavior that interferes with either:

- a. The instructor's authority or ability to conduct the class or
- b. Other Students' ability to benefit from the instructional program.
4. Conduct that is disorderly or a breach of the peace under Law.
5. Public intoxication, which is disrupting a University Activity while under the

influence of alcohol or another mind-altering substance.

6. Interference with the rights of others to carry out their activities or duties at or on behalf of the University.

7. Violation of the Disruptive Behavior Regulation, University of Florida Regulation 1.008.

8. Violation of the Campus Demonstration Regulation, University of Florida Regulation 2.002.

(d) Driving under the Influence. Driving under the influence of alcohol, drugs, or other mind-altering substance. Operation of a motor vehicle while Impaired by drugs, alcohol, or other mind-altering substance or while having an unlawful blood or breath alcohol level.

(e) Drug Violations.

1. Use, possession, manufacturing, distribution, or sale of a controlled substance that is prohibited by Law. Knowingly inhaling or ingesting substances that will alter a Student's mental state. Use of legal medication outside the parameters of the medical authorization. Possession or use of prescription medications not prescribed to the user.

2. Possession of drug paraphernalia.

(f) Endangering Behavior.

1. Unwanted physical contact causing physical injury. Other conduct, including but not limited to Relationship Violence, which does or could endanger the health, safety, or welfare of any person or people, including oneself.

2. Interference with the freedom of movement of any member or guest of the University.

3. Stalking/cyberstalking, which is a course of conduct committed with the intent to kill, injure, harass or intimidate another person that either places the person in Reasonable fear of the death of, or serious bodily injury to, that person, an immediate family member, a spouse or an intimate partner of that person; or causes, attempts to cause, or would be reasonably expected to cause substantial emotional distress to a person listed above.

3.4. Providing any substance that may impair a person's normal faculties, including but not limited to alcohol and drugs, which does or could endanger the health, safety, or welfare of any person or people.

(g) Failure to Comply with Directive. Failure to comply with a lawful directive of law enforcement or a University Official.

(h) Dangerous Chemicals. Possession of dangerous chemicals or use of any such items in a manner that harms, threatens, or reasonably causes fear to others, on University Property or at University sponsored events, with limited exceptions, is prohibited. Exceptions to this prohibition:

1. A sworn law enforcement officer may carry chemical spray.
2. Any person may carry chemical spray that is used solely for self-defense and is in a compact vessel that contains no more than two ounces of chemical.

(i) Fire Safety Violations.

1. Conduct that causes or attempts to cause a fire or explosion or possession or use of fireworks unless authorized by the University in advance in writing.
2. Tampering with fire safety equipment or failure to evacuate during a fire alarm on the University Premises or at any University Activity.

(j) False Information.

1. Furnishing false or misleading information to the University or to any University Official. This includes but is not limited to forging documents or other data or omitting facts that are material to the purpose for which the information is submitted.
2. Falsifying documents or University communications, falsifying signatures of University Officials, impersonating University Officials, utilizing documents or other records in any medium that purport to be from the University or one of its employees without express written permission from the University or the employee, or unauthorized alteration of documents or communication of the University.

(k) Harassment. Threats, intimidation, Coercion, or any other conduct that places a Reasonable person in fear of physical harm, through words or actions, or objectively disrupts a person's daily activities, including education and employment. Harassment does not include conduct protected by the First Amendment.

(l) Hazing. Any action or series of actions that recklessly or intentionally endangers the mental health, physical health or safety of a Student for any purpose, including but not limited to initiation into, admission into, affiliation with, or the perpetuation or furtherance of a tradition or ritual of any Student group or Organization. Hazing occurs if a person or group:

1. Causes or attempts to cause physical injury or other harm to a Student, including but not limited to emotional distress, or engages in any conduct that presents a threat to the Student's health or safety. Hazing includes but is not limited to any physical brutality, such as whipping; beating; branding; exposure to the elements; forced consumption of any food, alcohol, drug or other substance; or other forced physical activity that could adversely affect the physical health, mental health or safety of any Student and any activity that would subject the Student to extreme mental stress, such as sleep deprivation, forced sexual conduct or forced exclusion from social contact.

2. Engages in an action or activity that has a tendency to or is intended to demean, disgrace, humiliate or degrade a Student. This includes, but is not limited to, forced conduct that could result in extreme embarrassment, requiring servitude, or other forced activity that is considered hazing under Florida law and could adversely affect the mental health or dignity of the Student.

3. Conduct that by design, intent or recklessness causes a Student to be reasonably unable to pursue, interferes with, or attempts to interfere with a Student's academic schedule or performance; or

4. Causes, induces, pressures, coerces or requires a Student to violate the Law or any University of Florida Regulation.

5. In response to allegations of hazing under this Regulation, it is not a defense that:

a. The affected person gave Consent.

b. The conduct was not part of an official organizational event or sanctioned or approved by the organization.

c. The conduct was not done as a condition of membership in the organization.

(m) Invasion of Privacy and Unauthorized Recording.

1. Making, using, Publishing 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 the privacy of another person under applicable Laws and Regulations. Such conduct includes, without limitation, unauthorized Recording of private conversations, images, meetings or activities.

2. Unauthorized Recording in class, or of an organizational or University meeting where there exists a legal expectation of privacy, and any use, disclosure, or Publishing of any such Recording. Students may make a Recording of Class Lectures for three (3) lawful reasons: for their own personal educational use, in connection with a complaint to the University, or as evidence in or preparation for a criminal or civil proceeding. A Recorded Class Lecture may not be Published without the prior express written consent of the Faculty or guest lecturer.

3. Engaging in acts of voyeurism, peeping, spying, or Recording another in any location where a Reasonable expectation of privacy exists.

4. Any notice, Consent or other requirement under applicable Laws and Regulations must be fulfilled in connection with authorizing, making, using, disclosing or distributing any Recording, where there is a legal expectation of privacy.

5. Refer also to University Regulation 1.006(4) Non-Discrimination/Harassment/ Invasion of Privacy Regulation which governs all University personnel including Students.

(n) Misuse or Unauthorized Possession or Use of Public or Private Property.

1. Theft, misuse, taking or unauthorized use or possession of public or private property or unauthorized use or acquisition of services.

2. Destroying, damaging or littering of any property. Conduct that destroys, damages or litters any property of the University or any property of a person or group.

3. Misuse of the identification number or ~~card~~University credential issued to a Student through alteration, forgery or duplication, or through use of an ~~identification-~~
~~card~~University credential that has not been issued to the user. It is also a violation to grant or authorize use by a third party of one's own identification number or ~~card~~University credential for any purpose except to obtain Student block seating in accordance with University Athletic Association procedures for Student block seating.

4. Unauthorized sale of Student tickets. Unauthorized sale or purchase of Student tickets on University Campus to any University of Florida function or event.

5. Use or possession of fake identification materials, including the use of another person's government issued identification.

6. Unauthorized transfer of registered access. Unauthorized sale/barter/or compensation in exchange for reserved seat(s), registration-based access, or otherwise limited access to functions, events, academic course registration, or services of the University.

(o) Misuse or Unauthorized Use of University Computer Resources.

1. Any action without authorization from the University that does, or causes a person to, access, use, modify, destroy, disclose or take data, programs or supporting documentation residing in or relating in any way to a University of Florida computer, computer system or computer network or causes the denial of computer system services to an authorized user of such system.

2. Unauthorized downloading or facilitating others to download copyrighted music and films without authorization.

3. Any other violation of the Policies on Information Technology and Security Regulation, University of Florida Regulation 1.0102 or any policy referenced through that Regulation.

4. The use of the University's computer resources to violate any Laws, ~~or~~ Regulations, policies of the University of Florida, or Board of Governors' Regulation.

(p) Obstruction of the Student Conduct Process. Interference with or obstruction of the Student Conduct Process, by any means and through any medium, including but not limited to the following:

1. Knowingly filing a false report that a violation was committed.
2. Falsification, distortion or misrepresentation of information before a Hearing Body or a Student Conduct Administrator.

3. Disruption or interference with the orderly conduct of a Hearing or meeting as outlined in this Regulation.

4. Attempting to influence the impartiality of a Hearing Body prior to, or during, a Student Conduct Process.

5. Harassment or intimidation of a Hearing Body, and/or participant, prior to, during or after a Hearing or meeting as outlined in this Regulation.

6. Influencing or attempting to influence another person to commit an obstruction of the Student Conduct Process.

7. Preventing or attempting to prevent another person, through words or actions, from reporting a violation of the Student Conduct Code.

8. Failure to complete or violation of conditions for assigned sanctions

(q) Public indecency. Examples include but are not limited to public urination and exposure of sexual organs. Breastfeeding a child is not public indecency and does not violate this Regulation.

(r) Sexual Misconduct.

1. Sexual violence: any sexual act perpetrated against a person's will, including but not limited to the use of physical force or threats, or in circumstances in which the person is unable, due to Incapacitation, to give Consent. Acts falling into the category of sexual violence include but are not limited to nonconsensual sexual intercourse.

2. Nonconsensual intimate touching: any unwelcome intentional intimate touching of another, which does not constitute sexual violence, without the Consent of the other person or in circumstances in which the person is unable, due to Incapacitation, to give Consent.

3. Sexual harassment: unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature directed at a person that places another person in Reasonable fear of physical harm, or objectively disrupts employment, education, research, living or other activities.

(s) Unauthorized Entry to University Facilities. Unauthorized access or entry to University property, buildings, structures or facilities. Unauthorized possession, duplication or use of keys or access cards for any such University property.

(t) Violation of Law. Any behavior that allegedly violates any municipal or county ordinance, any Law, Regulation, or requirement of the State of Florida, the United States or, when in another state or country, that state or country. Including, but not limited to:

1. Florida Statute 790.115 Possessing or discharging weapons or firearms at a school-sponsored event or on school property prohibited; penalties; exceptions.

2. Florida Statute 1004.097 Free expression on campus.

(u) Violation of University Policy. Violation of any Regulation or policy of the University of Florida, the Florida Board of Governors or the State of Florida including, but not limited to the University of Florida, Department of Housing and Residence Life Education Community Standards, Use of Private Spaces -Policy.

(5) Student Rights.

(a) Accused Student Rights. Any Accused Student or Student Organization will be afforded the following rights throughout the Student Conduct Process. Any Student may also be given the opportunity to waive specific rights, in writing, to expedite the resolution process if

appropriate as determined by the Director of Student Conduct and Conflict Resolution or designee. Accused Students have the right to:

1. Access and review all relevant University policies and procedures related to the Student Honor Code or Student Conduct Code.
2. Notice of Charges resulting from an alleged violation of the Student Honor Code or the Student Conduct Code.
3. Privacy of their student education records, except to the extent disclosure is permitted or required by Law.
4. Have an Advisor and/or Support Person present during any Hearing or meeting with a Student Conduct Administrator or Hearing Body. A Student who chooses to have an Advisor and/or Support Person present during any Hearing or meeting, must provide the identity of the person(s) to the Director of Student Conduct and Conflict Resolution or designee at least two (2) Class Days in advance and must provide the appropriate executed privacy waiver(s) during this notification and notify their Advisor and/or Support Person of their obligation to follow all University regulations, rules, policies and procedures throughout the Student Conduct Process. Failure to comply with the requirements of this section may result in the Advisor and/or Support Person not being permitted to attend the Hearing or meeting.
5. A Hearing to determine responsibility of any alleged violations of the Student Honor Code or the Student Conduct Code. A single postponement request for the Hearing for up to thirty (30) calendar days may be submitted by the Student to Student Conduct and Conflict Resolution if a legal case resulting from the same incident is pending.
6. Decline to answer any questions or provide self-incriminating information to the Hearing Body at any point during the resolution process. Accused Students may also elect not to

participate in a Hearing with the understanding that a decision, including any appropriate Sanctions, will be made using the information available at the time of the Hearing in their absence.

7. An opportunity to ask staff member(s) in Student Conduct and Conflict Resolution questions regarding the Student Conduct Process, and have those questions answered to the extent that staff is permitted and able.

8. Review all known information in the University's possession related to the allegations, both inculpatory and exculpatory, including any potential Witnesses that could be used in the decision-making process. Provide relevant additional information related to the allegations, including Witnesses.

a. All information must be provided to Student Conduct and Conflict Resolution by 5:00 p.m. at least six (6) Class Days before the scheduled Hearing. No new information, including potential Witnesses, will be accepted for consideration after this date, absent the express written permission of the Director of SCCR or designee.

b. An Accused Student and their Advisor, if any, have the right to inspect the case file at least five (5) Class Days before the scheduled Hearing.

9. Have all information, including any potential Witnesses, that could be used in the decision-making process reviewed preliminarily for relevance by Student Conduct and Conflict Resolution prior to the Hearing. The determination of relevance will rest with the Director of Student Conduct and Conflict Resolution or designee. Relevance decisions will be communicated directly with the Accused Student, with rationale, in writing prior to the Hearing. Relevancy determinations regarding information directly related to the Reporting Person's character or prior conduct will also be communicated directly with the Reporting Person in the

same manner. Relevancy determinations may be reversed or modified through an appeal to the Dean of Students or designee.

10. Participate in a Hearing, including provide information, listen to Witnesses and ask questions, through the Hearing Body, of Witnesses providing information during a Hearing.

11. Have a decision made based on the Preponderance of the Information standard.

12. Request reasonable accommodations in the Student Conduct Process, if the Accused Student has a disability. At any point during the Student Conduct Process a student may contact the Disability Resource Center (DRC) to discuss their access needs.

13. Appeal a decision of a Hearing Body, in writing and in accordance with section (9) Appeals of this Regulation.

14. Request permission to participate via audio or live-video from another location, and/or participate in a manner that avoids direct contact with Reporting Persons and/or Witnesses as long as such participation does not infringe on the Accused Student's right to question the Reporting Person or Witnesses during the Hearing or infringe on the University's implementation of the Student Conduct Process.

15. Provide a written impact statement to the Conduct Committee Advisor before the start of a Hearing to be considered if Sanctions are to be issued.

16. Have any University status remain unchanged pending a final outcome through the Student Conduct Process; except in cases where interim restrictions are in place, as outlined in sections (11) Interim Restrictions for Students and (12) Interim Restrictions for Student Organizations of this Regulation.

17. Be notified of the final outcome of the case.

18. To select a Hearing Body as outlined in section (6)(g)2c Process. In cases involving Sexual Misconduct violations, if the Reporting Person and Accused Student disagree on the type of Hearing Body, the Hearing Body will be a University Officials Board.

(b) Reporting Person's Rights. Any Reporting Person will be afforded the following rights throughout the Student Conduct Process. Reporting Persons have the right to:

1. Participate individually in an Intake Meeting with a Student Conduct Administrator to review the allegations, the Charges, possible Sanctions, Reporting Person rights and explain the Student Conduct Process, and any available forms of resolution. Reasonable efforts will be made to hold this Intake Meeting at least seven (7) Class Days before any scheduled Hearing.

2. Ask staff member(s) in Student Conduct and Conflict Resolution questions regarding the conduct process, and have those questions answered to the extent that staff is permitted and able.

3. Provide relevant information, including any potential Witnesses that could be used in the decision-making process to Student Conduct and Conflict Resolution.

a. All information must be provided to Student Conduct and Conflict Resolution by 5:00 p.m. at least six (6) Class Days prior to the scheduled Hearing. No new information, including potential Witnesses, will be accepted for consideration after this date, absent the express written permission of the Director of SCCR or designee.

b. Reporting Person and their Advisor have the right to review the Reporting Person's own written statement, and their own submitted information at least five (5) Class Days prior the scheduled Hearing. A Reporting Person will not have access to review the entire case file.

c. Have all information directly related to the Reporting Person's character or prior conduct, including any potential Witnesses, that could be used in the decision-making process reviewed preliminarily for relevance by Student Conduct and Conflict Resolution before the Hearing. Relevance decisions will be communicated directly to the Reporting Person and Accused Student, with rationale, in writing before the Hearing. Relevancy determinations may be reversed or modified through an appeal to the Dean of Students or designee.

4. To participate in a Hearing and have an Advisor and/or Support Person present during any Hearing or meeting. Participation may include providing information, providing Witnesses to present relevant information and/or submitting questions to be asked of the Accused Student and Witnesses, by the Hearing Body. A Student who chooses to have an Advisor and/or Support Person present during any Hearing or meeting, must provide the identity of the person(s) to the Director of Student Conduct and Conflict Resolution or designee at least two (2) Class Days in advance, and must provide the appropriate executed privacy waiver(s) during this notification and must notify their Advisor and/or Support Person of their obligation to follow all University regulations, rules, policies and procedures during the Student Conduct Process. Failure to comply with the requirements of this section may result in the Advisor and/or Support Person not being permitted to attend the hearing or meeting.

5. To be notified of the final outcome of the case.

6. To appeal on the same grounds as the Accused Student, as outlined in section (9) Appeals of this Regulation.

7. To review the Hearing Body selection of the Accused Student as outlined in section (6)(g)2c Process. In cases involving Sexual Misconduct violations, if the Reporting

Person does not agree with the Hearing Body selected by the Accused Student, the Hearing Body will be a University Officials Board.

8. To request permission to participate via audio or live-video from another location, and/or participate in a manner that avoids direct contact with the Accused Student and/or Witnesses as long as such participation does not infringe on the Accused Student's right to question the Reporting Person or Witnesses during the Hearing or infringe on the University's implementation of the Student Conduct Process.

9. Decline to answer any questions or provide self-incriminating information to the Hearing Body at any point during the resolution process.

10. To provide a written impact statement to the Conduct Committee Advisor before the start of a Hearing. In the event that the Accused Student accepts responsibility, or is recommended or found responsible, the impact statement would then be provided to the Hearing Body to be considered in recommending or issuing Sanctions.

11. Request reasonable accommodations in the Student Conduct Process, if the Reporting Person has a disability. At any point during the Student Conduct Process, a student may contact the Disability Resource Center (DRC) to discuss their access needs.

(6) Process.

(a) Hearing Bodies. Any specific procedures used by Hearing Bodies will comply with the requirements of the Student Conduct Code and Student Honor Code. Hearing Bodies are selected annually, with the approval of the Vice President for Student Life and receive training from the Office of Student Conduct and Conflict Resolution.

1. The Director of Student Conduct and Conflict Resolution (and designee(s)) may conduct Hearings.

2. Individual Hearing Officers (IHO) or Individual Honor Hearing Officers (HHO) designated by the Dean of Students may conduct Hearings.

3. The Dean of Students may appoint an IHO or HHO who is not an employee of the University, with the approval of the Vice President for Student Life. This is an administrative decision of the University and not a specific choice a Student may select during an Information Meeting.

4. The Dean of Students and Associate Dean(s) of Students may conduct Hearings.

5. The Student Conduct Committee (SCC) may conduct Hearings. Student Conduct Committees are composed of three (3) or five (5) members, consisting of Faculty/University Officials, and Students. Student Conduct Committees are selected by the Director of Student Conduct and Conflict Resolution or designee and at least one-half of the committee must be Students regardless of committee size. The Director of Student Conduct and Conflict Resolution will designate a Conduct Committee Advisor for each Hearing.

6. A University Officials Board (UOB) may conduct Hearings. A UOB is composed of three (3) Faculty/University Officials selected by the Director of Student Conduct and Conflict Resolution or designee. The Director of Student Conduct and Conflict Resolution will designate a Conduct Committee Advisor for each Hearing.

7. Health Science Conduct Committee (HSCC) may conduct Hearings. HSCCs will resolve alleged violations of the Student Honor Code and violations of the Health Insurance Portability and Accountability (HIPAA) or any other applicable Law concerning patient privacy within the Health Science Center colleges where the alleged violation occurs in a Health Science Center college course and the Accused Student is majoring in a Health Sciences Program. Health Science Conduct Committees are composed of three (3) or five (5) members, with one (1)

member being a Faculty/University Official/Student from a Health Science college. Student Conduct Committees are selected by the Director of Student Conduct and Conflict Resolution or designee, who will determine which cases will be heard by a HSCC. This decision is final. At least one-half (1/2) of the committee must be comprised of Students, regardless of committee size, and the remaining committee comprised of Faculty/University Officials, with at least one (1) Faculty/University Official/Student from a Health Science college. The Director of Student Conduct and Conflict Resolution will designate a Conduct Committee Advisor for each Hearing.

8. Greek Conduct Committee may conduct Hearings. Greek Conduct Committees are convened for the purpose of Hearing cases involving an organization that is a member of the Interfraternity Council (IFC), the Multicultural Greek Council (MGC), the National Pan-Hellenic Council (NPHC), or the Panhellenic Council (PC). Greek Conduct Committees are composed of three (3) or five (5) members and must include the Executive Vice President or President from the council of which the accused chapter is a member, a Student from any of the four (4) councils, and a Faculty/University Official. Any additional committee members must be students. If a conflict of interest exists among the committee membership listed above as determined by the Director of Student Conduct and Conflict Resolution, the Director of Student Conduct and Conflict Resolution or designee will determine the composition of the Greek Conduct Committee. The Director of Student Conduct and Conflict Resolution will designate a Conduct Committee Advisor for each Hearing.

9. Law School Honor Committee may conduct Hearings only as outlined in Regulation 4.041. The Law School Honor System is separate from the resolution procedures outlined herein, and only applies to Student Honor Code violations within the Levin College of Law as outlined in Regulation 4.041.

10. Housing and Residence Life staff members may serve as Student Conduct Administrators, Conduct Committee members, University Officials Board members, and Individual Hearing Officers, as designees of the Dean of Students. Housing and Residence Life will designate these Student Conduct Administrators and Individual Hearing Officers annually.

(b) Reporting.

1. ~~Any person or entity may submit it~~ Information may be submitted in the following ways:

a. Filing a police report with the University of Florida Police Department or by requesting another law enforcement agency police report be sent to the University of Florida Police Department and forwarded to Student Conduct and Conflict Resolution.

b. Providing a written narrative to Student Conduct and Conflict Resolution or the Office of Conduct and Community Standards in Housing and Residence Life Education or providing a written statement through a secure University reporting function.

c. Reporting information directly to the Office of Accessibility and Gender Equity and selecting to have a final report from the Office of Accessibility and Gender Equity sent to Student Conduct and Conflict Resolution for review.

(c) Time Limits.

1. Student Conduct Code:

a. No Student may be Charged with a violation of the Student Conduct Code if the incident was reported to the University more than one (1) year after the alleged violation occurred, absent extenuating circumstances.

b. In extenuating circumstances, the Dean of Students or designee has the sole discretion to extend this time period.

2. Student Honor Code:

a. Reports must be made to Student Conduct and Conflict Resolution before submission of a final grade for the course.

b. In extenuating circumstances, the Dean of Students or designee has sole discretion to extend this time period.

b. (d) Investigation. Investigations may be conducted as needed and within the following guidelines:

1. In any case involving alleged sexual misconduct, relationship violence or stalking, an Investigation may be conducted by the Office of Accessibility and Gender Equity at the direction of the Assistant Vice President for Accessibility and Gender Equity/Title IX Coordinator.

2. The Director of Student Conduct and Conflict Resolution or designee may conduct an Investigation or convene a group of one or more ~~campus partners~~University Officials to conduct an Investigation. Correspondence will be sent to a Student(s)/Student Organization requesting participation in an Investigation Meeting(s). An Investigation may be conducted with others as related to the incident or report.

3. Housing and Residence Life may conduct Investigations for incidents that occur within housing or may conduct other Investigations at the designation of the Director of Student Conduct and Conflict Resolution. Correspondence will be sent to a Student requesting participation in an Investigation Meeting(s). An Investigation may be conducted with others as related to the incident or report.

4. The Director of Student Conduct and Conflict Resolution or designee may request the University of Florida Police Department conduct an Investigation of a Student Organization.

~~(d)~~(e) Charging. After reviewing the information reported and/or gathered during an Investigation, the Director of Student Conduct and Conflict Resolution or designee will

determine if sufficient information exists for a reasonable Hearing Body to conclude a violation(s) of the Student Honor Code or Student Conduct Code was committed by the accused Student, using the preponderance of the information standard. If sufficient information exists, then Charges may be issued.

The Director of Student Conduct and Conflict Resolution or designee may convene, at their discretion, a committee, including, but not limited to the Incident Review Committee, for evaluation of the information before making a charging decision related to allegations involving Student Organizations.

Nothing in this Regulation prevents the disposition of an allegation through educational meeting, Collaborative Resolution, Conflict Resolution, or by Mutual Agreement. Such disposition, if utilized, must be consistent with all Laws. Such disposition is at the discretion of the Director of Student Conduct and Conflict Resolution or designee and is final.

If an allegation is not handled through other appropriate channels, is not dismissed, or is not resolved informally as described above, then the Director of Student Conduct and Conflict Resolution or designee may issue a Notice of Charges to the Accused Student(s) through Correspondence.

~~(e)(f)~~ Notice.

1. Written notice sent in Correspondence to a Student will include: Notice of Charges. Notice of Charges will be sent via Correspondence and will include specific Student Conduct Code or Student Honor Code Charges; brief description of the allegation; where to review the Student Rights; and an invitation to attend an Information Meeting. A Student issued a Notice of Charges for an alleged Student Honor Code violation will not be permitted to drop or

withdraw from the course at issue and will have a temporary grade of “Incomplete/No Grade” issued until the final resolution of the case.

- a. A Student issued a Notice of Charges for alleged violations of both the Student Conduct Code and Student Honor Code will have one resolution process; the available resolution processes will be determined by the Director of Student Conduct and Conflict Resolution or designee.
- b. A Student issued a Notice of Charges after the last day of classes for any Semester will be required to have an Information Meeting by the end of their next enrolled Semester. A Student may request to have this meeting occur earlier. The Information Meeting will be scheduled at the discretion of the Director of Student Conduct and Conflict Resolution or designee.
- c. A Student issued a Notice of Charges who does not attend the Information Meeting or respond in a timely manner to correspondence from University Officials will not delay resolution of the alleged incident. The University may move forward with the Student Conduct Process in the absence of the Accused Student, including but not limited to, selecting a relevant Hearing Body and scheduling a Hearing, or placing a Service Indicator.

2. Notice of Hearing. The Office of Student Conduct and Conflict Resolution will use reasonable efforts to provide the Notice of Hearing seven (7) Class Days before the scheduled Hearing, absent emergency circumstances as determined by the Director of Student Conduct and Conflict Resolution or waiver by an Accused Student on forms provided by the Office of Student Conduct and Conflict Resolution. This notice will include finalized Student Conduct Code or Student Honor Code Charges, a brief description of the allegation, where to

review the Student Rights, and the date, time and location for a Hearing. Hearings will be scheduled at the convenience of the Hearing Body.

~~(f)~~(g) Resolution Processes.

1. Student Honor Code.

a. Information meeting. This is an individual meeting between a Student and a Student Conduct Administrator after a Notice of Charges has been sent. The meeting consists of reviewing a Student's rights in the Student Conduct Process, reviewing the Charges, and affording the Student the opportunity to choose "Responsible" or "Not Responsible" to the Charges, ~~and "Agree" or "Do Not Agree" to the Sanctions proposed by the Faculty member. These decisions,~~ which will determine the next course of action in the Student Conduct Process; resolution choices will be made during the Information Meeting. Charges may be adjusted or withdrawn by a Student Conduct Administrator during this meeting, prior to a Student selecting "Responsible" or "Not Responsible."

b. Administrative Review. If an individual Student has accepted responsibility for the Charges and the potential outcome would not be Separation, then a Student may be offered the option of an administrative review with a Student Conduct Administrator. This meeting is educational in nature, allows the Student to share their perspective of the incident, discuss circumstances of the case, as well as engage in an educational dialogue to provide support and resources for the student to reengage in the academic community. This meeting informs the Student Conduct Administrator's sanctioning decision, which will be communicated in Correspondence. Witnesses are not called, but a Student Conduct Administrator may seek additional information as needed.

c. Restorative Dialogue. If an individual Student has accepted responsibility for the Charges and the potential outcome would not be Separation, then a Student may be offered the option of a restorative dialogue with a Student Conduct Administrator, the

faculty member, and relevant academic community representative(s). This meeting is restorative practices based and aims to effectively and productively engage in authentic communication, discuss academic community impacts, learning goals, harm repair, and discuss desired outcomes of each engaged participant. This informs the final outcome which is discussed and communicated in Correspondence following the dialogue. All participants must willingly volunteer for this option to be offered.

a. ~~Restorative Dialogue. If an individual Student has accepted responsibility for the Charges and the potential outcome would not be Separation, then a Student may be offered the option of a restorative dialogue with a Student Conduct Administrator, the faculty member, and relevant academic community representative(s). This meeting is restorative practices based and aims to effectively and productively engage in authentic communication, discuss academic community impacts, learning goals, harm repair, and discuss desired outcomes of each engaged participant. This informs the final outcome which is discussed and communicated in Correspondence following the dialogue. All participants must willingly volunteer for this option to be offered.~~

b.d. Hearing.

1) ~~If an Accused Student chooses “Not Responsible” to Charges or “Do Not Agree” with proposed Sanctions on a first time Student Honor Code allegation, a Hearing is required. If the allegation is a second Student Honor Code violation, the case must be resolved by Hearing, even if the Student is willing to accept responsibility for the Charges and accept the proposed Sanctions. If an Accused Student chooses “Not Responsible” to Charges, or regardless of accepting or denying responsibility for Charges, if Separation is a potential outcome, a Hearing~~

4) is required. The Director of Student Conduct and Conflict Resolution or designee determines whether a case could result in The Separation. The Faculty member involved has the ability to view the case file prior to the hearing and may choose to participate in either the entirety of the Hearing or in a portion of the Hearing as a Witness.

2) Student Honor Code allegations being resolved by a Hearing:

a) Cases that will not result in Separation will be heard by one of the following, as selected by the Student:

- i) An Individual Honor Hearing Officer Hearing, or
- ii) A Student Conduct Committee/Health Science Conduct Committee Hearing

b) Cases that may result in Separation, will be heard by one of the following, as selected by the Accused Student:

i) A University Officials Board, or

b)ii) ~~Cases that could result in Separation will be heard by a~~ Student Conduct Committee/Health Science Conduct Committee Hearing.

2. Student Conduct Code.

a. Information meeting.

1) This is an individual meeting between an Accused Student and a Student Conduct Administrator after a Notice of Charges has been sent. The meeting consists of reviewing a Student's rights in the Student Conduct Process, reviewing the Charges, potential outcomes (including possible Sanctions), and affords the Student the opportunity to choose "Responsible" or "Not Responsible" to the Charges, which determines the next course of action in the Student Conduct Process. Charges may be adjusted or withdrawn by a Student Conduct Administrator during this meeting, prior to a Student selecting "Responsible" or "Not Responsible."

~~1)~~

2) A Reporting Person may be invited to an individual Intake Meeting with a Student Conduct Administrator. This meeting may consist of reviewing a Student's rights in the Student Conduct Process, reviewing the Charges, potential outcomes (including possible Sanctions), and any forms of resolution available.

b. Administrative review/Collaborative Resolution.

1) If an individual Student has accepted responsibility for the Charges and the potential outcome would not be Separation, then a Student may be offered the option of an

administrative review with a Student Conduct Administrator. This meeting is educational in

nature, allows the Student to share their perspective of the incident, discuss circumstances of the case, as well as educating the Student on ways to repair any harm and return to good standing in the University Community. This meeting informs the Student Conduct Administrator's sanctioning decision, which will be communicated in Correspondence. Witnesses are not called, but a Student Conduct Administrator may seek additional information as needed.

2) Restorative Dialogue. If an individual Student has accepted responsibility for the Charges and the potential outcome would not be Separation, then a Student may be offered the option of an restorative dialogue with a Student Conduct Administrator, impacted persons, and relevant community representative(s). This meeting is restorative practices based and aims to effectively and productively engage in authentic communication, discuss community impacts, learning goals, harm repair, and discuss desired outcomes of each engaged participant. This informs the final outcome which is discussed and communicated in Correspondence following the dialogue. All participants must willingly volunteer for this option to be offered.

2)3) For Student Organizations, Collaborative Resolution may be offered if a Student Organization has accepted responsibility for the alleged behavior and the potential outcome would not result in the organization's Separation from the Institution. Additionally, to be eligible, at least two full academic Semesters must have concluded, since the end of a Semester where a Collaborative Resolution was issued.

a)a. This meeting is educational in nature and is a way of supporting an organization's internal accountability, collaboration between multiple vested entities, and shared responsibility for the success of our University Community.

b)b. Organizations participating in Collaborative Resolution will be asked to complete a full internal Investigation, provide documentation showcasing action steps that have been taken to respond to the incident, and the plans the organization has to implement longer term education to avoid similar incidents in the future, which will be provided to the Student Conduct Administrator.

e)c. This information informs the Student Conduct Administrator's issued outcomes and potential Sanctions which will be communicated in Correspondence.

c. Hearings.

- 1) If an Accused Student chooses “Not Responsible” to Charges, or regardless of accepting or denying responsibility for Charges, if Separation is a potential outcome, a Hearing

is required. The Director of Student Conduct and Conflict Resolution or designee determines whether a case could result in Separation.

a) Cases that will not result in Separation, will be heard by one of the following, as selected by the Accused Student:

- i. An Individual Hearing Officer Hearing, or
- ii. A Student Conduct Committee Hearing

b) Cases that may result in Separation, will be heard by one of the following, as selected by the Accused Student:

- i. A University Officials Board, or
- ii. A Student Conduct Committee Hearing

c) Cases originating from one of the four Greek councils (IFC, MGC, NPHC, PC): If the organization is not eligible, as defined above, for a Collaborative Resolution, the case will be resolved through the Greek Conduct Committee.

(h) Hearing Guidelines.

1. All Hearings will be decided by a majority vote, using the Preponderance of the Information standard.

2. The Accused Student has the right to a presumption that no violation occurred. The University, not the Accused Student, has the burden of proof in a Student Conduct Process. The burden of proof is the Preponderance of the Information. The Hearing Body will evaluate the weight given to information and the credibility of Witnesses.

3. The formal rules of evidence governing criminal and civil litigation are not applied in Student Conduct Code and Student Honor Code proceedings.

4. The facts of the case will be determined during deliberation after the close of the Hearing, by the Hearing Body. The decision of responsible or not responsible on the Charges will be based solely on the information presented at a Hearing.

5. Pertinent records, reports, exhibits and/or written statements may be accepted as information for consideration in the disciplinary proceeding. Any records, reports, exhibits and/or written statements will be reviewed for relevance by the Conduct Committee Advisor and outlined in section (5) Student Rights. Any of the above information that was preliminarily excluded as not relevant by the Conduct Committee Advisor may be resubmitted for consideration through an appeal as outlined in section (5) Student Rights. The Conduct Committee will consider all relevant information during the Hearing.

6. Hearings will be audio recorded. This is the only Recording allowed and is the sole property of the University. Recording failures will not require a delay or affect the validity of a Hearing. In the instance of a recording failure, the Conduct Committee Advisor may provide a written summary of the Hearing to the Appeal Authority upon their request.

7. Only relevant past behavior of a Student will be allowed at the Hearing.

8. In instances of alleged sexual misconduct, past sexual history of the Reporting Person and Accused Student is not allowed, unless deemed relevant by the Conduct Committee Advisor or through an appeal as outlined in section (5) Student Rights.

9. An Accused Student and Reporting Person will have the opportunity to present relevant information.

10. Witnesses.

a. In addition to Witnesses invited by the University, if any, Reporting Persons and Accused Students participating in the Hearing may arrange for Witnesses to voluntarily present

relevant information during the Hearing. The Chair of the Conduct Committee will facilitate the questioning of Witnesses. Witnesses at Hearings will not be sworn in. Each Witness will be told that they are required to tell the truth. A Student giving untrue testimony at a Hearing may be subject to Student conduct Charges. Questions will be reviewed and may be disallowed by the Hearing Body, or Conduct Committee Advisor preliminarily, if deemed not relevant.

b. Failure of a Witness to participate in a Hearing, does not invalidate the Hearing. The inability of the Accused Student or Reporting Person to question a Witness who has provided only a written statement, is not a violation of rights under this Regulation when, during the hearing, both the Accused Student and the Reporting Person have the opportunity to ~~hear~~ review and respond to written statements ~~read-aloud~~ and may offer information to rebut Witness statements and other information presented at the Hearing. During the Hearing, all Witness statements considered by the Hearing Body will ~~be read into the~~ be available in the written record and the Reporting Person and Accused Student will have an opportunity to respond.

(c) Faculty may choose to participate throughout the entirety of the Honor Code Hearing of a case they reported, or may choose to participate as a Witness during a portion of the Honor Code Hearing. Failure of a Faculty to participate in a Hearing does not invalidate the Hearing. The inability of the Accused Student to question a Faculty who has provided only a written statement, is not a violation of rights under this Regulation when, during the hearing, the Accused Student has the opportunity to review and respond to written statements and may offer information to rebut Faculty statements and other information presented at the Hearing. During the Hearing, all Faculty statements considered by the Hearing Body will be available in the written record and the Accused Student will have an opportunity to respond.

11. 11. A Student or Witness may choose not to answer any and all questions posed by a Hearing Body.

12. An Accused Student or Reporting Person may submit a challenge to the impartiality of an Individual Hearing Officer or Individual Honor Hearing Officer, in writing with the basis of the challenge, to the Dean of Students or designee within three (3) Class Days of notification. If a challenge is not received within the allotted three (3) Class Days, the assigned Individual Hearing Officer or Individual Honor Hearing Officer will remain as scheduled. Decisions on challenges by the Dean of Students or designee are final and not subject to appeal.

13. All Hearings will be conducted in private. Hearing Bodies in training, or other University employees may be permitted to observe a Hearing at the discretion of the Director of Student Conduct and Conflict Resolution or designee.

14. The following is a guide to the format of a Hearing. The Hearing Body may question the Reporting Person, Accused Student and Witnesses directly. This format may be altered at the discretion of the Hearing Body or the Conduct Committee Advisor.

a.c. Review Hearing procedures.

b.d. Review of the Charges.

e.e. Introductory statement(s) of Accused Student and Reporting Person as applicable.

d.f. Presentation of information by and questioning of Witnesses.

e.g. Presentation of information by the Reporting Person and questioning of the Reporting Person (as applicable).

f.h. Presentation of information by the Accused Student and questioning of the Accused Student.

g.i. Closing statements.

h.j. Deliberation (not recorded).

i.k. The Hearing Body may, at their discretion, share verbally to the Accused Student(s), Reporting Person, or Faculty member its recommendations or findings as applicable. Recommendations and final outcome are shared in writing as outlined in section 5.

15. Prior records of Student conduct action and impact statements are considered by the Hearing Body only in the Sanctioning phase of deliberations and will not be shared prior to or used in determining responsibility.

16. In cases involving multiple Students Charged, information provided at one Hearing may be used in the related case(s), so long as all other procedural requirements contained within this Regulation are satisfied.

(i) Hearing Decisions.

1. Individual Hearing Officers and Individual Honor Hearing Officers make a decision on responsibility for each Student Conduct or Honor Code Charge as well as determine Sanctions as applicable. The outcome of an Individual Hearing Officer Hearing will be communicated in writing, through Correspondence, to the Accused Student and the Reporting Person as applicable, within a reasonable period of time and will include applicable appeal information.

2. ~~Individual Honor Hearing Officers,~~ University Officials Boards, and Conduct Committees make a recommendation of “responsible” or “not responsible” for each separate Charge and recommend Sanctions as applicable to the Dean of Students or designee.

a. The Dean of Students or designee will review the recommendations of the applicable Hearing Body and make a decision as to the Charges(s) in question which may consist of adopting or rejecting the recommendation of “responsible” or “not responsible”, remanding the matter for rehearing to a new Hearing Body, or reconvening the same Hearing Body with directions for additional fact finding.

b. The Dean of Students or designee will review the recommended Sanctions, as applicable, and will then make a decision which may consist of adopting, modifying or rejecting the recommended Sanctions of the Hearing Body.

c. Any differences between the recommendation arising out of the Hearing Body and the Dean of Students or designee’s decision will be communicated in the outcome with rationale.

d. The outcome of a Hearing will be communicated in writing, through Correspondence, to the Accused Student and the Reporting Person or Faculty Member, as applicable, within a reasonable period of time and will include applicable appeal information for the Accused Student and Reporting Person.

(7) Sanctions. Students/Student Organizations found responsible for violating the Student Honor Code or the Student Conduct Code will be subject to Sanctions appropriate for the violation(s), with consideration of any mitigating circumstances; including but not limited to the Student's/Student Organization's previous conduct record. Sanctions include any combination of the following outcomes dependent on the violation itself:

For a violation(s) of the Student Honor Code, a Student/Student Organization ~~will~~may receive one or more of the following academic Sanctions, in addition to any appropriate status and educational Sanctions. For a violation(s) of the Student Conduct Code, a Student/Student Organization ~~will~~may receive one or more of the following appropriate status and educational Sanctions:

(a) Academic Sanction~~ss~~: outcomes that impact official University of Florida ~~assignment, course, program, or other~~ grades where violation(s) under the Student Honor Code have occurred.

1. ~~Assignment grade penalty with resubmission: Grade Adjustment: A point/grade reduction on the assignment/assessment in question, and with the permission of the Faculty member, an opportunity to resubmit the assignment/assessment with the addition of the implemented point/grade reduction. The Faculty for the course will release an adjusted grade once notified of final resolution of the case by Student Conduct and Conflict Resolution.~~

~~Assignment grade penalty~~Drop Restriction: The student will be restricted from dropping or withdrawing from the course for any reason.
~~A point/grade reduction on the assignment/assessment in question.~~

~~2. — Course grade penalty with drop: A point/grade reduction for the entire course. However, the Student will be permitted to drop or withdraw the course with approval from the Director of Student Conduct and Conflict Resolution or designee. Requests for drop consideration must be submitted in writing with rationale to the Director of Student Conduct and Conflict Resolution or designee, where the final approval rests and is not eligible for independent appeal outside of the formal conduct appeal process.~~

~~3. — Course grade penalty without drop: A point/grade reduction for the entire course. There will be no ability to drop or withdraw from the course for any reason.~~

(b) Status Sanctions: outcomes that impact a Student's/Student Organization's standing with the University of Florida, including any privileges associated with being a University of Florida Student/Student Organization, which could also include the ability to be a University of Florida Student/Student Organization.

1. Written reprimand: Official notice and recognition that the behavior of a Student/Student Organization has violated the Student Honor Code and/or the Student Conduct Code.

2. Conduct review: An official notice that the Student/Student Organization conduct has violated the Student Honor Code and/or the Student Conduct Code, but is not sufficiently serious to warrant expulsion, suspension or probation. A Student/Student Organization on conduct review shall have their conduct under review for a specified period of time. This Sanction may require regular meetings with an appropriate official to ascertain and evaluate compliance with rules. Additional restrictions or conditions also may be imposed, depending on the nature and seriousness of the misconduct. Students/Student Organizations placed on this Sanction remain in good standing with the University. If there is a finding of responsibility for

subsequent violations of the rules during this period of time, more severe Sanctions may be administered.

3. Probation: A period of time where a Student/Student Organization is deemed not in good standing with the University of Florida. Should the Student/Student Organization be found responsible for any additional violations of University policy or fail to complete any assigned Sanctions by the assigned deadline(s), they will be subject to additional Sanctions; including but not limited to increased status Sanctions. Probation may also include the loss of specific University privileges as deemed appropriate by the Hearing authority. Determination of whether a Student may represent the University as a Student athlete will be made by the University Athletic Association.

4. Loss of University privileges: Loss of University privileges may include but is not limited to: Attendance at athletic functions, holding leadership positions within Student Organizations as defined by Student Activities and Involvement or individual Student Organization by-Laws/constitutions, representing the University in any extracurricular activity or official function, study abroad, unrestricted University facility use, parking privileges, University computer usage, loss of social/philanthropy activities, ability to participate in intramurals, ability to reserve space for meetings/events on-campus, loss of block seating, ineligibility to receive future Institutional funding.

5. Deferred suspension: Deferred suspension from the University of Florida is a period of review where the Student/Student Organization is not in good standing with the University and must demonstrate an ability to comply with University rules, Regulations, and all other stipulated requirements; which includes a loss of University privileges. If, during the period of the deferred suspension, the Student/Student Organization is found responsible for any

6. additional violations of University policy or fails to complete any assigned Sanctions by the assigned deadline(s), the Student/Student Organization may be immediately suspended from the University for a minimum of one Semester and until any outstanding Sanctions are complete.

Determination of whether a Student may represent the University as a Student athlete will be made by the University Athletic Association.

6.7. Suspension: The Student/Student Organization will be separated from the University for a specified period of time and/or until certain conditions are met.

7.8. Expulsion: The Student/Student Organization will be permanently separated from the University and will not have the ability to return as a Student/Student Organization at any point in time.

(c) Educational Sanctions: outcomes that provide a Student/Student Organization with opportunities to repair the harm of their actions and to engage in meaningful developmental experiences that will help the Student/Student Organization in avoiding future violations of University policy.

1. Educational Sanctions may include but are not limited to completion of a seminar, assignment, substance consultation/evaluation, ~~psychological consultation/evaluation~~, restitution and community service.

2. Residence hall transfer or removal: A requirement to transfer residence halls or leave the residence halls for a specified or indefinite period of time.

3. No contact directive: which will prohibit, for a period of time, both (all) parties from communicating directly or indirectly with one another, or through intermediaries.

(8) Withdrawing or Revoking a Degree.

(a) Withdrawing. A degree may be withdrawn after a Student has graduated where a violation of Student Conduct Code or Student Honor Code occurred before graduation in the

following circumstances:

1. The Student had a pending Student Conduct Code or Student Honor Code allegation or charge that was not resolved prior to the Student's graduation.

2. The University becomes aware of an alleged violation of the Student Conduct Code or Student Honor Code that took place before the Student graduated or received a degree from the University.

The Student will receive the degree once the matter is resolved and any Sanctions (where appropriate) are completed unless the Sanction is expulsion, in which case the degree may be revoked.

(b) Revoking. A former Student may have their degree revoked under the provisions above, which include but are not limited to a determination through the Student Honor Code or the Student Conduct Code process that a violation occurred and resulted in expulsion, or upon a finding of research misconduct under Regulation 1.0101.

(9) Appeals. Any decision reached through Administrative Review or Hearing by a Hearing Body, is eligible for appeal. All appeals must be in writing and submitted to the appropriate office within ten (10) Class Days from the date of the decision letter. No person may hear or decide an appeal if they conducted or participated in the disciplinary proceeding being reviewed on appeal.

(a) Administrative Review/Collaborative Resolution Appeals. The basis for filing an appeal arising from an Administrative Review/Collaborative Resolution is limited to the following grounds: The Sanction(s) imposed were not appropriate for the violation, taking into account both prior Student Conduct Code violations and mitigating circumstances.

(b) Administrative Review/Collaborative Resolution Appeal Authorities are as follows:

1. Appeals of decisions originally made by Housing and Residence Life Student Conduct Administrators should be directed to the Director of Student Conduct and Conflict Resolution or designee.

2. Appeals of decisions originally made by ~~Student Conduct and Conflict Resolution~~ all other Student Conduct Administrators-staff should be directed to the Dean of Students or designee.

3. Appeals of decisions originally made by the Dean of Students or designee should be directed to the Vice President of Student Life or designee.

(c) Hearing Appeals. Except as required to explain the basis of new information, appeals are limited to a review of the record of the Hearing and supporting documents. In the instance of a recording failure, the Conduct Committee Advisor may provide a written summary of the Hearing to the Appeal Authority upon their request. The basis for filing an appeal on all other Student conduct proceedings is limited to one or more of the following grounds:

1. The Student's or Student Organization's rights were violated in the Hearing process in a manner which materially affected the outcome of the case.

2. New relevant material or information has been provided that could be sufficient to alter a decision and was unknown by the person making the appeal at the time of the Hearing.

3. The Sanction(s) imposed were not appropriate for the violation, taking into account both prior misconduct and mitigating circumstances.

(d) Hearing Appeal Authorities:

1. Appeals of decisions that did not result in Separation or did not originate from a Sexual Misconduct based allegation will be reviewed by the Vice President of Student Life or designee.

2. Appeals of decisions that resulted in Separation or originated from a Hearing of a Sexual Misconduct based allegation, will be reviewed by an appeal panel designated by the Vice

President of Student Life. Appeal panel members will be selected and trained annually. The Vice President for Student Life will designate an advisor to the appeal panel. Each panel will be comprised as follows:

- a. One (1) Student
- b. Two (2) Faculty or staff members
- (e) Procedure.
 1. If the underlying case involves a Reporting Person and Accused Student, any appeal by one will be shared with the other, and the non-appealing person will be provided an opportunity to submit a written response within a designated period of time.
 2. The decision on an appeal should be made and communicated in Correspondence within a reasonable period of time. The decision of the Appeal Authority is the final decision of the University and no further appeals within the University are allowed.
 3. If the appeal is granted, the Appeal Authority may modify the Sanctions imposed or may remand the case for a rehearing with a new Hearing Body or reconvene the same Hearing Body with direction. The Appeal Authority may overturn a finding of responsible when it determines the University failed to meet its burden of proof. The Appeal Authority must state the rationale in the appeal decision Correspondence.
 4. A Student remains eligible to attend classes and University activities pending the Hearing Body's decision and until any appeal is concluded, except as set forth below:
 - a. In cases where the Vice President of Student Life or designee determines that the health, safety, or welfare of the Student or a member of the University Community is at risk, the Student may be restricted on an interim basis as outlined in this Regulation.

b. In cases where the Sanction(s) determined by the Hearing Body include Separation, the Student's privileges at the University, including the ability to attend classes and engage in University activities may be immediately revoked.

(10) Records. An accurate and complete record of each Student Conduct Code and Student Honor Code case will be made and preserved as outlined below and is subject to the General Records Schedule GS5 for Public Universities and Colleges.

(a) Students subject to Student Conduct Code action may have a Service Indicator placed on their records at the discretion of the Dean of Students, or designee, in certain scenarios including but not limited to the following:

1. A Student was found responsible for a Student Honor Code or Student Conduct Code violation resulting in Separation.
2. A Student was issued a limited activity directive or interim suspension as outlined under Restrictions in this Regulation.
3. A Student has been charged with a violation of this Regulation.
4. A Student failed to appear before a Student Conduct Administrator or Hearing Body after notification of a required meeting.
5. A Student failed to complete required Sanctions by the assigned deadline.
6. A Student had a degree revoked or withdrawn pending final resolution of an allegation(s) and completion of any issued sanctions.

(b) When a Student requests issuance of their transcript to another educational institution, outside agency or person, such transcript will be issued subject to the following guidelines:

1. If the Dean of Students Office has placed a Service Indicator on the transcript of a Student, the Dean of Students or designee will review the record to determine whether the transcript will be issued.

2. If the transcript is issued, the transcript will have an overlay which states that the Student is not in good standing with the University and to contact the Dean of Students Office for additional information.

(c) Records Retention and Release of Records.

1. Student conduct records will be maintained in the Dean of Students Office for a minimum of seven (7) years from the date of the final outcome of the case.

2. Student conduct records may be maintained for longer than seven (7) years if a Student was blocked from enrollment, if a student was separated from the University, if a student has a Service Indicator or a transcript overlay, or where litigation is imminent or ongoing.

3. Upon receipt of a request from a college or university, other than the University of Florida, professional school, graduate program, employer, accrediting body, or other third party for the student conduct records of a Student, after the Student provides any applicable privacy waiver, the Dean of Students or designee will provide information from records only when (1) violations resulted in a sanction of deferred suspension, suspension, or expulsion; (2) a Student has an Interim Restriction in place. In addition, the Dean of Students or designee will release records as required by Law.

4. Accused Students have the right to an accurate and complete record of every Disciplinary Proceeding relating to the charged violation of this Regulation, including any record of appeal, to be made, preserved as outline in this Regulation, and available following final

outcome for copying upon request by the charged Student or Student Organization. Copies of case records requested will be redacted as required by Law.

(11) Interim Restrictions for Students. The Dean of Students or designee determines if restrictions are warranted of a Student's privileges, based upon an assessment of the safety of the University Community. There are three (3) categories of restrictions:

(a) No contact directive -- which will prohibit, for a period of time or indefinitely, both (all) parties from communicating directly or indirectly with one another, or through intermediaries. Criteria includes:

1. A reasonable belief that further contact between two or more persons involved in the alleged interactions could result in perpetuation or escalation of undesirable behavior.

2. When used alone, a reasonable belief that no further restrictions are appropriate for the circumstances.

3. When used in conjunction with a limited access/activity directive or with an interim suspension, a reasonable belief that further restrictions are appropriate for the circumstances.

(To utilize either of the next two levels of response, there must be allegations of conduct that could reasonably cause harm to members of the University Community or property.)

(b) Limited access/activity directive -- which will restrict, for a period of time, one, both, or all parties from being in specific buildings, specific locations, or from participating in specific activities, and/or restricting movement on campus and/or requiring the traveling of specific routes into and from campus locations. This will allow access to classes and instruction and other educational support while limiting when and/or where access is granted. Criteria includes:

1. Allegations of conduct that could reasonably cause harm to members of the University Community or property.
 2. A reasonable belief that further contact between two or more persons involved in the alleged interactions could result in perpetuation or escalation of behavior.
 3. A reasonable belief that a Student's continued unlimited access to campus or campus activities could endanger one or more other person's health, safety, or property and that limited access will ameliorate safety for the University Community.
 4. A reasonable belief that access to classes and instruction and other educational support is within the best interests of the University and the Student.
 5. A reasonable belief that no further restrictions are appropriate for the circumstances.
 6. An opportunity to appeal to the Vice President for Student Life (VPSL) or designee within three (3) Class Days to request modification or nullification.
- (c) Interim suspension – which will prohibit access to campus and may preclude access to classes, instruction, and other educational support. Criteria includes:
1. Allegations of conduct that could reasonably cause harm to members of the University Community or property.
 2. A reasonable belief that a Student's continued access to campus or campus activities could endanger one or more other person's health, safety, or property and that prohibiting access will ameliorate safety for the University Community.
 3. A reasonable belief that further contact between two or more persons involved in the alleged interactions could result in perpetuation or escalation of behavior.

4. A reasonable belief that limited access is not a viable option under the circumstances.
5. A requirement of a Student conduct Hearing as soon as practicable.
6. Recommendation to, and final approval, by the ~~Associate Vice President for Student Life (Assoc. VPSL)~~ Dean of Students or Designee.
7. An opportunity to appeal to the VPSLA or designee within three (3) Class Days to request modification or nullification.
8. If a Student is placed on interim suspension and the Student is subsequently found not responsible for the violation, the University will:
 - a. Correct any record of the change in enrollment status in the Student's permanent records and reports in a manner compliant with Laws and Regulations; and
 - b. Refund to the Student a pro rata portion of any charges for tuition and out-of-state fees, as appropriate, if the interim suspension of the Student's ability to attend classes lasts for more than ten (10) Class Days.
- (d) **Monitoring of Interim Restrictions.** The Dean of Students or designee will monitor any interim restriction placed upon a Student, and if information comes to light during an Investigation or Student Conduct Process that warrants a different interim restriction or the removal of an interim restriction, that action shall be taken as soon as is reasonably possible.
- (12) **Interim Restrictions for Student Organizations.** The Dean of Students or designee determines if interim restrictions are warranted of a Student Organization's privileges, in their sole discretion, based on prior conduct history and the nature of the allegation. Student Organizations subject to interim restrictions will have an opportunity to appeal to the VPSL or

designee within three (3) Class Days to request modification or nullification. There are three (3) categories of restrictions:

(a) No contact directive – which will prohibit, for a period of time or indefinitely, specific parties from communicating directly or indirectly with one another, or through intermediaries.

(b) Limited access/activity directive – which may include a loss of certain privileges and access to certain campus resources and services, for a period of time, including, but not limited to, the use of University space, participation in University programs, activities, events and services, and registration of gatherings and events.

(c) Interim suspension – which will include a loss of all privileges and access to all campus resources and services, for a period of time, including, but not limited, to the use of University space, participation in University programs, activities, events and services, and registration of gatherings and events.

(d) Monitoring of Interim Restrictions. The Dean of Students or designee will monitor any interim restriction placed upon a Student Organization, and if information comes to light during an Investigation or Student Conduct Process that warrants a different interim restriction or the removal of an interim restrictions, that action shall be taken as soon as is reasonably possible.

(13) Conflict Resolution. Consistent with the University's educational mission, formal and informal Conflict Resolution services are available to help Students manage and resolve peer conflicts and alleged Student Conduct Code violations. While not all cases are appropriate for Conflict Resolution, the Director of Student Conduct and Conflict Resolution or designee at their discretion, may refer Students to Conflict Resolution services.

Students may also request Conflict Resolution services if they think their case has the potential to be resolved through this method. Before any incident may be referred to Conflict Resolution services at a Student's request, a Student Conduct Administrator will determine the following: (a) whether all people personally involved in the conflict or allegations agree to Conflict Resolution; (b) whether the Director of Student Conduct and Conflict Resolution or designee has determined that the case is appropriate for Conflict Resolution; and (c) whether the case is likely to resolve through Conflict Resolution. Participation in Conflict Resolution services is voluntary and may not result in resolution. If Conflict Resolution services do result in resolution, that resolution is final and cannot be appealed.

(14) Title IX Sexual Harassment. The University complies with the Department of Education Regulation 34 C.F.R. § 106, Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, as amended and effective August 14, 2020, also known as Title IX, 20 U.S.C. §§1681-1688 (2020). The University will respond to allegations of sexual harassment consistent with Title IX's prohibition against sex discrimination in education programs and activities, as outlined in the University of Florida's Gender Equity Policy. Alleged incidents of Title IX Sexual Harassment will be addressed through the procedures outlined in the University's Gender Equity Policy. Alleged incidents of sexual misconduct that do not meet the conditions of Title IX Sexual Harassment outlined in the University's Gender Equity Policy are subject to the Student Conduct Process outlined in this Regulation.

A committee created by the Vice President for Student Life or designee, which must include Student representatives, will review this Regulation at least every three (3) years.

Authority: BOG Regulation 1.001 and 6.0105

History: New 6-07-18, Amended 8-27-20, 12-4-20, 7-1-21, 12-3-21.

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

7.010 Faculty Evaluation ~~and Improvement: General Policy, Areas of Performance to be Evaluated, Sources of Data for Evaluation, Methods of Evaluation, Utilization of Evaluations, Junior Faculty Mentoring, Sustained Performance Evaluation and Administrative Evaluation.~~

(1) General Policy.

(a) Each faculty member shall be evaluated in writing at least once annually on the basis of an assessment of the individual's total performance in fulfilling his or her assigned duties and responsibilities to the University and fulfilling effectively those responsibilities attendant to membership in the university community. The basic purpose of this evaluation is faculty improvement in the functions of teaching, including extension work, research, service, and any other duties that may be assigned with the resulting enhancement of learning, cultural advancement, and production of new knowledge. The semester assignment reflected in the Faculty Assignment Report (FAR), found in the University's on-line effort certification system, shall be used to convey the assigned duties and responsibilities to the faculty member at the beginning of each semester or academic term. The assignment shall be made in accordance with the policy established by the Provost as required by Florida Statutes. The assignment should provide faculty members who are eligible for tenure, permanent status, and/or promotion with equitable opportunities in relation to others in the department to meet the required criteria for such status. The primary assessment of the faculty member's competency shall be in terms of the performance of assigned duties and responsibilities, including those professional responsibilities arising from the nature of the educational process, such as observing and upholding the highest

ethical standards of the faculty member's discipline, participating, as appropriate, in the shared system of collegial governance especially at department/unit level, respecting the integrity of the relationship between professor and student, and adhering to one's proper role as teacher, researcher, intellectual, mentor and counselor. The evaluation shall precede and shall be considered in making recommendations and final decisions on tenure or permanent status, promotions, and salary for tenured, permanent status, non-tenured or non-permanent status faculty members and on retention or non-renewal for non-tenured tenure- accruing or non-permanent status permanent-status accruing faculty members.

(b) The responsibility of the faculty member is the full and competent performance of all duties pertinent to his or her employment with the University. When first employed, each faculty member shall be informed in writing of what is expected of him or her, generally, in terms of teaching, including extension work, research and other creative activities, and service, and if there are any specific requirements and/or other duties involved. If and when these expectations change during the period of service of a faculty member, that faculty member shall be informed in writing of the change and shall be afforded an opportunity to discuss the assignment prior to its effective date.

(c) Application of the criteria enumerated in this policy shall not violate the faculty member's academic freedom or constitutional rights, nor shall a faculty member be punished for exercising such freedom or rights, either in the performance of University duties or duties outside the University. At the same time, a faculty member may reasonably be expected to show by his or her behavior, both in performance of University duties and duties outside the University, that he or she is aware that membership in the academic profession carries with it special responsibilities.

(d) Statement on Professional Ethics.

1. The professor, guided by a deep conviction of the worth and dignity of the advancement of knowledge, recognizes the special responsibilities devolving upon members of the profession. The professor's primary responsibility to his or her field is to seek and to state the truth as he or she sees it. To this end, the professor devotes himself or herself to developing and improving his or her scholarly competence. The professor accepts the obligation to exercise critical self-discipline and judgment in using, extending and transmitting knowledge. The professor must never seriously hamper or compromise anyone's freedom of inquiry.

2. As an instructor, the professor encourages the free pursuit of learning in students. The professor maintains and represents the best scholarly standards of his or her discipline. The professor demonstrates respect for the student as an individual, and adheres to the proper role of intellectual guide and counselor. The professor makes every reasonable effort to foster honest academic conduct and to assure that evaluation of students reflects their true merit. The professor respects the confidential nature of the relationship between professor and student. The professor avoids any exploitation of students for private advantage and acknowledges significant assistance from them. The professor protects their academic freedom.

3. As a colleague, the professor has obligations that derive from common membership in the community of scholars. The professor respects and defends the free inquiry of associates. In the exchange of criticism and ideas the professor shows due respect for the opinions of others. The professor acknowledges academic responsibilities and strives to be objective in professional judgment of colleagues. The professor accepts his or her share of faculty responsibility for the governance of the University.

4. As a member of the University, the professor seeks above-all to be an effective teacher and scholar. The professor observes the stated regulations of the institution, provided they do not contravene academic freedom, but nonetheless maintains the right to criticize and seek revision. The professor determines the amount and character of the work he or she does outside the University with due regard to his or her paramount responsibilities within it, provided such amount and character of outside employment is in compliance with State law and University and State University System's policies on outside employment. When considering the interruption or termination of employment, the professor recognizes the effect of this decision upon the programs of the University and gives due notice of his or her intentions.

5. As a member of the community, the professor has the rights and obligations of any citizen. The professor measures the urgency of these obligations in light of responsibilities to his or her field, to students, to the profession, and to the University. The professor, when speaking or acting as a private person shall avoid creating the impression that he or she speaks or acts for the college or the University. As an individual engaged in a profession that depends upon freedom for its health and integrity the professor has a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.

(e) The criteria and procedures set forth in this regulation pertain to the annual evaluation of faculty. In cases where serious dishonesty, incompetence, neglect of duty, or irresponsibility of a faculty member is charged, proceedings should be undertaken involving full due process guaranteed under recognized procedures and standards for dismissal or other disciplinary action as provided in the University regulations, and contained in the Constitution of the University.

(2) Areas of Performance to be Evaluated. The performance of each faculty member shall be evaluated annually in writing based on the faculty member's contribution to the orderly and effective functioning of the academic-administrative unit (program, department, school, college), those professional responsibilities arising from the nature of the education process, and/or the total University and his or her performance in each of the following areas appropriate to the terms of his or her employment and assigned duties and responsibilities.

(a) Teaching -- Teaching involves the presentation of knowledge, information, and ideas by various methods including lecture, discussion, assignment and recitation, demonstration, laboratory exercise, practical experience, direct consultation with students, etc. The utilization and effectiveness of each of these methods, when appropriate, shall be considered. The evaluation of the total effectiveness of teaching shall be related to approved written objectives of each course which shall be given to each class at the beginning of the semester or academic term. Evaluation shall include consideration of:

1. effectiveness of teaching related to knowledge and skills imparted that correspond with the objectives of the course;
2. effectiveness of teaching related to stimulation of the students' critical thinking and/or creative ability in light of the objectives of the course; and
3. the faculty members' adherence to accepted standards of professional behavior in meeting his or her responsibilities to his or her students.

(b) Extension -- The contributions of the extension faculty to the non-degree educational programs of the University shall be evaluated. The utilization and effectiveness of the following processes and methods, where appropriate, shall be considered in the evaluation: situational analysis; clientele-needs assessment; design and implementation of educational experiences

appropriate to the learner; analysis, synthesis, and adaptation of research results; packaging of such information into program materials such as bulletins, fact sheets, newsletters, mass media messages, and public displays for a wide range of audiences; and demonstration and field tests that enhance both idea adoption and development of new insights. The evaluation shall also include consideration of:

1. Effectiveness of teaching and counseling related to planned objectives in the Extension program.

2. Effectiveness of obtaining, integrating, and organizing educational resources into programs directed to define needs of clientele.

(c) Research and Other Creative Activities -- Contribution to the discovery of new knowledge, development of new educational techniques, and other forms of creative activity shall be considered and evaluated. Evidence of research and other creative activity shall include, but not be limited to: published books, articles and papers in professional journals; musical compositions, paintings, sculpture; works of performing art; papers presented at meetings of professional societies; and current research and creative activity that has not yet resulted in publication, display, or performance. The evaluation shall include consideration of:

1. Productivity, including quality and quantity of what has been done during the year, and

2. Recognition by the academic or professional community of what has been done. In making judgments pertaining to the decision to award tenure, evaluation by qualified scholars in pertinent disciplines both within and outside the University should be sought.

(d) Service -- Service shall include, but not be limited to, participation in governance processes of the University through service on departmental, college, and university committees,

councils and the senate; service to public schools; service in appropriate professional organizations; involvement in the organization and expedition of meetings, symposia, conferences, workshops; participation in radio and television; and participation on local, state and national governmental boards, agencies and commissions. Only those activities which are related to a faculty member's field of expertise or to the mission of the University shall be evaluated.

(e) Other University Duties -- Whenever reasonable duties other than those usually classified as teaching, including extension work, research or other creative activity or service, are assigned to a faculty member, such as academic administration and academic advisement, and such other responsibilities expected as may be appropriate to the faculty member's duties and responsibilities. The effective performance of these duties shall be evaluated as prescribed by the evaluation procedures of the University.

(3) Sources of Data for Evaluation -- Evaluation of a faculty member's performance shall include data from the following six (6) sources where appropriate:

- (a) The chair of the faculty member's department or other administrative unit;
- (b) Faculty;
- (c) Students;
- (d) The faculty member being evaluated;
- (e) Other university officials; and
- (f) Public school officials and/or personnel.

(4) Methods of Evaluation -- All appropriate data and evaluations, qualitative and quantitative, shall be collected by the chair of the department or other appropriate administrator.

(a) Chair's Evaluation -- The chair of the department or the administrator of a comparable academic unit shall review and evaluate the teaching, including extension work, research, and other creative activities, service and other university duties of each member of that department or unit during each academic year.

(b) Faculty Evaluation -- The respective college or divisions within the University will develop and implement the processes necessary to evaluate the appropriate faculty on teaching, including extension work, research and other creative activities, service and other university duties when appropriate.

(c) Student Evaluation -- Students shall evaluate teaching and, when appropriate, other university duties. The teaching effectiveness of each faculty member may be evaluated in writing by students currently or previously enrolled in his or her classes.

(d) Self-Evaluation -- Each faculty member may provide an evaluation of each area of his or her own total performance, and submit the evaluation, along with any appropriate substantiating evidence, to the chair of the department or other administrative unit.

(e) Evaluation by Other University Officials -- A faculty member may be evaluated by university officials for duties performed under the supervision of Deans, Directors, the Senior Vice President for Academic Affairs, or any other university official(s) who may supervise the faculty member's activities.

(f) Evaluation by Public School Officials and/or Personnel -- A faculty member who teaches or provides other kinds of service to the public schools may be evaluated by public school officials and/or personnel for duties performed under their supervision or in collaboration with said individuals.

(g) Evaluative Comments by Medical Students and Housestaff - The evaluation of the College of Medicine faculty shall include and incorporate into the evaluative process the evaluative comments, as well as the numerical data, submitted by medical students, housestaff (interns, residents, and clinical fellows), and physician assistant students concerning faculty members.

(5) Utilization of Evaluation.

(a) The chair of each department or other administrative unit shall collect the evaluation data for each faculty member in the department. The data, if used in the evaluation process shall be placed in the faculty member's personnel file which is normally located in the faculty member's department or unit. The chair shall provide the faculty member with a written summary of the data and shall discuss it privately with the faculty member.

(b) Existing evaluations and the data in the faculty member's personnel file upon which these evaluations are based shall be considered in recommendations and final decisions on tenure, promotions, and salary.

(c) The contents of the faculty personnel file which deal with the evaluation of performance shall be confidential and shall not be disclosed except to the affected faculty member and those whose duties require access to the file in accordance with the University's evaluation procedures or by the President or President's designee in the discharge of official duties and responsibilities or upon order of a court of competent jurisdiction. (Refer to University of Florida Regulation 3.055)

(6) The evaluations of administrators of the colleges or academic units shall be the responsibility of the dean and/or the applicable senior vice president.

(a) The evaluation process and procedures involved in the evaluation of administrators requiring input from faculty and other appropriate personnel shall be the responsibility of the Dean, Director and/or the applicable senior vice president.

(b) Copies of the administrative evaluation process and procedures requiring input from faculty and others shall be publicly available on the college or senior vice president's website, as applicable.

(c) The results of evaluations for chairs and program directors will be forwarded to the Dean or Director, with copies to the Provost and Senior Vice President for Academic Affairs, the Senior Vice President for Health Affairs or the Senior Vice President for Agricultural and Natural Resources, as applicable.

(7) Junior faculty mentoring program and special review for faculty in the tenure probationary period.

(a) Each college and equivalent academic unit shall establish a mentoring program for faculty in the "tenure probationary period" as defined in University of Florida Regulation 7.019. This must include consultation assessing the faculty member's progress toward tenure. No college or equivalent academic unit mentoring program shall require any written assessments by the mentor.

(b) A special (midterm or mid-career review) review should be conducted for any faculty members in the tenure probationary period no later than the close of the third (3rd) year of academic service. Each college shall establish procedures for conducting the review. Such procedures must require that each candidate prepare a tenure packet (without external letters). A departmental committee of tenured faculty, the department chair or equivalent administrator, and the dean or equivalent administrator must provide an evaluation of the faculty member's progress

toward meeting the criteria for tenure. The outcome of the review shall be shared with the faculty member evaluated, but shall not be used in any future evaluation of the faculty member for tenure.

(8) Post-Tenure Review~~Sustained Performance Evaluations~~ - In accordance with BOG Regulation 10.003 and other relevant University policies, tenured faculty shall undergo a periodic comprehensive post-tenure review. Faculty shall be evaluated only with respect to their assigned duties of teaching, research, service, creative activities, extension or other assigned duties, their history of professional conduct and performance of academic responsibilities and their compliance with state law, Board of Governors' regulations, and university regulations and policies. Matters such as political opinions, outside activities, expressive viewpoint, ideological beliefs, subject-matter discipline, and academic interests are not appropriate matters for evaluation. The University policy implementing this regulation and BOG Regulation 10.003 is found at XXXXXXXXXX. Tenured faculty members shall receive a sustained performance evaluation once every seven (7) years following the award of tenure or their most recent promotion. The purpose of this evaluation is to document sustained performance during the previous six (6) years of assigned duties and to encourage continued professional growth and development. A performance improvement plan shall be developed only for those employees whose performance is identified through the sustained performance evaluation as being consistently below satisfactory in one or more areas of assigned duties. It is the responsibility of the employee to attain the performance targets specified in the performance improvement plan. If the faculty member fails to meet these targets, the unit has the responsibility to take appropriate actions under the provisions of University of Florida Regulation 7.048, or the Collective Bargaining Agreement for those faculty in the bargaining unit.

Authority: BOG Regulation 1.001.

History--New 3-26-80, Amended 2-23-82, 3-6-85, Formerly 6C1-7.10, Amended 11-13-90, 6-28-98, 7-19-05, Formerly 6C1-7.010, Amended 12-1-12 (technical changes only), 4-3-15.



**COMMITTEE ON GOVERNANCE, GOVERNMENT
RELATIONS, AND INTERNAL AFFAIRS
ACTION ITEM GGRIA6
December 7, 2023**

SUBJECT: Board Self-Evaluation

BACKGROUND INFORMATION

The Southern Association of Colleges and Schools Commission on Colleges (“SACSCOC”), which is the accrediting body for the University of Florida, requires a Board Self Evaluation to be completed and submitted to SACSCOC prior to the University of Florida’s accreditation deadline of March 2024. The Board of Trustees completed its self-evaluation on November 30, 2023 and the University will timely submit the results of this evaluation to SACS in December 2023, pending approval of this submission.

PROPOSED COMMITTEE ACTION

The Committee on Governance, Government Relations and Internal Affairs is asked to recommend for approval by the BOT the submission of its Self-Evaluation to SACSCOC in order to complete the accreditation requirement of the BOT.

ADDITIONAL COMMITTEE CONSIDERATIONS

None.

Supporting Documentation Included:

Submitted by: Amy Meyers Hass, Vice President and General Counsel

Approved by the University of Florida Board of Trustees, December 7, 2023

Morteza “Mori” Hosseini, Chair

Ben Sasse, President and Corporate Secretary



**COMMITTEE ON GOVERNANCE, GOVERNMENT
RELATIONS, AND INTERNAL AFFAIRS
ACTION ITEM GGRIA7
December 7, 2023**

SUBJECT: UF Health-Select Entity: Rehabilitation Hospital Within a Hospital
Joint Venture to be Located at UF Health North

BACKGROUND INFORMATION

Shands Jacksonville Medical Center, Inc. (SJMC) seeks approval for the creation of a new joint venture entity that will be owned 49% by SJMC (or an existing or newly created SJMC affiliated entity) and 51% by Select Medical Corporation or an affiliate. The joint venture entity will own an inpatient rehabilitation hospital that will lease approximately 56,000 square feet from SJMC in the new patient bed tower at UF Health North for an anticipated initial term of up to 15 years with up to three five-year renewal options. SJMC's initial capital contribution will be approximately \$7 million, and Select's initial capital contribution will be approximately \$7.3 million. A Select affiliate will provide management services for the rehabilitation hospital for a management fee of 6% of net revenues during the first three years and 7% thereafter.

PROPOSED COMMITTEE ACTION

The Committee on Governance, Government Relations and Internal Affairs is asked to recommend approval of (1) the creation of an entity as proposed, and (2) for SJMC to participate in the joint venture transaction be included for approval on the Board of Trustees Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Other Approvals: SJMC Board of Directors approved on September 27, 2023.

Supporting Documentation Included: None

Submitted by: David Nelson, Senior Vice President for Health Affairs

Approved by the University of Florida Board of Trustees, December 7, 2023

Morteza "Mori" Hosseini, Chair

Ben Sasse, President and Corporate Secretary



COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS
AGENDA

Thursday, December 7, 2023

1:00 p.m.

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, FL

Committee Members:

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

- 1.0 Call to Order and WelcomeDavid L. Brandon, Chair
2.0 Verification of Quorum Vice President Liaison
3.0 Review and Approval of MinutesDavid L. Brandon, Chair
June 8, 2023
November 14, 2023
4.0 Action Items.....David L. Brandon, Chair
FCI1 UAA-62 Ben Hill Griffin Stadium Design TeamDavid Kratzer, Senior Vice President for Construction, Facilities, and Auxiliary Operations
FCI2 Construction Projects Budget Amendments.....Curtis Reynolds, Vice President for Business Affairs
FCI3 Health Science Center Performance Contract.....Curtis Reynolds
FCI4 Durbin Park General Contractor Fee Structure.....Robert Hervey, UF Health Jacksonville Vice President for Real Estate and Facilities
FCI5 Naming: Charles S. Buster and John C. DeMott Greenhouse.....Maria Martin, Interim Vice President for Advancement
FCI6 Naming: Paul and Susan Robell Asian Water Garden Bridge.....Maria Martin
5.0 Discussion Items.....David L. Brandon, Chair
5.1 Housing/Facilities Services UpdateDavid L. Brandon, Chair
5.2 Innovation District UpdateDavid L. Brandon, Chair
5.3 Campus Construction Update Curtis Reynolds
5.4 Campus Safety Update.....Linda Stump-Kurnick, UF Chief of Police
6.0 New Business.....David L. Brandon, Chair
7.0 AdjournDavid L. Brandon, Chair



COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS

Meeting Minutes

June 8, 2023

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, FL

Time Convened: 2:00 p.m.

Time Adjourned: 3:43 p.m.

Committee and Board members present:

David L. Brandon (Committee Chair), Richard P. Cole, Christopher T. Corr, Olivia E. Green, James W. Heavener, Morteza "Mori" Hosseini (Board Chair), Daniel T. O'Keefe, Rahul Patel (Board Vice Chair), Marsha D. Powers, Fred S. Ridley, Danaya C. Wright, Patrick O. Zalupski, and Anita G. Zucker.

Others present:

Ben Sasse, President; Joseph Glover, Provost and Senior Vice President for Academic Affairs; J. Scott Angle, Vice President for Agriculture and Natural Resources; Chris Cowen, Senior Vice President and Chief Financial Officer; Melissa Curry, Interim Vice President for Human Resources; Amy Hass, Vice President and General Counsel; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; Maria Gutierrez Martin, Interim Vice President for Advancement; Marsha McGriff, Chief Diversity Officer and Senior Advisor to the President; David Nelson, Senior Vice President for Health Affairs and President of UF Health; David Norton, Vice President for Research; Steve Orlando, Interim Vice President for Strategic Communications and Marketing; Mary Parker, Vice President for Enrollment Management and Associate Provost; Curtis Reynolds, Vice President for Business Affairs; Heather White, Vice President for Student Life; Carrie Bush, Chief of Staff for Chief Operating Officer; Colt Little, Associate Vice President for Enterprise Projects and Senior Counsel; Linda Stump-Kurnick, Chief of UF Police Department; 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 2:00 p.m.

2.0 Verification of Quorum

Vice President Curtis Reynolds verified a quorum with all members present.

3.0 Review and Approval of Minutes

Committee Chair Brandon asked for a motion to approve the minutes of the March 16, 2023 Committee Meeting and the May 10, 2023 Committee Pre-Meeting, which was made by Trustee

Zucker, and a second, which was made by Trustee O’Keefe. The Committee Chair asked for further discussion, and then asked for all in favor of the motion and any opposed and the motion was approved unanimously.

4.0 Action Items

FCI1 Construction Projects Budget Amendment

Vice President Reynolds provided an overview of the current Construction Projects Report along with a request for budget amendment of \$2.6M for the Data Science and Information Technology Building, increasing the total ratified budget to \$153M.

Committee Chair Brandon asked for a motion to approve Action Item FCI1, which was made by Trustee O’Keefe, and a second, which was made by Trustee Zucker for recommendation to the Board for its approval on the Consent Agenda. Committee Chair Brandon asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

FCI2 Parking Fee Restructure for FY24

This action item was removed as there were no permit prices included for the Trustees to approve. Vice President Reynolds was asked to bring this action item back to the Board with permit prices.

FCI3 Center for Applied Artificial Intelligence

Board Chair Hosseini asked this Center to be presented as all building projects must come forward to the Board. This item was presented as a part of the legislative budget request at a previous meeting, but not presented individually to the Board. Senior Vice President Scott Angle presented the Center for Applied Artificial Intelligence at the UF/IFAS Gulf Coast Research and Education Center. The Center is located east of Tampa and currently consists of 473 acres, 34 buildings and 283K gross square feet of built space staffed by 19 tenure-track faculty from various UF/IFAS departments including AI hires. The new 35K gross square feet set of buildings will contain an AI hub for research, development and training; extension and training; purpose-designed spaces including machine/fabrication room, engineering labs, training center, collaboration and graduate student space, and dormitory for 16 graduate students. He shared the importance of the Center, noting almost all food production depends on low-cost foreign labor and robotics powered by AI are the workforce solution. AI can drive automated harvesting, significantly reduce water use by using Smart Irrigation Technology, and detect disease and apply remedies and nutrient applications precisely.

Vice President Curtis Reynolds requested this item be included in the preliminary 2024-2025 Fixed Capital Outlay Legislative Budget Request (FCI4). The legislature funded \$10M for the Center. Board Chair Hosseini asked if the current amount requested was enough as they will need to go back to the legislature to ask for more funding to complete the Center. The number on the PECO list was updated to \$14M. Board Chair Hosseini asked SVP Angle to look at the other costs associated with the Center and confirm the total amount. All agreed they would request up to, and not exceed, \$30M. SVP Angle will share that information with the president and board chair, and they will have the authority to include on the PECO list.

Committee Chair Brandon asked for a motion to approve Action Item FCI3 with the agreement SVP Angle would go back to the Board Chair and President and provide additional information and cost not to exceed \$30M which was made by Board Chair Hosseini, and a second, which was made by Trustee O'Keefe for recommendation to the Board for its approval on the Consent Agenda. Committee Chair Brandon asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

FCI4 Fixed Capital Outlay Legislative Budget Request for FY25

Vice President Curtis Reynolds reviewed the fixed capital outlay legislative budget request for FY25. He noted the change made in action item FCI3. In addition, he added the testing center should be included. The Committee is also asked to recommend to the Board its approval authorizing the president and board chair to develop and direct the submission of the final approved list that will be submitted to the Board of Governors by the July 1, 2023 deadline.

Committee Chair Brandon asked for a motion to approve Action Item FCI4 which was made by Trustee O'Keefe and a second, which was made by Trustee Ridley for recommendation to the Board for its approval on for recommendation to the Board for its approval on the Consent Agenda. Committee Chair Brandon asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

FCI5 Facilities Spending Plan

Vice President Curtis Reynolds presented the facilities spending plan for fiscal year ending June 30, 2024 that includes ~\$250M in Public Education Capital Outlay (PECO) and ~\$7M in Campus Improvement Trust Fund (CITF) projects. The Board of Governors requires the spending plan for CITF projects. The Governor has still not signed the budget. Board Chair Hosseini noted the Whitney Lab for Biosciences was increased because they are looking at additional land around it. He asked President Sasse to review the Music Building and Dental Science Building in detail. Board Chair Hosseini asked the Board to approve authority be delegated to the president and board chair about the future direction of the Dental Science Building.

Committee Chair Brandon asked for a motion to approve Action Item FCI5 which was made by Board Chair Hosseini and a second, which was made by Trustee O'Keefe for recommendation to the Board for its approval on the Consent Agenda. Committee Chair Brandon asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

Committee Chair Brandon asked for a motion to approve delegation authority of the Dental Science Building to the president and board chair, which was made by Trustee O'Keefe and a second, which was made by Trustee Ridley. Committee Chair Brandon asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

FCI6 Energy Agreement

Associate Vice President for Enterprise Projects and Senior Counsel Colt Little presented the Energy Agreement Term Sheet and authorization for the University President or his designee(s)

to negotiate, finalize, and execute a definitive agreement between the University and Duke Energy Florida, LLC (DEF). Mr. Little provided background regarding the action item. Presently, Duke Energy Florida, LLC (DEF) owns and operates a co-generation plant on the University's campus to provide for the entirety of UF's steam needs. The Plant also produces electricity as a coincidental product of the Plant's steam generation. The University does not receive a dedicated supply of electricity directly from the Plant; rather, the Plant's electricity goes back on to DEF's broader grid from which the University purchases its electricity at the regulated rates as a typical institutional customer. The purchase and sale of steam from the Plant is governed by an existing agreement between the University and DEF, but DEF's obligation to operate the Plant under the Existing Agreement will cease on October 1, 2027. As a result of DEF's originally stated intention to decommission the Plant after October 1, 2027, the Board of Trustees, at its June 11, 2021 meeting, approved the University's pursuit of a public-private partnership ("P3") as a means of securing an alternative source of campus steam. The University then conducted a competitive solicitation process seeking proposals from qualified developers to engage in a P3 project for a new campus thermal energy plant. However, due to several intervening factors (rising interest rates, inflation, conflicts, etc.) which combined to make any such P3 project considerably more expensive than anticipated. Goldman Sachs initial projected construction costs were \$250-300M, then changed to \$500M and then \$750M. At that time, the University then sought out other options. Duke Energy shifted its position and offered to extend the Existing Agreement for the provision of steam via the Plant by 15 years with at least one, and possibly two (to be negotiated), University options to extend by an additional 7 years each.

Terms include:

- DEF will install, own, operate and maintain new back-up boilers to both provide more reliable steam service to the University and generate additional electricity for the wider grid (removing the University's existing burden of owning and maintaining its own boilers).
- The University will continue to purchase (i) electricity from DEF as a retail customer, but at a transmission-level tariff rate, which is a significant discount off the prior rate, and (ii) steam at a price fixed by the existing formula, including the existing annual \$1M discount.
- DEF will provide up to \$100,000 towards site improvements in connection with its installation of the boilers and expanded Plant footprint.
- DEF is committed to continue to support the University through research grants, scholarships, and sponsorships.

Board Chair Hosseini thanked AVP Little and others involved. Senior Vice President and Chief Financial Officer Chris Cowen noted the other incentives included are good for the university. Committee Chair Brandon noted we ended up with the best-case outcome with great savings.

Committee Chair Brandon asked for a motion to approve Action Item FCI6 which was made by Board Chair Hosseini and a second, which was made by Trustee Zucker for recommendation to the Board for its approval on the Consent Agenda to be taken up separately from the rest of action items. Committee Chair Brandon asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

5.0 Discussion Items

5.1 Housing Update

Committee Chair Brandon welcomed Carrie Bush, Chief of Staff for the Chief Operating Office to present an update on housing. He reminded the Committee that the Board Chair charged them with looking at housing and facilities services efficiencies last year. Dr. Bush shared the offices of Business Affairs (Facilities) and Student Life (Housing) have been working together to identify areas for efficiencies. Highlighted areas include staff positions and vacancies, service contracts, shared management system, consolidated warehouse/inventory services, shared facilities management, and custodial services. The offices will pilot some of these suggested integrations and implement others now. They are currently working on an MOU regarding all highlighted areas between the offices to guide next steps including a potential strategic management fund. The goal is to have all suggested efficiencies in effect by July 2024. SVP Cowen noted the need to track these cost saving dollars under one strategic framework. Committee Chair Brandon noted they will need direction from the president regarding student housing buildings. Provost Joe Glover asked if a financial analysis had been completed so that Student Life is left whole, should monies be moved as suggested. He does not want an inadvertent whole in their budget. Committee Chair Brandon confirmed any savings go back into Student Life buildings and \$250K would go back into grounds positions (Facility Services will now pay and stop charging Housing for grounds). VP White noted three points 1. Finances – Housing should not spend more than what they are spending now in facilities and custodial services, 2. Quality in Residence Halls needs to be the same or be better, and 3. Culture – the Housing team has focused on the student experience at a very high level. VP Reynolds agreed and stated the intent was to maintain those components and that the Housing budget remains whole. Board Chair Hosseini wants to expand the student surveys. We need to review them each semester and continue to measure ourselves, information is important. He asked the president to look further into this topic. President Sasse noted this will be a part of the strategic planning process. He added 1. Data is needed with all students including the least engaged on campus 2. Are 8600 beds adequate for 36K undergraduates? Do we aspire to have all freshman and sophomores live on campus, if so, how do we finance it? 3. More hybrid modalities – online, study abroad, internships, externships, cohorts based not always on co-locality, more modularity, flexibility, pilot programs.

5.2 Campus Construction Update

Vice President Curtis Reynolds began with a brief video of project updates. He provided an overview of the major projects and asked the Board to accept the report. Committee Chair Brandon requested a motion to accept the report, which was made by Trustee O'Keefe and a second, which was made by Board Chair Hosseini. All were in favor.

5.3 Campus Safety Plan Update

Vice President Curtis Reynolds and UF Police Department Chief Linda Stump-Kurnick provided a progress update on campus safety, including license plate readers, cameras, blue lights, Gator One card mobile credentialing, the Secure in Place project, the new Public Safety Building, Integrated Operations Center, and use of AI with existing systems. Recurring funding is needed. Trustee Cole asked when the replacement of the 541 campus lighting fixtures will be completed. VP Reynolds noted that more than 2,000 lights have been updated to LED to date and the rest will be complete when funding is allocated. Chief Stump-Kurnick shared crime statistics.

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 3:43 p.m.

DRAFT



COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS

Pre-Meeting Minutes

Virtual Meeting

November 14, 2023

Time Convened: 9:31 a.m.

Time Adjourned: 10:05 a.m.

Committee and Board members present:

David L. Brandon (Committee Chair), Richard P. Cole, Christopher T. Corr, Olivia E. Green, Daniel T. O'Keefe, Rahul Patel (Board Vice Chair), Marsha D. Powers, Fred S. Ridley, Danaya C. Wright; Patrick O. Zalupski, and Anita G. Zucker.

Others present:

Ben Sasse, President; Melissa Curry, Vice President for Human Resources; Elias Eldayrie, Vice President and Chief Information Officer; Amy Hass, Vice President and General Counsel; 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; Marsha McGriff, Chief Diversity Officer and Senior Advisor to the President; Mary Parker, Vice President and Chief Enrollment Strategist; Curtis Reynolds, Vice President for Business Affairs; Raymond Sass, Vice President for Innovation and Partnerships; Scott Stricklin, Director of Athletics; James Wegmann, Vice President for Communications; Heather White, Vice President for Student Life; Taylor Jantz, Office of the Chief Financial Officer; Colt Little, Senior Counsel, Associate Vice President for Enterprise Projects and Senior Counsel; members of the University of Florida community, and the public.

1.0 Call to Order and Welcome

Committee Chair Brandon welcomed everyone in attendance and called the meeting to order at 9:31 a.m.

2.0 Roll Call

Vice President Curtis Reynolds conducted a roll call, and all Committee members were present, except Board Chair Hosseini who had a conflict.

3.0 Review Draft Agenda for December Meeting

3.1 Review Draft Minutes

Committee Chair Brandon noted the draft minutes from the June 8, 2023 committee meeting are available for review prior to the December meeting.

3.2 Review Action Items

- **FCI1 UAA-62 Ben Hill Griffin Stadium Design Team**

Senior Vice President David Kratzer provided an overview of the University Athletic Association's (UAA) desire to make improvements to the existing Ben Hill Griffin (BHG) Stadium facility. The multi-phase renovation to BHG Stadium is intended to accomplish numerous improvements to this historic venue. The goal is to preserve the energy and history, while upgrading systems and spaces to better serve the University of Florida community and offer a broader variety of game experiences. The UF selection committee for the BHG Stadium project began the process to hire the design team for the Stadium improvements. Four design teams were shortlisted based upon their qualifications, the selection committee conducted interviews on Oct. 3, 2023, and is recommending Crawford Architects lead the restoration of the stadium.

Athletic Director Scott Stricklin added UAA conducted two independent studies that highlighted strengths and challenges to improving the overall fan experience. He commented that what Crawford Architects was able to accomplish at Lambeau Field for the Green Bay Packers by modernizing the facility, but maintaining its unique features is what we'd like to do here for BHG Stadium.

Trustee and UAA Board Chair Corr shared he is pleased with how the selection process was conducted and is excited to move forward with this project.

- **FCI2 Construction Projects Budget Amendments**

Vice President Curtis Reynolds summarized four Construction Projects Budget Amendments noting the source of funds for each:

- UF-200 University Public Safety Building - \$200,000
- UF-632 Data Science and Information Technology Building - \$136,466
- UF-687 Broward Dining and Facility Renovation and Addition - \$5,540,000
- UF-692 Chemical Engineering Renovation and Remodeling - \$7,885,399

Committee Chair Brandon gave a brief explanation of the Construction Projects Budget Amendments document.

- **FCI3 Health Science Center Performance Contract**

VP Reynolds provided an overview of the Health Science Center District Investment Grade Audit by Siemens and noted several issues needing to be addressed in the Dental Building: HVAC, lighting, ductwork, and deferred maintenance. He will work with the Office of the Chief Financial Officer to investigate potential funding of the Performance Contract.

Committee Chair Brandon provided a brief history of Energy Service Contract (ESCO) projects and noted they are addressing some deferred maintenance needs.

President Sasse emphasized there is a need for swing space on campus and suggested the Dental Building project should include discussions about that.

- **FCI4 Naming: Charles S. Buster and John C. DeMott Greenhouse**
Interim Vice President Maria Gutierrez Martin stated in recognition of the many generous and significant contributions made by Miami-Dade County Chapter of Florida Nursery, Growers, and Landscape Association (FNGLA) to the University of Florida. The University and the University of Florida Foundation are seeking to name the greenhouse at the Tropical Research Education Center (TREC) in Homestead, Florida the “Charles S. Buster and John C. DeMott Greenhouse”.
- **FCI5 Naming: Paul and Susan Robell Asian Water Garden Bridge**
Interim VP Martin stated in recognition of the many generous and significant contributions made by Paul and Susan Robell to the University of Florida. The University and the University of Florida Foundation seek to name the footbridge in the Asian Water Garden Bridge at the Harn Museum the “Paul and Susan Robell Asian Water Garden Bridge”.

3.3 Review Discussion Items

- **Housing/Facilities Shared Services Update**
Committee Chair Brandon stated there will be an update on Housing/Facilities Shared Services provided at the December meeting.
- **Innovation District Update**
Committee Chair Brandon stated there will be an update on the Innovation District provided at the December meeting.
- **Campus Construction Update**
VP Reynolds noted he will provide an overview of the projects in construction, as well as those in the planning and design phases and will present a video of campus beautification and improvements during the December meeting.

Trustee Cole asked if an update will be provided on the progress of LED lighting installation on campus. VP Reynolds indicated he will provide an updated report to the Board.

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 10:05 a.m.



COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS
ACTION ITEM FCI1
December 7, 2023

SUBJECT: UAA-62 Ben Hill Griffin Stadium Design Team

BACKGROUND INFORMATION

The University Athletic Association desires to construct improvements to the existing Ben Hill Griffin (BHG) Stadium facility. The multi-phase renovation to BHG Stadium is intended to accomplish numerous improvements to this historic venue. The goal is to preserve the energy and history, while upgrading systems and spaces to better serve the University of Florida community and offer a broader variety of game experiences. The UF selection committee for the BHG Stadium project began the process to hire the design team for the Stadium improvements. Four (4) design teams were shortlisted based upon their qualifications and the UF selection committee conducted interviews on October 3, 2023, and ranked the teams.

PROPOSED COMMITTEE ACTION

The Committee on Facilities and Capital Improvements is being asked to approve finalizing negotiations and signing a contract for design with the top ranked design team.

ADDITIONAL COMMITTEE CONSIDERATIONS

None.

Supporting Documentation Included: None

Submitted by: David Kratzer, Senior Vice President for Construction, Facilities, and Auxiliary Operations

Approved by the University of Florida Board of Trustees, December 7, 2023

Morteza "Mori" Hosseini, Chair

Ben Sasse, President and Corporate Secretary

**COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS
ACTION ITEM FC12
December 7, 2023**

SUBJECT: Construction Projects Budget Amendments

BACKGROUND INFORMATION

The Construction Projects Report has been developed to provide the Trustees with a quarterly 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 being 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-200	University Public Safety Building (Police Department)	\$29,588,618	\$200,000	Business Affairs	\$29,788,618
UF-632	Data Science and Information Technology Building	\$153,106,319	\$136,466	Business Services	\$153,242,785
UF-687	Broward Dining Facility Renovation and Addition	\$20,000,000	\$5,540,000	Business Services, Chartwells and Business Affairs (ADA)	\$25,540,000
UF-692	Chemical Engineering Renovation & Remodeling	\$30,000,000	\$7,885,399	Deferred Maintenance and Carry Forward (MP05287 & MP07456)	\$37,885,399

ADDITIONAL COMMITTEE CONSIDERATIONS

None.

Supporting Documentation Included: Construction Projects Report

Submitted by: Curtis A. Reynolds, Vice President for Business Affairs

Approved by the University of Florida Board of Trustees, December 7, 2023

Morteza “Mori” Hosseini, Chair

Ben Sasse, President and Corporate Secretary

University of Florida Board of Trustees

Major Capital Construction Projects - Update

Meeting Date: December 07, 2023

Report Date: November 30, 2023

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	UF-606	Whitney Laboratory for Marine Bioscience	\$ 28,500,000	\$ 39,200,000	\$ -		\$ 10,700,000		\$ 39,200,000	February-2025	Construction 3% completed. Early Release Package started. Authorization for the balance of construction in progress.
Construction	UF-632	Data Science and Information Technology Building	\$ 135,000,000	\$ 153,106,319	\$ 136,466	Business Services	\$ 18,106,319	N	\$ 153,242,785	July/August 2023	Project is Substantially Completed - November 2023
Construction	UF-644	Inner Road Resurfacing & Landscape Improvements	\$ 7,058,000	\$ 7,058,000	\$ -		\$ -		\$ 7,058,000	August-2024	Construction 20 % completed
Construction	UF-644A	Inner Road Thermal Infrastructure Improvements	\$ 14,085,000	\$ 14,085,000	\$ -		\$ -		\$ 14,085,000	December-2024	Construction 40 % completed
Construction	UF-644B-2	Steam and Electrical- Hub to Newell (Phase 2)	\$ 15,070,000	\$ 15,070,000	\$ -		\$ -		\$ 15,070,000	December-2024	Construction 30 % completed
Construction	UF-653	Architecture - DCP Collaboratory Addition	\$ 38,750,000	\$ 40,013,600	\$ -		\$ 1,263,600		\$ 40,013,600	April-2025	Construction 5% completed
Construction	UF-653A	Architecture - Renovation/Remodeling	\$ 6,250,000	\$ 6,250,000	\$ -		\$ -		\$ 6,250,000	April-2025	Construction 5% completed
Construction	UF-654	Honors College Residential Facilities	\$ 220,000,000	\$ 220,000,000	\$ -		\$ -		\$ 220,000,000	Building 1 & 3 : 08/05/23	Construction 95% Complete.
										Building 2: 03/27/24	Bldgs 1 & 3: Occupancy 08/14/23. Final Completion: 01/26/24
										Building 4: 04/01/2024	Bldgs 2, 4, 5 Completion date being negotiated.
										Building 5: 02/28/24	Shell Space - Planned Completion December 2024
Construction	UF-685	Holland Law ESCO Heating Hot Water Conversion	\$ 34,000,000	\$ 34,000,000	\$ -		\$ -		\$ 34,000,000	November-2024	Construction 25% completed
Construction	UF-685A	Holland Law ESCO ITC	\$ 5,000,000	\$ 5,000,000	\$ -		\$ -		\$ 5,000,000	November-2024	Construction 25% completed
Construction	UF-687	Broward Dining Facility Renovation and Addition	\$ 20,000,000	\$ 20,000,000	\$ 5,540,000	Business Services, Chartwells and Business Affairs (ADA)	\$ -	N	\$ 25,540,000	October-2024	Construction Commence - November 2023
Construction Total	(11 Projects)		\$ 523,713,000	\$ 553,782,919	\$ 5,676,466		\$ 30,069,919		\$ 559,459,385		

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 2024 through 2027	Professional Selection in Progress
Design	UAA-530	Basketball Practice Facility Renovation	\$ 8,000,000	\$ -	\$ -		\$ -		\$ 8,000,000	December-2024	Design In Progress
Design	UF-396	Thompson Center for Earth Systems (Addition to Powell Hall FLMNH)	\$ 30,000,000	\$ -	\$ -		\$ -		\$ 30,000,000	August-2026	DD Phase Completed
Design	UF-671	Harn Museum American Art Wing	\$ 20,000,000	\$ -	\$ -		\$ -		\$ 20,000,000	TBD	On hold. Donor fundraising underway.
Design	UF-675	New Student Testing & Disability Resource Center	\$ 29,160,000	\$ -	\$ -		\$ -		\$ 29,160,000	March-2026	ASD Phase Completed
Design	UF-681	Flavet Outdoor Recreation	\$ 6,900,000	\$ -	\$ -		\$ -		\$ 6,900,000	February-2026	Design in Progress - CM Selection in Progress.
Design	UF-692	Chemical Engineering Renovation & Remodeling	\$ 30,000,000	\$ -	\$ 7,885,399	Deferred Maintenance and Carry Forward (MP05287 & MP07456)	\$ -	N	\$ 37,885,399	Phased completion 2026-2028	Facilities Program Completed - Professional selections in Progress. Building is occupied and project will be implemented in phases.
Design	UF-693	Communicore Ground and third level Renovation	\$ 10,000,000	\$ -	\$ -		\$ -		\$ 10,000,000	May-2026	Facilities Program Completed - A/E selection in Progress, followed by CM and Cx Selection
Design	UF-698	Center for Applied Artificial Intelligence - Balm	\$ 30,000,000	\$ -	\$ -		\$ -		\$ 30,000,000	December-2026	Facilities Program signed. A/E and CM selection in progress. Cx to follow.
Design	UF-1112	Basic Science Third Floor Renovation	\$ 10,600,000	\$ -	\$ -		\$ -		\$ 10,600,000	September-2026	Facilities Program Completed. D/B contract negotiation near completion and design phase to commence in January 2024.
Design Total	(10 Projects)		\$ 574,660,000	\$ -	\$ 7,885,399		\$ -		\$ 582,545,399		

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-318	Dental Science Building	\$ 235,000,000	\$ -	\$ -		\$ -		\$ 235,000,000	TBD	Facility Program Development
Planning	UF-626	Academic & Research Collaboration Center	\$ 22,000,000	\$ -	\$ -		\$ -		\$ 22,000,000	TBD	Project placed on hold.
Planning	UF-652	Biomedical & Life Sciences Research Building & Various Renovations	\$ 250,000,000	\$ -	\$ -		\$ -		\$ 250,000,000	TBD	AE & CM selection in Progress. Project currently on hold.
Planning	UF-658	Phillips Center Feasibility Study and Renovation	\$ 15,000,000	\$ -	\$ -		\$ -		\$ 15,000,000	TBD	Feasibility study complete. Fundraising underway.
Planning	UF-672	New Music Building	\$ 50,000,000	\$ -	\$ -		\$ -		\$ 50,000,000	TBD	Programming in Progress - Selection to commence February 2024
Planning	UF-673	Early Childhood Collaborative	\$ 25,000,000	\$ -	\$ -		\$ -		\$ 25,000,000	TBD	Project placed on hold.
Planning	UF-677	PK Yonge Gymnasium	\$ 18,000,000	\$ -	\$ -		\$ -		\$ 18,000,000	TBD	Programming in Progress - Selection to commence January 2024. Additional \$3,000,000 is needed in Program phase due to escalation.
Planning	UF-682	Parking Garage 15	\$ 18,000,000	\$ -	\$ -		\$ -		\$ 18,000,000	TBD	Traffic study, GeoTech Exploration and Site Survey report completed. Program completed, but on hold.
Planning	UF-688	Gator Corner Refresh	\$ 12,000,000	\$ -	\$ -		\$ -		\$ 12,000,000	TBD	Facility Program Development. D/B selection to begin January 2024. Funding through Chartwells.
Planning	UF-689	Hamilton Center	\$ 47,000,000	\$ -	\$ -		\$ -		\$ 47,000,000	TBD	Facility Program Development underway. A/E Selection to commence December 2023.
Planning	UF-690	New Welcome Center (Student Success Center)	\$ 17,000,000	\$ -	\$ -		\$ -		\$ 17,000,000	TBD	Facility Program Development. Conceptual traffic study in progress.
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.
Planning	UF-695	Black Hall & Material Engineering Renovation	\$ 7,500,000	\$ -	\$ -		\$ -		\$ 7,500,000	TBD	Facilities Program Completed. A/E Selection in December 2024.
Planning	UF-TBD	IFAS Microbiology Teaching Lab Addition	\$ 5,500,000	\$ -	\$ -		\$ -		\$ 5,500,000	TBD	Facility Program Development
Planning	UF-TBD	Jacksonville Health & Financial Tech Graduate Education Center	\$ 250,000,000	\$ -	\$ -		\$ -		\$ 250,000,000	TBD	Facility Program Development
Planning	UF-TBD	Thermal Infrastructure Plant & Distribution Upgrades	\$ 100,000,000	\$ -	\$ -		\$ -		\$ 100,000,000	TBD	Facility Program Development
Planning	UF-TBD	West Palm Beach Global Center for Technology & Innovation	\$ 400,000,000	\$ -	\$ -		\$ -		\$ 400,000,000	TBD	Parcel study/report in progress
Planning Total	(17 Projects)		\$ 1,506,000,000	\$ -	\$ -		\$ -		\$ 1,506,000,000		
Grand Total	(38 Projects)		\$ 2,604,373,000	\$ 553,782,919	\$ 13,561,865		\$ 30,069,919		\$ 2,648,004,784		

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	University Public Safety Building (Police Department) & Centrex Building Renovation	\$ 26,000,000	\$ 29,000,765	\$ 200,000	Business Affairs	\$ 3,000,765	N	\$ 29,200,765	May-2023	Project is completed. Additional \$200,000 provided by Business Affairs to complete office furniture build out.
Post-Occupancy	UF-623B	Thermal Utilities Infrastructure (Museum Rd)	\$ 50,000,000	\$ 56,359,048	\$ -		\$ 6,359,048		\$ 56,359,048	August-2023	Campus roadway impacts complete and all roads are open as of 08/14/2023. Project punchlist and completion ongoing.
Post-Occupancy	UF-638	Student Health Care Center Phase 2 (Infirmary)	\$ 26,000,000	\$ 26,062,284	\$ -		\$ 62,284		\$ 26,062,284	March-2023	Building is occupied and project punchlist and completion ongoing.
Post-Occupancy	UF-668	Racquet Club Dining Renovation	\$ 7,000,000	\$ 7,000,000	\$ -		\$ -		\$ 7,000,000	August-2023	Project completed and in operation. Project closeout in progress.
Post-Occupancy	UF-679	Ronald McDonald House Renovation & Expansion	\$ 8,000,000	\$ 8,000,000	\$ -		\$ -		\$ 8,000,000	August-2023	Phase I renovation completed. Building Occupied as of 8/17/2023. Phase II to begin after funding has been appropriated.

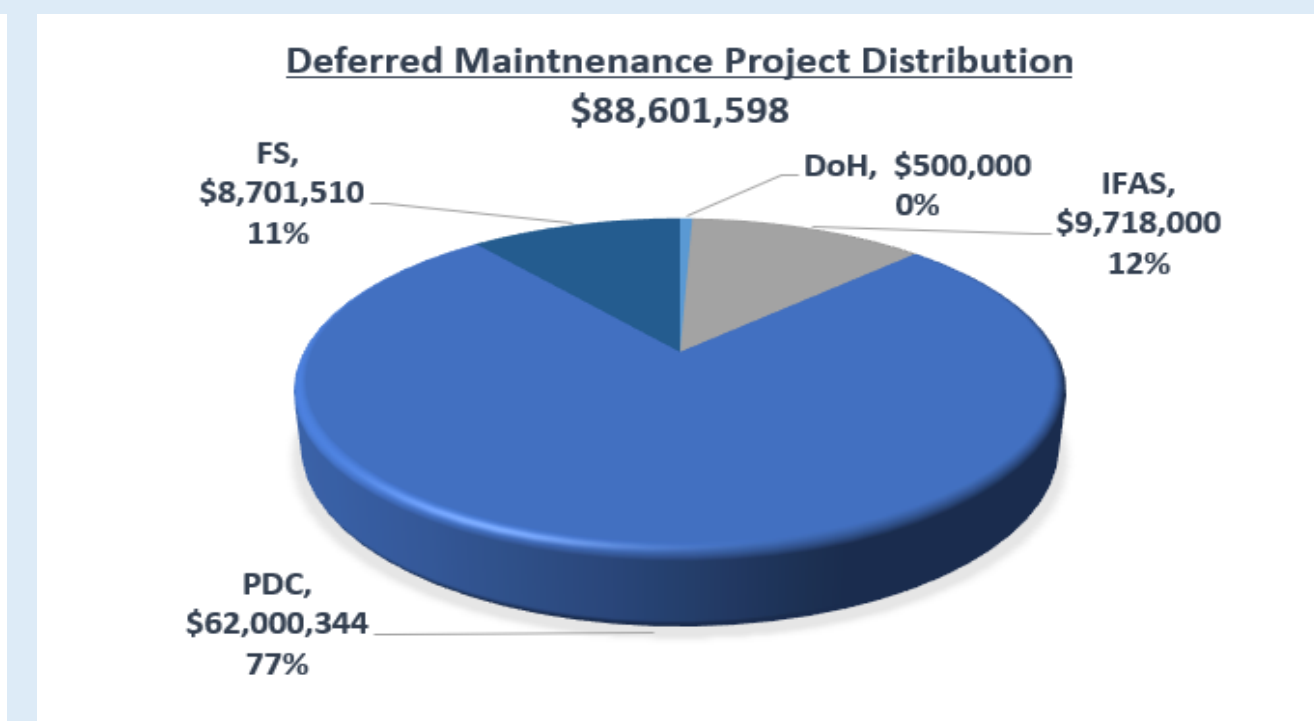
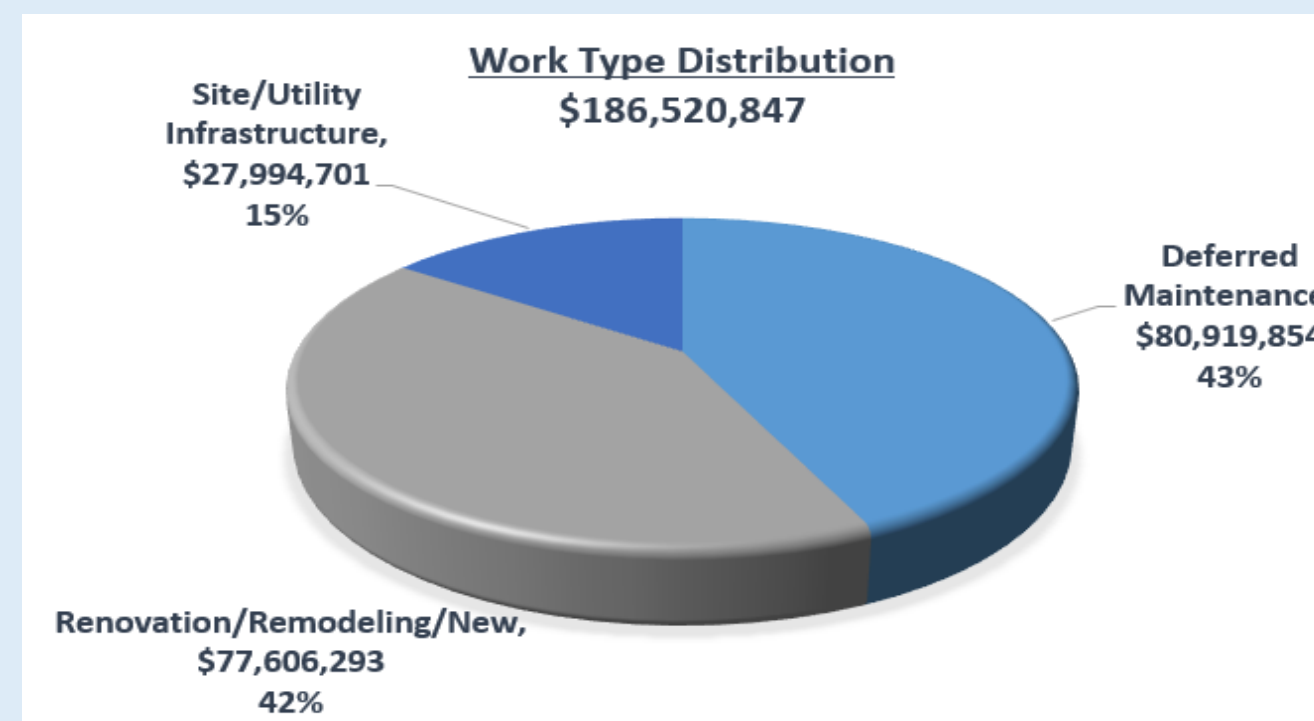
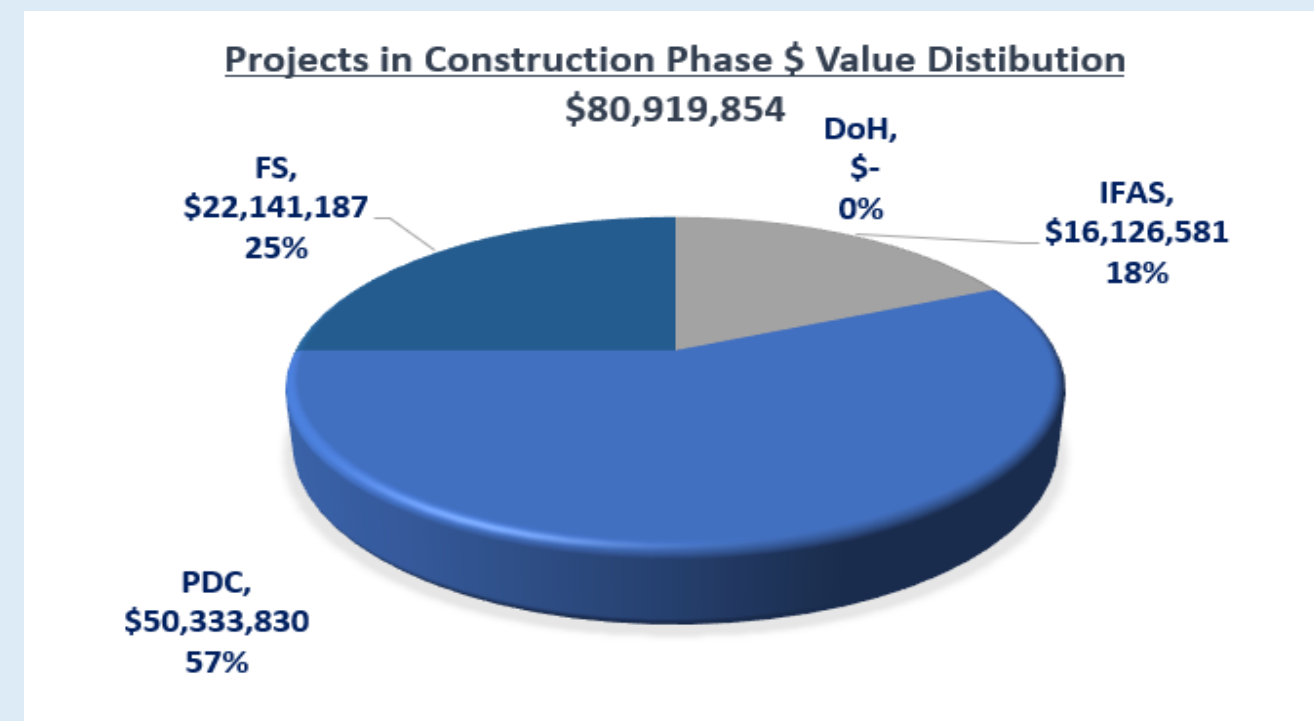
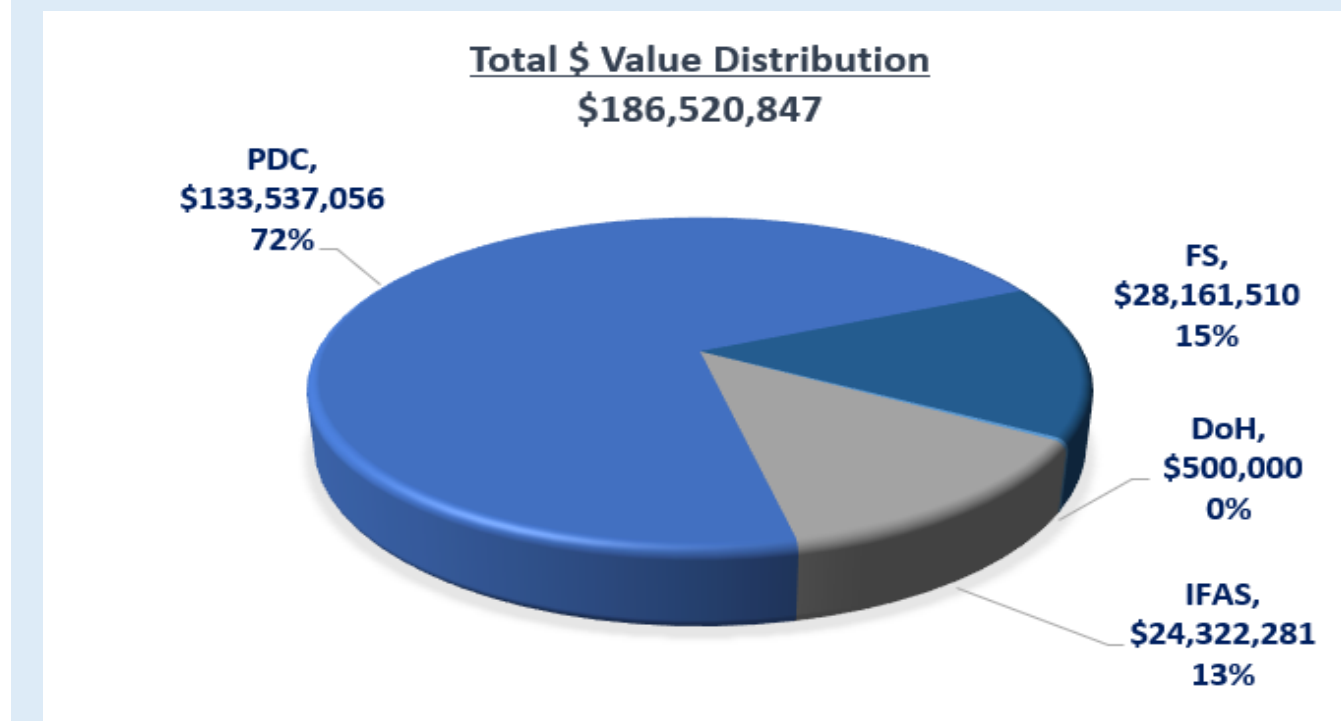
Chronology below sorted by Amendment Approval Date:

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-200	University Public Safety Building (Police Department) & Centrex Building Renovation	December 7, 2023	\$ 29,588,618	\$ 200,000	Business Affairs	\$ -	\$ 29,788,618	N	Project is completed. Additional \$200,000 from Business Affairs to complete office furniture build out.
Construction	UF-632	Data Science and Information Technology Building	December 7, 2023	\$ 153,106,319	\$ 136,466	Business Services	\$ -	\$ 153,242,785	N	Additional \$136,466 from Business Services for Café equipment, shelving and counter tops.
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)	\$ -	\$ 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)	\$ -	\$ 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.
Construction	UF-632	Data Science and Information Technology Building	June 8, 2023	\$ 150,504,692	\$ 2,601,627	UF Research, Facilities Services Utility Funds, Business Services, Unrestricted Funds and Departmental	\$ 2,601,627.00	\$ 153,106,319	N	Additional \$2,000,000 from UF Research for additional FF&E and sitework support. \$75,338.48 from Facilities Services Utility Funds for sitework support. \$50,000.00 from Business Services for design services of the Cafe. \$119,190 from Unrestricted Funds for additional FF&E and AV. \$357,098.67 from the College of Engineering for additional AV package.
Construction	UF-200	University Public Safety Building (Police Department) & Centrex Building Renovation	March 16, 2023	\$ 29,000,765	\$ 587,853	Unrestricted	\$ 587,853	\$ 29,588,618	N	Additional \$587,853 is to utilize alternate Q-Pac Fan in lieu of the Carrier system which is still not in production in effort to complete this project in May 2023.
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.
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-632	Data Science and Information Technology Building	December 8, 2022	\$ 150,000,000	\$ 504,692	Donor, Business Services & Accrued Interest on account	\$ 504,692	\$ 150,504,692	N	Additional \$460,000 donated by Chris Malachowsky for Solar panel system to achieve LEED Platinum certification, \$25,000 received from UF Business Services to repay for design services of Café and \$19,691.66 added from accrued interest on account principle.
Construction	UF-200	University Public Safety Building (Police Department) & Centrex Building Renovation	June 16, 2022	\$ 28,250,765	\$ 750,000	Unrestricted	\$ 750,000	\$ 29,000,765	N	Additional \$750,000 from Unrestricted Funds to account for budget shortfall due to the cost escalation for technology, telecommunications and security systems.
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
Construction	UF-638	Student Health Care Center Phase 2 (Infirmary)	June 16, 2022	\$ 26,000,000	\$ 62,284	Auxiliary	\$ 62,284	\$ 26,062,284	N	Additional \$62,284 was provided by the department for User group requested changes to the scope of the project including additional floor boxes, changes to planter wall, adding interior sliding windows, etc.
Construction	UF-623B	Thermal Utilities Infrastructure (Museum Rd)	April 21, 2022	\$ 53,429,048	\$ 2,930,000	Facilities Services Auxiliary Funds, Carry Forward	\$ 2,930,000	\$ 56,359,048	N	Facilities Services is providing \$2,900,000 for the added scope of domestic water pipe replacement, additional Construction Administration services and change orders from the contractor and additional unforeseen conditions after 50% construction. Business Affairs is adding \$30,000 in Carry Forward funding for on-campus digital signage to help with traffic and pedestrian flow related to active construction.
Construction	UF-200	University Public Safety Building (Police Department) & Centrex Building Renovation	December 2, 2021	\$ 26,000,000	\$ 2,250,765	Auxiliary, Unrestricted	\$ 2,250,765	\$ 28,250,765	N	The project incurred market pricing increases on all major building materials including, but not limited to steel and concrete (Due to the "hardened" nature of the facility, including the bulk of the building's robust structure and skin), metal studs, plumbing and fire protection piping, mechanical units and ductwork, and electrical conduit. Further, increased fuel prices increased virtually all materials costs starting from mining of the raw materials, to production of products, to final delivery to jobsite. The User Group recognized the increased financial demands upon the project and infused additional funding to insure its viability.
Construction	UF-623B	Thermal Utilities Infrastructure (Museum Rd)	June 10, 2021	\$ 50,000,000	\$ 1,394,812	Facilities Services Auxiliary Funds	\$ 1,394,812	\$ 51,394,812	N	The original planning/programming budget for the project is \$50,000,000. The project was "Hard Bid", and requires budget increase of \$1,394,812 to accommodate bid results. Additional funding has been provided by Facilities Services from Auxiliary sources.
Construction	UF-632	Data Science and Information Technology Building	March 18, 2021	\$ 150,000,000	\$ -	Carry Forward	\$ -	\$ 150,000,000	Y	This amendment does not increase the project budget total, but revises funding commitments by the College of Engineering to include \$2,210,927 in Carry Forward Funding. This "flavor of funding" use of Carry Forward funds is permissible under BOG Regulation 14.003(2).i. BOG Facilities staff has indicated this amendment should be reported during the annual FCO Budget Update/Submission.

University of Florida Board of Trustees
 Minor Capital Construction Projects (\$2M - \$4M in Construction Costs)
 (Summary Below for Projects <\$2M)
 Meeting Date: December 07, 2023
 Report Date: November 30, 2023

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	MP04667	Powell Hall (FLMNH), 0130-EXHIBITION NW	\$ 3,642,125	\$ 3,667,125	\$ 118,920	Department (FLMNH)	\$ 25,000		\$ 3,786,045	February-2024	Construction 60% Completed.
Construction	UF-266D	Chemical Engineering Student Center corrections	\$ 2,952,529	\$ 2,952,529	\$ -		\$ -		\$ 2,952,529	September-2024	Construction started.
Construction	MP06916	Orthopaedics Institute Renovation	\$ 2,893,656	\$ 2,893,656	\$ -		\$ -		\$ 2,893,656	December-2024	Design Completed - On hold pending funds.
Construction	MP07232	Engineering Building Renovation	\$ 3,548,143	\$ -	\$ -		\$ -		\$ 3,548,143	September-2024	Construction Started.
Construction	MP08296	Grinter hall HVAC Control System (DM)	\$ 2,238,300	\$ -	\$ -		\$ -		\$ 2,238,300	July 2024	Construction 10% Complete.
Construction	MP04860	Reitz Union, Elevator Upgrade	\$ 2,000,864	\$ -	\$ -		\$ -		\$ 2,000,864	March-2024	Construction 80% Completed.
Construction Total		(6 Projects)	\$ 17,275,617	\$ 9,513,310	\$ 118,920		\$ 25,000		\$ 17,419,537		
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	MP08459	Constans Theatre Ceiling Repairs	\$ 3,900,000	\$ -	\$ -		\$ -		\$ 3,900,000	September-2024	Conceptual Schematics.
Design	MP07468	Reitz Union - Repair South Terrace Concrete and Seawall (DM)	\$ 3,543,818	\$ -	\$ -		\$ -		\$ 3,543,818	September-2024	Design at 50% CD's.
Design	MP08348	Florida Pool Repairs - Phase 1 (DM)	\$ 3,357,400	\$ -	\$ -		\$ -		\$ 3,357,400	March-2025	Design Proceeding.
Design	UT00861	Center Drive Steam & Waste Water Piping Replacement	\$ 3,000,000	\$ -	\$ -		\$ -		\$ 3,000,000	January-2024	Design Proceeding.
Design	MP06892	Baby Gator Diamond Village	\$ 2,665,390	\$ -	\$ -		\$ -		\$ 2,665,390	November-2024	Design on Hold .
Design	IF23169	B0717 - Convert Classrooms into Labs	\$ 2,614,220	\$ -	\$ -		\$ -		\$ 2,614,220	December-2024	Design Development.
Design	IF23142	B0459 - BAS and Ductwork Replacement (DM)	\$ 2,350,000	\$ -	\$ -		\$ -		\$ 2,350,000	December-2024	Design at 50% CD's.
Design	MP07893	Stetson Medical Sciences - AHU's and FCU Replacement (DM)	\$ 2,014,500	\$ -	\$ -		\$ -		\$ 2,014,500	December-2024	Design at 50% CD's.
Design	MP07381	Nuclear Field Building Renovation	\$ 2,945,923	\$ -	\$ -		\$ -		\$ 2,945,923	October-2024	Design at 50% CD's.
Design Total		(9 Projects)	\$ 26,391,251	\$ -	\$ -		\$ -		\$ 26,391,251		
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	IF23190	B0981-Suite 1012 Renovation	\$ 4,647,503	\$ -	\$ -		\$ -		\$ 4,647,503	August-2024	Project in Planning.
Planning	MP08441	Engineering 2nd Floor Admin Suite Renovation	\$ 3,999,000	\$ -	\$ -		\$ -		\$ 3,999,000	October-2024	Project in Planning.
Planning	MP08676	COM 4th Floor Renovation	\$ 3,904,689	\$ -	\$ -		\$ -		\$ 3,904,689	March-2025	Project in Planning.
Planning	PL00016	UF Wayfinding	\$ 3,476,539	\$ -	\$ -		\$ -		\$ 3,476,539	August-2024	Project in Planning.
Planning	MP07913	Music Building Sound Mitigation	\$ 3,268,658	\$ -	\$ -		\$ -		\$ 3,268,658	August-2024	Study in Progress.
Planning	MP06749	Gator Band Bldg - Phase 2 Band Practice Field Facility	\$ 3,267,913	\$ -	\$ -		\$ -		\$ 3,267,913	TBD	On hold. Donor fundraising underway.
Planning	MP08677	ARB, Building Systems Repairs	\$ 2,904,689	\$ -	\$ -		\$ -		\$ 2,904,689	March-2025	Project in Planning.
Planning	MP08366	Engineering HVAC Controls System Wet (DM)	\$ 2,797,900	\$ -	\$ -		\$ -		\$ 2,797,900	December-2024	Project in Planning.
Planning	MP08347	Florida Pool Repairs - Phase 2 (DM)	\$ 2,238,300	\$ -	\$ -		\$ -		\$ 2,238,300	December-2024	Project in Planning.
Planning	MP08076	Facilities Services Human Resources Renovation	\$ 2,143,476	\$ -	\$ -		\$ -		\$ 2,143,476	December-2024	Project in Planning.
Planning	MP06840	Cultural Plaza Landscape	\$ 2,000,000	\$ -	\$ -		\$ -		\$ 2,000,000	March-2025	Project in Planning.
Planning Total		(11 Projects)	\$ 34,648,667	\$ -	\$ -		\$ -		\$ 34,648,667		
Grand Total		(26 Projects)	\$ 78,315,535	\$ 9,513,310	\$ 118,920		\$ 25,000		\$ 78,459,455		

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



University of Florida Board of Trustees

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

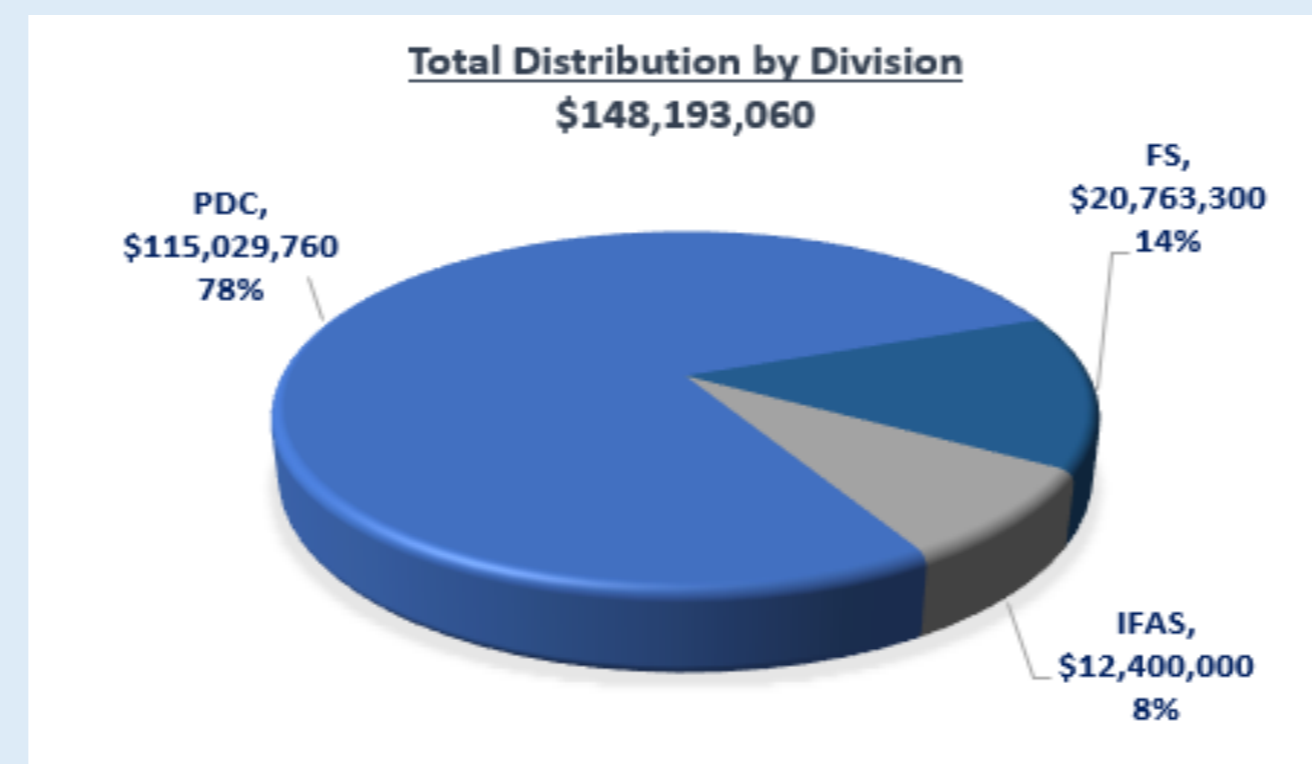
Major Projects >\$4 in Construction Costs, Minor Capital Construction Projects \$2M - \$4M in Construction Costs and Summary Below for Projects <\$2M

Meeting Date: December 07, 2023

Report Date: November 30, 2023

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 Total		(0 Projects)	\$ -	\$ -	\$ -		\$ -		\$ -		
Design	UF-665	O'Connell Center Replace Pool and Mechanical Equipment	\$ 4,000,000	\$ -	\$ -		\$ -		\$ 4,000,000		Design on hold.
Design	UF-684	O'Connell Center Replace Roof and Recoat Flumes (Phase 1 & 2)	\$ 6,714,800	\$ -	\$ -		\$ -		\$ 6,714,800		Design Beginning.
Design Total		(2 Project)	\$ 10,714,800	\$ -	\$ -		\$ -		\$ 10,714,800		
Planning	UF-683	Dental Science Building- Envelope Repairs	\$ 9,953,960	\$ -	\$ -		\$ -		\$ 9,953,960		Programming in progress.
Planning	UF-TBD	Dental Sciences- HVAC	\$ 5,000,000	\$ -	\$ -		\$ -		\$ 5,000,000		Programming in progress.
Planning	UF-TBD	Florida Gym Pool Replace (Phase 1 & 2)	\$ 5,595,700	\$ -	\$ -		\$ -		\$ 5,595,700		Programming in progress.
Planning Total		(3 Projects)	\$ 20,549,660	\$ -	\$ -		\$ -		\$ 20,549,660		
Total Majors		(5 Projects)	\$ 31,264,460	\$ -	\$ -		\$ -		\$ 31,264,460		
Capital Minor Projects											
Construction	MP08294	Norman Hall- Tile Roof Sections/Roof Replacement	\$ 3,917,000	\$ 3,917,000	\$ -		\$ -		\$ 3,917,000	December-2023	Construction Proceeding- 80%
Construction	MP08296	Grinter Hall- HVAC Controls, system and Distribution Networks	\$ 2,238,300	\$ 2,238,300	\$ -		\$ -		\$ 2,238,300	October-2024	Construction Proceeding- 1%
Construction Total		(2 Projects)	\$ 6,155,300	\$ 6,155,300	\$ -		\$ -		\$ 6,155,300		
Design	MP07468	Reitz Union - Repair South Terrace Concrete and Seawall	\$ 3,543,818	\$ -	\$ -		\$ -		\$ 3,543,818	September-2024	Design Progressing- 50% CDs
Design	MP07456	Chemical Engineering- Replace AHU-16, 18, 19, 20	\$ 2,797,900	\$ -	\$ -		\$ -		\$ 2,797,900	September-2024	Design Progressing- 50% CDs
Design	IF23142	Animal Sciences- HVAC Duct & BAS Replacement	\$ 2,350,000	\$ -	\$ -		\$ -		\$ 2,350,000	May-2024	Design Progressing.- 50% CDs
Design	MP07893	Stetson Medical Sciences AHU Replacement- 4 Units and FCU's	\$ 2,014,500	\$ -	\$ -		\$ -		\$ 2,014,500	March-2024	Design Progressing- 50% CDs
Design Total		(4 Projects)	\$ 10,706,218	\$ -	\$ -		\$ -		\$ 10,706,218		
Planning	MP08468	Communicore- Electrical Distribution Throughout	\$ 4,271,300	\$ -	\$ -		\$ -		\$ 4,271,300	October-2023	Project in Planning.
Planning	MP-TBD	Anderson Hall Restore Historic Roof, Underlayment is gone- Major Leaks	\$ 2,797,900	\$ -	\$ -		\$ -		\$ 2,797,900	TBD	Project in Planning.
Planning	MP08366	Engineering Building HVAC Controls System Wet	\$ 2,797,900	\$ -	\$ -		\$ -		\$ 2,797,900	December-2024	Project in Planning.
Planning	MP-TBD	Dental Science Building- Electrical	\$ 2,500,000	\$ -	\$ -		\$ -		\$ 2,500,000	TBD	Project in Planning.
Planning	MP-TBD	Dental Science Building- Mechanical	\$ 2,500,000	\$ -	\$ -		\$ -		\$ 2,500,000	TBD	Project in Planning.
Planning Total		(5 Projects)	\$ 14,867,100	\$ -	\$ -		\$ -		\$ 14,867,100		
Total Majors (>\$4m)		(5 Projects)	\$ 31,264,460	\$ -	\$ -		\$ -		\$ 31,264,460		
Total Capital Minors (\$2m-\$4m)		(11 Projects)	\$ 31,728,618	\$ -	\$ -		\$ -		\$ 31,728,618		
Total Minors (<\$2m)		(160 Projects)	\$ 85,199,982	\$ -	\$ -		\$ -		\$ 85,199,982		
Grand Total		(176 Projects)	\$ 148,193,060	\$ -	\$ -		\$ -		\$ 148,193,060		

Funding Distribution by Division "Graphical Summary"



COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS

ACTION ITEM FC13

December 7, 2023

SUBJECT: Health Science Center Performance Contract

BACKGROUND INFORMATION

The University of Florida Business Affairs, in an on-going effort to reduce energy costs, upgrade existing facilities, and reduce critical deferred maintenance, is currently implementing a performance based contract in the Holland Law District of Campus (“Holland District”) and plans to implement performance-based energy efficiency contracts in three (3) additional districts of campus; the Health Science Center District of Campus (“Health Science Center District”); the Vet Med District of Campus (“Vet Med District”), and the Cancer & Genetics District of Campus (“Cancer & Genetics District”). Following on the successful BOT approved Energy Service Contract (ESCO) project engagements with Siemens Industry, Inc. (“Siemens”) at IFAS Entomology & Nematology facility and the College of Veterinary Medicine Chilled Water & Steam plant, Siemens is completing Detailed Feasibility Assessments (“DFAs”) and Investment Grade Audits (the “IGAs”) to identify, and propose solutions for significant infrastructure needs in these three (3) districts of Campus.

On August 16, 2022 the UF-BOT approved the Health Science Center District DFA and IGA, which identified a number of energy saving opportunities as well as critical infrastructure issues and needs in the Health Science Center District (specifically the Dental Building) including:

Health Science Center District – Performance Contract Agreement (PCA)

- Rebuild or replacement of all basement Air Handling Units to improve HVAC reliability, control, building comfort, and renew end of life infrastructure
- Facility-wide LED lighting upgrade to enhance facility aesthetics and improve efficiency, while providing better user-level control
- Replacement and upgrade of plumbing fixtures for renewal of spaces and water efficiency
- Ductwork enhancements to improve IAQ and air distribution system
- Building automation and mechanical upgrades to improve comfort and energy efficiency of spaces focusing on floors basement through 3rd floor
- Electrical system upgrades for efficiency and resiliency

Based on the DFA and IGA designs and recommendations, Siemens has identified and presented solutions for the Health Science Center District. Presently the University is seeking BOT approval to enter into a Performance Contracting Agreement (“PCA”) with Siemens for the project at Health Science Center District with a total final design and construction budget not to exceed \$40M with guaranteed energy savings of \$25M and elimination of \$32M in deferred maintenance. The University will utilize a blend of internal and external funding sources as confirmed by the University Chief Finance Officer (CFO).

PROPOSED COMMITTEE ACTION

The Committee on Facilities and Capital Investments is asked to approve for recommendations to the Board of Trustees for its approval on the Consent Agenda:

- (a) the University’s entering into a Performance Contracting Agreement (the “PCA”) with Siemens for an energy efficiency performance contract for the Health Science Center District;
- (b) the University’s entering into a Finance Agreement (the “FA”) for the Health Science Center District PCA related financing;
- (c) authorization of the University President, and/or the Vice President for Business Affairs, as designee, acting singly to perform all acts and execute all documents necessary or desirable and in the interests of the University, in the President’s designee’s judgment, in connection with negotiating, documenting and entering into the PCA and FA, except that the terms of any such PCA and finance agreements shall be consistent with the following:
 - i. The PCAs shall be produced in a manner consistent with University procedures as well as processes outlined in Florida Statutes 489.145 and 1013.23
 - ii. The length of the term of the developed project concepts and financial pro-forma utilized in the PCA and finance agreements shall not exceed the expected useful life of the proposed energy efficiency equipment and improvements.
 - iii. Siemens shall identify, quantify, and guarantee any savings resulting from the developed improvements.
 - iv. Any fees paid to Siemens in connection with the PCA shall be commercially reasonable and commensurate with such fees as the University would typically pay on a performance project of similar nature, scope, size, and complexity.
 - v. The total final design and construction budgets for the Health Science Center District project shall not exceed \$40,000,000 based on the current scope.
 - vi. The amount financed in the FA shall not exceed \$40,000,000 and any fees paid in connection with the FA shall be commercially reasonable and commensurate with such fees as the University would typically pay for financing project of similar nature, scope, size, and complexity.
 - vii. Payments on the loan should not commence until construction is complete.
 - viii. Closing and prepaid costs of financing shall be at commercially reasonable, market rates and terms.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors approval is required for PCA phase of each individual District project where external financing will exceed \$10M.

Supporting Documentation: None

Submitted by: Curtis A. Reynolds, Vice President for Business Affairs

Approved by the University of Florida Board of Trustees, December 7, 2023

Morteza "Mori" Hosseini, Chair

Ben Sasse, President and Corporate Secretary



**COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS
ACTION ITEM FCI4
December 7, 2023**

SUBJECT: Durbin Park General Contractor Fee Structure

BACKGROUND INFORMATION

The University of Florida is expanding its UF Health presence in the Durbin Park region of Florida. To date, UF Health has solicited general contractor bids, evaluated potential firms for fit, and negotiated a new general contractor fee structure with Batson Cook/Stellar.

PROPOSED COMMITTEE ACTION

The Committee on Facilities and Capital Investments is asked to approve the negotiated fee structure of \$6.3M for Batson Cook/Stellar's general contractor services for Durbin Park for recommendation to the Board of Trustees for approval on the Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

None.

Supporting Documentation Included: Proposed Fee Structure

Submitted by: David Kratzer, Senior Vice President for Construction, Facilities, and Auxiliary Operations

Approved by the University of Florida Board of Trustees, December 7, 2023

Morteza "Mori" Hosseini, Chair

Ben Sasse, President and Corporate Secretary

Proposed Fee

GC Fee	Rate
Fee (%)	2.95%
Fee (\$)	\$7,064,300



Negotiated Fee

GC Fee	Rate
Fee (%)	2.5%
Fee (\$)	\$6,300,000



COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS
ACTION ITEM FCIS
December 7, 2023

SUBJECT: Naming: “Charles S. Buster and John C. DeMott Greenhouse”

BACKGROUND INFORMATION

In recognition of the many generous and significant contributions made by Miami-Dade County Chapter of Florida Nursery, Growers, and Landscape Association (FNGLA) to the University of Florida, the University and the University of Florida Foundation seek to name the greenhouse at the Tropical Research Education Center (TREC) in Homestead, Florida the “Charles S. Buster and John C. DeMott Greenhouse.”

PROPOSED COMMITTEE ACTION

The Committee on Facilities and Capital Investments is asked to approve the naming of the greenhouse at the Tropical Research Education Center (TREC) in Homestead, Florida the “Charles S. Buster and John C. DeMott Greenhouse” (Resolution R23-303) 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: Miami Dade County Chapter FNGLA Summary, Support Letter, and Resolution R23-303

Submitted by: Maria Gutierrez Martin, Interim Vice President for Advancement

Approved by the University of Florida Board of Trustees, December 7, 2023

Morteza “Mori” Hosseini, Chair

Ben Sasse, President and Corporate Secretary



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES
RESOLUTION**

Number: R23-303

Subject: Naming the Charles S. Buster and John C. DeMott Greenhouse at the Tropical Research Education Center (TREC) in Homestead, FL

Date: December 7, 2023

WHEREAS, Miami-Dade County Chapter of Florida Nursery, Growers, and Landscape Association (FNGLA) have made many generous and significant contributions to the University of Florida;

WHEREAS, in grateful recognition for these contributions, the University seeks to name the greenhouse at the Tropical Research Education Center (TREC) in Homestead, FL the "Charles S. Buster and John C. DeMott Greenhouse;"

WHEREAS, the University of Florida Foundation seeks to name the greenhouse at the Tropical Research Education Center (TREC) in Homestead, FL the "Charles S. Buster and John C. DeMott Greenhouse;"

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 greenhouse at the Tropical Research Education Center (TREC) in Homestead, FL the "Charles S. Buster and John C. DeMott Greenhouse;"

Adopted this 7 day of December 2023, by the University of Florida Board of Trustees.

Morteza "Mori" Hosseini, Chair

Ben Sasse, President and Corporate Secretary

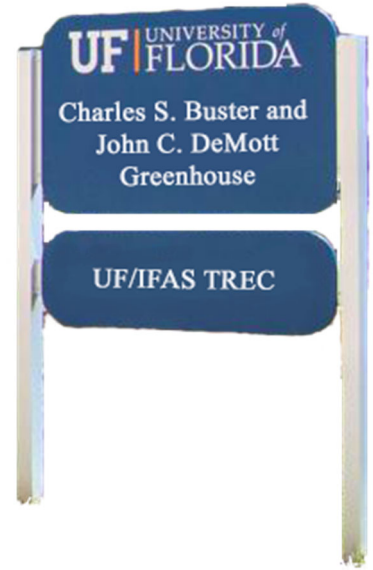


Miami Dade County Chapter FNGLA

As the nation's largest state nursery and landscape association, FNGLA represents Florida's environmental horticulture industry which generated \$31.4 billion total output sales in 2020 and directly employed 266,000+ people. Through FNGLA's efforts, the entirety of Florida's nursery and landscape industry benefits!

FNGLA dates back to 1952 and today is a vibrant network of professionals who work in unison to shape the future of Florida's nursery and landscape industry. Through the association's activities, FNGLA strives to advance member's business interests and enhance their success.

FNGLA is a member-driven association that recognizes the need for individual industry members to unify. FNGLA works to better the industry, raising the bar on professionalism by spearheading marketing programs, providing promotional and educational venues for members, taking a leadership role in protecting and promoting our members' business interests, communicating the latest industry issues and providing professional accreditation to interested individuals.



September 12, 2023

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 Miami-Dade County Chapter of FNGLA on a proposed naming for the "John DeMott Greenhouse" at the Tropical Research and Education Center (TREC) in Homestead, Florida.

The Miami-Dade County Chapter of FNGLA has historically supported TREC with _____ in giving and on August 15, made an additional pledge of _____) for a total of _____ in support. The Miami-Dade County Chapter of FNGLA would like to memorialize John DeMott, a leader in the nursery industry in South Florida.

I respectfully request your support and assistance advancing this proposed naming to President Sasse, 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,



Robert A. Gilbert
Interim Senior Vice President
University of Florida Institute of Food and Agricultural Sciences

Once complete please send PDF to namings@uff.ufl.edu



COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS
ACTION ITEM FCI6
December 7, 2023

SUBJECT: Naming: “Paul and Susan Robell Asian Water Garden Bridge”

BACKGROUND INFORMATION

In recognition of the many generous and significant contributions made by Paul and Susan Robell to the University of Florida, the University and the University of Florida Foundation seek to name the footbridge in the Asian Water Garden Bridge at the Harn Museum the “Paul and Susan Robell Asian Water Garden Bridge.”

PROPOSED COMMITTEE ACTION

The Committee on Facilities and Capital Investments is asked to approve the naming of the footbridge in the Asian Water Garden Bridge at the Harn Museum the “Paul and Susan Robell Asian Water Garden Bridge” (Resolution R23-304) 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: Biographies, Support Letter, and Resolution R23-304

Submitted by: Maria Gutierrez Martin, Interim Vice President for Advancement

Approved by the University of Florida Board of Trustees, December 7, 2023

Morteza “Mori” Hosseini, Chair

Ben Sasse, President and Corporate Secretary



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES
RESOLUTION**

Number: R23-304

Subject: Naming the Paul and Susan Robell Asian Water Garden Bridge in the Asian Water Garden Bridge at the Harn Museum

Date: December 7, 2023

WHEREAS, Paul and Susan Robell have made many generous and significant contributions to the University of Florida;

WHEREAS, in grateful recognition for these contributions, the University seeks to name the footbridge in the Asian Water Garden at the Harn Museum the “Paul and Susan Robell Asian Water Garden Bridge;”

WHEREAS, the University of Florida Foundation seeks to name the footbridge in the Asian Water Garden at the Harn Museum the “Paul and Susan Robell Asian Water Garden Bridge;”

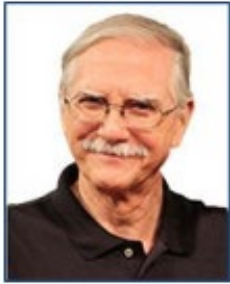
WHEREAS, the University of Florida Board of Trustees has naming authority conferred by the Florida Board of Governors under its Regulations 1.001 and 9.005;

NOW, THEREFORE, the University of Florida Board of Trustees hereby resolves that the footbridge in the Asian Water Garden at the Harn Museum the “Paul and Susan Robell Asian Water Garden Bridge;”

Adopted this 7 day of December, 2023, by the University of Florida Board of Trustees.

Morteza “Mori” Hosseini, Chair

Ben Sasse, President and Corporate Secretary



Mickey A. Singer (Donor)

Michael A. Singer (UF, BA Accounting '69 & MA Business '70) – Alachua, FL

In 1981, Mickey Singer founded Medical Manager, a software development company that transformed the medical practice management industry. The company eventually attracted the attention of WebMD, which purchased Medical Manager and its subsidiary for \$2.13B in 2000. Mickey subsequently served several roles in WebMD and its affiliated entities until his resignation in February 2005. WebMD was later purchased by Emdeon Corp. and then by Sage Software and continues to operate in Alachua, FL. Mickey is president of Temple of the Universe, the non-profit spiritual/meditation center in Alachua which he founded in 1975. He is also a highly acclaimed author; his autobiography, *The Surrender Experiment*, was published in 2015. He has also written *The Untethered Soul*, *The Search for Truth and Three Essays on Universal Law – The Laws of Karma, Will and Love*. Along with his more than four decades of spiritual teaching, Mickey has made major contributions in the areas of business, education, healthcare, and environmental protection.

Paul A. Robell & Susan P. Robell (Honorees)



Paul (Dickinson College, BA '66; Columbia University, MA '67 and Susan (deceased) (Duke University, BA '65) Robell – Gainesville, FL

Paul: University of Florida – Vice President (1990-2010)

- Joined UF in 1987 as Director of the “Embrace Excellence” campaign before going on to lead the Office of Development and Alumni Affairs for two decades.
- Former positions: Duke University – Assistant Director of Development (1968- 1978); Furman University – Director of Development; also held development positions at Emory University, Drew University and Dickinson College



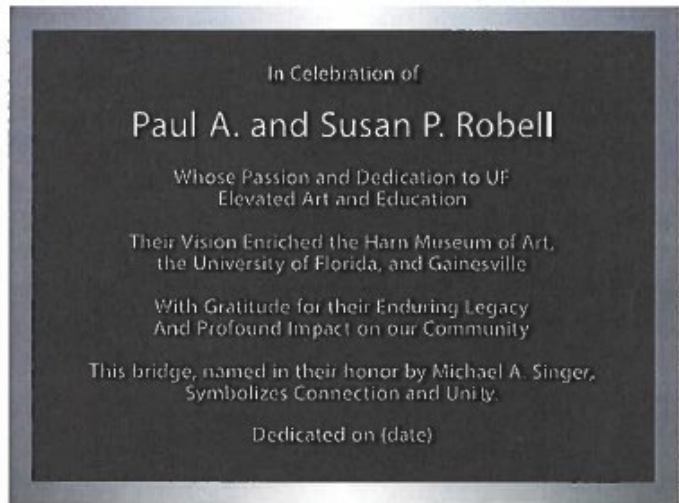
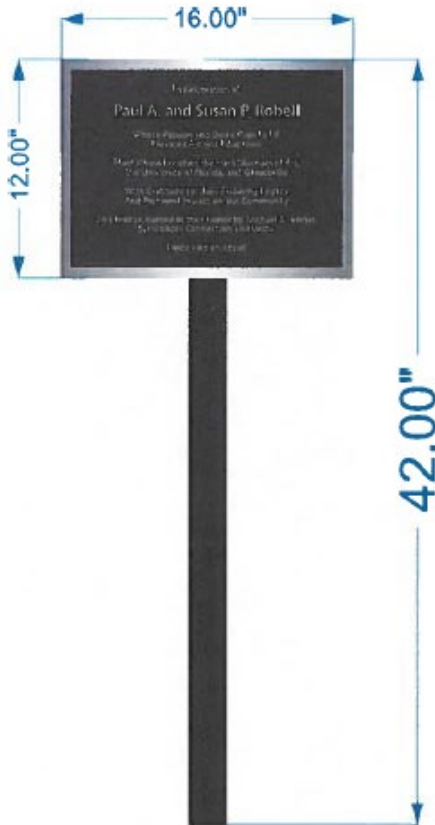
Susan:

- Harn Museum of Art – Docent 1989-2019; Docent Emeritus 2019-2023; Docent President 1993-1994; 2006-2007; 2014-2015
- In the Gainesville community, she has previously been active with the Junior League, Triangle Club, Florida's Eden Source and 300 Club

UF Affiliations: Paul: MFOS Leadership Council, Alumni Association life member; Former – Alumni Association Board, UFICO Board, UFF Executive, Leadership Gifts and Strategic Planning committees, Campaign Steering Council, Gator Boosters Board, Law Center Association Trustee, IFAS SHARE Council, UF Board of Directors; Susan: University Women's Club Board, Alumni Association life member; Awards – UFAA Honorary Alums (both)

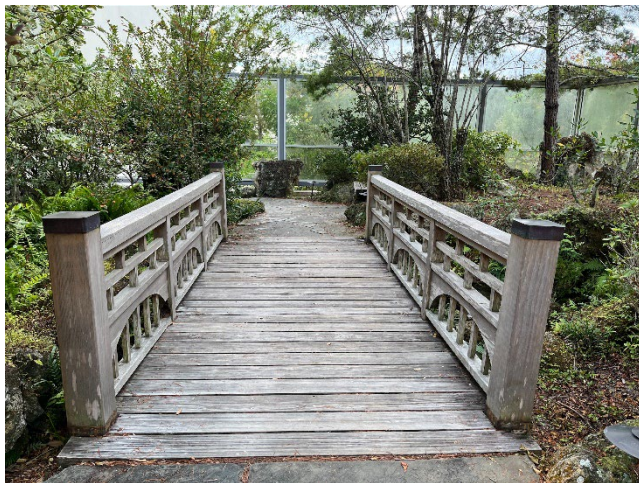


Signage rendering:



Cast alloy plaque, aluminum raised copy
 and border, black stipple background,
 satin finish.
 2" powder coated black aluminum post
 Installed at angle, waist height.

Location in Harn Asian Water Garden:





October 27, 2023

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 Mickey A. Singer on a proposed naming for the Paul A. and Susan P. Robell Asian Water Garden Bridge. The sign will read as follows:

In Celebration of
Paul A. and Susan P. Robell

Whose Passion and Dedication to UF
Elevated Art and Education

Their Vision Enriched the Harn Museum of Art,
the University of Florida, and Gainesville

With Gratitude for their Enduring Legacy
And Profound Impact on our Community

This bridge, named in their honor by Michael A. Singer,
Symbolizes Connection and Unity.

Dedicated on (date)

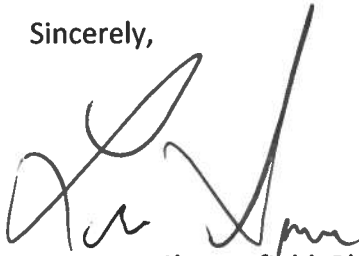
HARN MUSEUM OF ART, UNIVERSITY OF FLORIDA

Mickey Singer, the donor of this gift, is an enduring supporter of the University of Florida and the Harn Museum of Art. Mickey wishes to dedicate the Harn's Asian Water Garden bridge in celebration of Paul A. Robell and Susan P. Robell (deceased) whose longstanding support and dedication to the Harn enriched the lives of countless visitors. Susan was a beloved member of the Harn docent corps beginning in 1989. For 30 years, she engaged visitors of all ages through her love of art. She also was an active participant on the Docent Board, serving as the Secretary for many years and voted as President three times.

I respectfully request your support and assistance advancing this proposed naming to President Sasse, 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 'Lee Anne Chesterfield', with a long, sweeping vertical stroke extending upwards from the end of the signature.

Lee Anne Chesterfield, PhD
Director



COMMITTEE ON AUDIT AND COMPLIANCE
AGENDA

Thursday, December 7, 2023
~2:15 p.m.

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

Committee Members: .

Daniel T. O’Keefe (Committee Chair), David L. Brandon, Richard P. Cole, Olivia E. Green, Morteza
“Mori” Hosseini (Board Chair), Rahul Patel (Board Vice Chair), and 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
June 8, 2023
November 13, 2023
4.0 Action ItemsDaniel T. O’Keefe, Chair
AC1 University of Florida Performance Based Funding and Preeminent Status Metrics –
Data Integrity (Audit Report) and Annual Data Integrity Certification.....Dhanesh Raniga,
Chief Audit Executive
AC2 Charter Review: UF Compliance and Ethics Charter..... Terra DuBois, Chief
Compliance, Ethics, and Privacy Officer
AC3 Institutional Compliance FY23 Annual Report..... Terra DuBois
5.0 New Business..... Daniel T. O’Keefe, Chair
6.0 Adjourn..... Daniel T. O’Keefe, Chair



COMMITTEE ON AUDIT AND COMPLIANCE

Meeting Minutes

June 8, 2023

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, FL

Time Convened: 8:42 a.m.

Time Adjourned: 9:00 a.m.

Committee and Board members present:

Daniel T. O'Keefe (Committee Chair), David L. Brandon, Richard P. Cole, Christopher T. Corr, Olivia E. Green, James W. Heavener, Morteza "Mori" Hosseini (Board Chair), Rahul Patel (Board Vice Chair), Marsha D. Powers, Fred S. Ridley, Danaya C. Wright, Patrick O. Zalupski, and Anita G. Zucker.

Others present:

Ben Sasse, President; Joseph Glover, Provost and Senior Vice President for Academic Affairs; J. Scott Angle, Senior Vice President for Agriculture and Natural Resources; Chris Cowen, Senior Vice President and Chief Financial Officer; Melissa Curry, Interim Vice President for Human Resources; Amy Hass, Vice President and General Counsel; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; Maria Gutierrez Martin, Interim Vice President for Advancement; Marsha McGriff, Chief Diversity Officer and Senior Advisor to the President; David Nelson, Senior Vice President for Health Affairs and President of UF Health; David Norton, Vice President for Research; Steve Orlando, Interim Vice President for Strategic Communications and Marketing; Mary Parker, Vice President for Enrollment Management and Associate Provost; Curtis Reynolds, Vice President for Business Affairs; Heather White, Vice President for Student Life; Terra DuBois, Chief Compliance, Ethics, and Privacy Officer; Robert Michalski, Vice President and Chief Compliance and Privacy Officer for UF Health; Dhanesh Raniga, Chief Audit Executive; members of the University of Florida community and the public.

1.0 Call to Order and Welcome

Committee Chair Daniel T. O'Keefe welcomed everyone and called the meeting to order at 8:42 a.m.

2.0 Verification of Quorum

Chief Compliance, Ethics, and Privacy Officer (CCO) Terra DuBois verified a quorum with all members present.

3.0 Review and Approval of Minutes

Committee Chair O'Keefe asked for a motion to approve the minutes of the March 16, 2023 Committee Meeting and the May 9, 2023 Committee Pre-Meeting, which was made by Trustee

Brandon, and a second, which was made by Trustee Cole. Committee Chair O’Keefe asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

4.0 Action Item

AC1 July 1, 2023 – June 30, 2024, Office of Internal Audit Work Plan

Committee Chair O'Keefe introduced the action item and stated that the audit work plan had been reviewed in detail at the May 9, 2023 Committee Pre-Meeting.

Chief Audit Executive (CAE) Dhanesh Raniga stated that Board of Governors (BOG) regulation 4.002 (6) requires that the Chief Audit Executive develop a risk-based audit plan which shall be submitted to the Board of Trustees for approval. CAE Raniga provided an overview of the process to develop the FY24 audit work plan, which was developed in consultation with UF executives and trustees and included higher education industry risk areas. CAE Raniga stated that the plan is designed to address the university’s key functions and activities for the purpose of evaluating and improving the effectiveness of its risk management, governance, and internal control processes, and he explained that it is an evolving document that is reviewed every quarter for changes in risk profile. Any proposed changes would be brought to the Committee’s attention at future meetings. CAE Raniga informed the Committee that detailed discussions on the audit planning process and key topics included in the plan were discussed at the May 2023 Committee Pre-Meeting. CAE Raniga asked the Committee to approve the July 1, 2023 – June 30, 2024 Office of Internal Audit Work Plan for recommendation to the Board of Trustees for approval on the Consent Agenda.

Committee Chair O’Keefe asked for a motion to approve Action Item AC1 which was made by Trustee Cole, and a second, which was made by Trustee Patel for recommendation to the Board for its approval on the Consent Agenda. Committee Chair O’Keefe asked for further discussion, and then asked for all in favor motion and any opposed, and the motion was approved unanimously.

5.0 Discussion Item

5.1 Compliance and Ethics Educational Item – Healthcare Compliance

Chief Compliance, Ethics, and Privacy Officer (CCO) Terra DuBois reminded the Board that she will present one educational item per year. In alignment with the UF Compliance Program’s requirement to provide training and education for the Trustees, the Committee requested that she provide a summary of the UF Health Compliance Program at this meeting. CCO DuBois introduced Vice President and Chief Compliance and Privacy Officer for UF Health (CCO) Robert Michalski to provide an overview of UF Health’s program.

CCO Michalski shared with the Board the elements that make healthcare compliance unique and provided a high-level overview of the UF Health Compliance Program. He further noted that compliance is a shared responsibility and, through the efforts of the compliance program, UF Health continues to meet and exceed the regulatory requirements as well as the high standards of performance the University and UF Health sets for itself.

Committee Chair O'Keefe commented that compliance is essential to the university and that it aligns with UF's stated goal of maintaining a culture of excellence. He thanked CCO DuBois and CCO Michalski for their good work.

6.0 New Business

There was no new business to come before the committee.

7.0 Adjourn

There being no further discussion, Committee Chair O'Keefe adjourned the meeting at 9:00 a.m.

DRAFT

COMMITTEE ON AUDIT AND COMPLIANCE

Pre-Meeting Minutes

Virtual Meeting

November 13, 2023

Time Convened: 10:59 a.m.

Time Adjourned: 11:51 a.m.

Committee and Board members present:

Daniel T. O’Keefe (Committee Chair), David L. Brandon, Richard P. Cole, Christopher T. Corr, Olivia E. Green, Morteza “Mori” Hosseini (Board Chair), Rahul Patel (Board Vice Chair), Marsha D. Powers, Fred S. Ridley, Danaya C. Wright, Patrick O. Zalupski, and Anita G. Zucker.

Others present:

Ben Sasse, President; Melissa Curry, Vice President for Human Resources; Elias Eldayrie, Vice President and Chief Information Officer; Amy Hass, Vice President and General Counsel; 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; David Nelson, Senior Vice President for Health Affairs and President of UF Health; Mary Parker, Vice President and Chief Enrollment Strategist; Curtis Reynolds, Vice President for Business Affairs; Raymond Sass, Vice President for Innovation and Partnerships; James Wegmann, Vice President for Communications; Heather White, Vice President for Student Life; Joe Cannella, Audit Director; Terra DuBois, Chief Compliance, Ethics, and Privacy Officer; Taylor Jantz, Office of the Chief Financial Officer; Colt Little, Associate Vice President for Enterprise Projects and Senior Counsel; Kate Moore, Director of Compliance and Ethics and Deputy Chief Compliance Officer; Dhanesh Raniga Chief Audit Executive; Olga Weider, Associate Vice President and University Controller; members of the University of Florida community, and the public.

1.0 Call to Order and Welcome

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

2.0 Roll Call

Chief Compliance, Ethics, and Privacy Officer (CCO) Terra DuBois conducted a roll call, and all Committee members were present.

3.0 Review Draft Agenda for December Meeting

The following items were addressed by the Committee:

3.1 Review Draft Minutes

- June 8, 2023

3.2 Review Action Items

- **AC1 University of Florida Performance Based Funding and Preeminent Status Metrics Data Integrity (Audit Report) and Annual Data Integrity Certification**

Chief Audit Executive (CAE) Dhanesh Raniga provided an overview of the annual Performance Based Funding audit. He informed the Committee that Florida Statutes section 1001.706(5)(c) requires 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 audit are required to be submitted to the BOG Office of the Inspector General as part of the university's certification process. He noted that the university's processes were matured and there were no audit observations noted; all controls and data submissions were in accordance with the requirements.

Committee Chair O'Keefe thanked all those involved with compiling and reporting the performance-based funding data so that the audit report was clean with no improvements or changes recommended.

- **AC2 Charter Review: UF Compliance and Ethics Charter**

CCO DuBois noted that the Board of Governors (BOG) Regulation 4.003, which governs compliance programs, requires a review of the Office of Compliance charter every three years. The Board adopted the charter in 2017 and made substantive revisions in 2020. CCO DuBois confirmed that her office has performed the required charter review, and she proposed a few editorial revisions and two minor additions. Specifically, the charter will be updated to reflect that the CCO is required to notify the Board and BOG of any significant issues of noncompliance and that the compliance program will undergo an external effectiveness review at least every five years.

Committee Chair O'Keefe reminded the committee that the proposed changes are included as redlines in the board materials for review.

- **AC3 Institutional Compliance FY23 Annual Report**

CCO DuBois presented a high-level summary of the Institutional Compliance Program FY23 Annual Report. She noted that the annual report is required pursuant to BOG regulation 4.003, and she certified UF's compliance with that regulation. CCO DuBois provided an overview of the scope of the institutional compliance program, explained how the annual report was created and organized, and provided key highlights of the university's compliance with the seven elements of effective compliance programs.

Committee Chair O'Keefe noted that the annual compliance report is an important tool that allows the Trustees to maintain oversight and gain assurances regarding the university's compliance and institutional controls.

3.3 Review Discussion Items

- **Charter Review: Internal Audit Charter**

CAE Raniga stated that the Board of Governors (BOG) Regulation 4.002(3) requires that the Internal Audit Charter be reviewed every three years. After a review of the current charter, he confirmed that it reflects current requirements and leading practices, and no substantive changes were recommended. Administrative changes have been made to reflect that the Office of Internal Audit now reports administratively to the Office of General Counsel and continues to functionally report to the Board and President.

- **Internal Audit Activity**

CAE Raniga shared the Internal Audit Activity Report, noting that ten reports had been completed and issued since the June board meeting. There were an additional nine audits that were either in progress or planning stage. He provided a high-level overview of the audit results for the completed audits, including the objectives, scope, and recommendations of each completed audit. In reviewing the findings of the audit of UF Governance Standards, CAE Raniga discussed the need to develop a central repository system to ensure compliance with these standards. Board Chair Hosseini agreed and stressed the importance of a centralized repository to ensure accountability for the Liaison for the Direct Support Organizations. He added not only is the department accountable, but the Office of Internal Audit is also accountable. Committee Chair O'Keefe confirmed that the centralized repository would facilitate oversight. CAE Raniga agreed and said the General Counsel would take the lead on this system.

In reference to the University Athletic Association (UAA) Ticket Operations audit, CAE Raniga shared the findings of overall good controls but there was a need for improved documentation of processes and procedures. Committee Chair O'Keefe asked how this would be implemented with partners at UAA. CAE Raniga explained that prior UAA staff had left without documenting processes, so new staff had to create new documentation to ensure continuity.

On the topic of the Major Construction audit, Committee Chair O'Keefe noted that there had been a tremendous amount of work done and that significant progress had been made working with the FCI Committee and Planning Design & Construction (PD&C) staff. Additional progress will require time and resources as there are over \$1 billion of projects in the pipeline. Trustee Brandon shared that there have been good discussions and progress already, and future initiatives will be integrated once master-level programs are settled with the university and prove compatible with PD&C.

Board Chair Hosseini agreed that a lot of work remains to be done and asked for a report on overall construction methodology and the newest methods of construction, including construction managers, hard bids, and profit sharing (cost savings sharing). He noted that after the audit is complete, the Board can consider the most efficient way to hire contractors.

- **Office of Internal Audit FY23 Annual Report**

CAE Raniga stated that the Board of Governors (BOG) Regulation 4.002 requires the Chief Audit Executive to prepare an annual report summarizing the activities of the office for the preceding year. He shared a strategic overview of the office which includes providing value-added services, proactively analyzing risks, and ensuring that internal audit reports are of value in improving and protecting the university's business. CAE Raniga said that the approved audit plan is reevaluated on a quarterly basis to determine if any new risks need to be addressed. He emphasized that audits are aligned with value-add projects rather than "auditing for the sake of auditing."

CAE Raniga noted that audit activity had increased over the years. Due to staffing and resource shortages, the Office of Internal Audit has utilized outside consultants and collaborated with internal partners, including UFIT and the Office of Compliance and Ethics, for the audits. CAE Raniga provided a high-level overview of the contents of the report, which included its purpose, mission, vision, values and required communications under the Institute of Internal Auditing Practicing Standards.

Committee Chair O’Keefe noted that the risk-based process implemented by the Office of Internal Audit in the last several years has been very helpful to the university.

- **Charter Review: Audit and Compliance Committee Charter**

CAE Raniga noted that, pursuant to Board of Governors (BOG) Regulation 4.002(2), the Audit and Compliance Committee charter must be reviewed every three years. He confirmed that his office and UF Compliance and Ethics had performed this review and had no recommended revisions to the Audit and Compliance Committee Charter. The Committee concurred with the review performed by the Office of Internal Audit and UF Compliance and Ethics.

- **Compliance and Ethics Office Update**

CCO DuBois notified the committee that the Conflict of Interest (COI) Program has been moved from the Provost’s Office into UF Compliance and Ethics. This move aligns the compliance functions of the COI team with some of the work her team performed regarding Florida Code of Ethics compliance. In addition, it creates a much better linkage with the team in the Office of Research that handles research conflicts of interest. She mentioned that her office was partnering with the Office of Research to upgrade UFOLIO, the current disclosure software system, and add a research COI module, which will provide enhancements and create efficiencies for faculty and staff.

- **Anti-Fraud Framework Update**

Assistant Vice President and University Controller Olga Weider gave a high-level overview of the most recent efforts related to the antifraud framework. The controller’s office has developed branding to assist with communications and outreach across campus. AVP Weider shared that the goal is to create a culture of accountability and stewardship and emphasize that everyone at UF has a role in the antifraud framework to protect UF. AVP Weider discussed the rebranding and redesign of the Fraud Awareness course required for fiscal officer certification, which was rolled out in Fall 2023. The Internal Controls course is currently being redesigned and should be ready for Spring 2024. She noted that the response and feedback to the new course has been overwhelmingly positive.

AVP Weider highlighted campus outreach activities that included Council of Research Associate Deans lunch meeting, a program for new chairs to help them transition from their academic role to an administrative role, and the Fiscal Responsibility for UF Leaders course. The fiscal responsibility course is a collaborative workshop attended by unit leaders along with their fiscal, HR, and research staff to enhance fiscal accountability.

Committee Chair O’Keefe thanked AVP Weider for a great update.

4.0 New Business

There was no new business to come before the committee.

President Sasse thanked the committee for their efforts.

5.0 Adjourn

There being no further discussion, Committee Chair O’Keefe adjourned the meeting at 11:51 a.m.



**COMMITTEE ON AUDIT AND COMPLIANCE
ACTION ITEM AC1
December 7, 2023**

SUBJECT: University of Florida Performance-Based Funding and Preeminent Status Metrics Data Integrity (Audit Report) and Annual Data Integrity Certification

BACKGROUND INFORMATION

Florida Statutes 1001.92 and 1001.7065 promulgate the establishment of the funding for the State University System Performance-based Incentive ('performance-based funding' or 'PBF') and the Preeminent State Research Universities Program. Florida Statutes section 1001.706(5) (c) requires 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 results of the annual data integrity audit are also used to execute a Data Integrity Certification. The certification document shall be signed by the university president and Board of Trustees' (BOT) chair after being approved by the BOT.

As required by Florida Statutes, and as per BOG directives, the Office of Internal Audit annually performs an audit of the university's processes for completeness, accuracy, and timeliness of data submissions. These audits include testing of data that supports performance funding metrics, as well as preeminence or emerging preeminence metrics, as testing is essential in determining that processes are in place and working as intended. The Office of Internal Audit has performed such an audit and on October 30, 2023, issued audit report No. 24-824-12, Performance-Based Funding and Preeminence Metrics – Data Integrity.

PROPOSED COMMITTEE ACTION

The Committee on Audit and Compliance is asked to accept the University of Florida Performance-Based Funding and Preeminence Metrics – Data Integrity audit report as presented, and to approve the Performance-Based Funding Data Integrity Certification, as executed by the president, for recommendation to the Board of Trustees for approval on the Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

BOG approval is not required. Submission to the BOG is required after action by the BOT and certification by the BOT chair.

Supporting Documentation Included: Performance-Based Funding and Preeminence – Data Integrity (Audit Report No. 24-824-12) and Data Integrity Certification Form

Submitted by: Dhanesh Raniga, Chief Audit Executive

Approved by the University of Florida Board of Trustees, December 7, 2023

Morteza “Mori” Hosseini, Chair

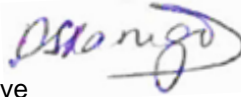
Ben Sasse, President and Corporate Secretary

October 30, 2023

MEMORANDUM

TO: UF Board of Trustees Audit and Compliance Committee

FROM: Dhanesh Raniga
Chief Audit Executive



SUBJECT: Performance-Based Funding and Preeminence Metrics – Data Integrity Audit

We have completed our internal audit procedures with respect to the University of Florida's data submission process for the data metrics used for the Board of Governors' (BOG) performance-based funding initiative and preeminent designation status. Our internal audit covered the submissions data from October 1, 2022, to September 30, 2023, and was undertaken to comply with the Florida Statutes requirements.

The objective of the internal audit was to assess the adequacy of controls in place to promote the completeness, accuracy, and timeliness of data submitted to the BOG and provide assurance that the university's data submissions comply with the data definitions for the period ended September 30, 2023. The background, objectives and scope of the internal audit, conclusion and overall report rating are included on pages one to three of the attached report.

We conducted the audit in accordance with the International Standards for the Professional Practice of Internal Auditing as promulgated by the Institute of Internal Auditors. It should be recognized that controls are designed to provide reasonable, but not absolute, assurance that errors and irregularities will not occur and that procedures are performed in accordance with management's intentions. There are inherent limitations that should be recognized in considering the potential effectiveness of any system of controls. In the performance of most control procedures, errors can result from a misunderstanding of instructions, mistakes in judgment, carelessness, or other personal factors. Control procedures can be circumvented intentionally by management either with respect to the execution and recording of transactions or with respect to the estimates and judgments required in the processing of data.

Further, the projection of any evaluation of control to future periods is subject to the risk that the procedures may become inadequate because of changes in conditions and that the degree of compliance with the procedures may deteriorate.

We sincerely appreciate the cooperation and assistance provided to us during the course of the internal audit. We would be pleased to discuss further any aspect of our internal audit procedures or this report. Please do not hesitate to call me if you have any questions or require any additional information.

DR: WJ

cc: Dr. Ben Sasse, President
Amy Hass, Vice President and General Counsel
Dr. Scott Angle, Interim Provost and Senior Vice President for Academic Affairs
Dr. Cathy Lebo, Associate Provost and Director, Institutional Planning and Research
Auditor General

UNIVERSITY OF FLORIDA

OFFICE OF INTERNAL AUDIT

PERFORMANCE-BASED FUNDING AND
PREMINENCE METRICS – DATA INTEGRITY

Report Issue Date: October 30, 2023

Report Number: 24-824-12

**PERFORMANCE-BASED FUNDING AND
PREEMINENCE METRICS – DATA INTEGRITY**

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INTERNAL AUDIT PERSONNEL

Audit conducted by: Lily Ly, Audit Manager
 Samuel Rovelstad, Staff Auditor

Audit supervised by: Joe Cannella, Audit Director

PERFORMANCE-BASED FUNDING AND PREEMINENCE METRICS – DATA INTEGRITY

Background

Florida Statutes sections 1001.92 and 1001.7065 promulgate the establishment of the funding for the State University System Performance-based Incentive ('performance-based funding' or 'PBF') and the Preeminent State Research Universities Program. Florida Statute 1001.706(5)(c) requires the State University System Board of Governors (BOG) to define the data components and methodology used to implement the statutes.

The PBF Model includes metrics to evaluate the institution's performance in a variety of strategic areas. One metric is institution-specific and chosen by each university's Board of Trustees (BOT) while the other metrics are common to all institutions. For the 2023-2024 fiscal year, the University of Florida (University) was allocated approximately \$126.3m (FY23 \$110m) in PBF-related funding (allocation of State Investment (\$68.8m), allocation of Institutional Investment (\$57m) as well as an additional Top 3 State Investment (\$536k).

Similarly, the Preeminent State Research Universities program was established to award those universities that demonstrate high performance toward academic and research excellence. The universities must meet or exceed the benchmarks to earn the preeminence designation. The University has achieved preeminence designation since the inception of the program in 2013. The state has not allocated any preeminent funding since the 2018-2019 fiscal year.

The BOG maintains a web-based State University Database System (SUDS) to allow data administrators (DA) to submit data on behalf of their university. The DA role is prescribed by BOG Regulation 3.007(2), which requires each university president to appoint an institutional DA to certify and manage the submission of data to the SUS management information system. The president has formally appointed the associate provost and director of Institutional Planning and Research (IPR) as the DA for the University to serve as the official point of contact with the BOG for submission of data and reports. IPR coordinates with the various offices responsible for the extraction and compilation of the institutional data that support the BOG submissions for the respective metrics and performs quality checks prior to certifying the submission to the BOG/SUDS. Attachment A provides information on each of the metrics and the University's scores for Performance-Based Funding and Preeminence metrics, as reported in the 2023 Accountability Plan and the data submissions used to support the metrics.

Objectives and Scope

Florida Statutes section 1001.706(5)(e) requires each university to conduct an annual audit to verify that the data submitted pursuant to Florida Statutes 1001.92 and 1001.7065 complies with the data definitions established by the BOG. The results of the annual audit are required to be submitted to the BOG Office of Inspector General as part of each university's annual certification process. Accordingly, the objective of our internal audit was to comply with the Florida Statute requirements and to:

- assess the adequacy of controls in place to promote the completeness, accuracy, and timeliness of the data submitted to the BOG.
- provide assurance that the University's data submitted for the PBF and the Preeminence metrics complies with the established data definitions for the period ended September 30, 2023.

- provide an objective basis of support for the University president and the University BOT chair to sign the Data Integrity Certification Form (Attachment B).

We performed our fieldwork from August 21, 2023, through October 19, 2023, and covered the submissions from October 1, 2022, through September 30, 2023. During the course of our internal audit, we interviewed data owners, performed analytical reviews, evaluated risks related to each metric, reviewed program changes, performed process walkthroughs, and validated submitted records to the source system of records. This audit solely addresses the university's processes and data submissions to the BOG that support the metrics. The BOG obtains specific data for Preeminence metrics directly from external sources. External data and calculations performed by the BOG to derive the final score for the metrics were not included in the scope of this audit.

Audit Approach and Methodology

This audit is the tenth annual audit that we have performed as required by the state. Consequently, our audit approach was risk-based and relied on our accumulated knowledge and understanding of the key business processes for data collection and submission.

Our risk analysis considered changes in the information systems and internal procedures for the extraction, review, and submission processes. We also considered staffing changes, changes in reporting requirements between years, variances in the data reported, and the scores reported.

The University implemented a new student information system, PeopleSoft's Campus Solutions (CS) in Fall 2018, while a new admissions system, SLATE, was implemented during the 2019-20 admissions cycle. The reporting of student data and the associated programming logic has continually evolved as the University has refined its business processes and the new systems have stabilized. Based on our assessment and familiarity with these processes, we focused our assessment on key controls for the generation and validation of SUDS submissions in concurrence with testing the key data elements identified by the BOG. Our procedures included assessing the following:

- IPR data quality review and submission procedures, including access controls and the role of the DA in this process
- data compilation, validation, and submission procedures by the various data owners and the required IT controls
- independent testing and validation of the data submission to source records
- timeliness of submissions and assessing business reasons for any resubmissions

In addition to our detailed review of procedures at IPR and UFIT, a summary of the applicable submissions and data owners is presented with each metric in Attachment A.

Good Management Practices and Internal Controls

We noted the following good management practices and key controls during our assessment:

- Data owners formally certify the completeness and accuracy of data to be submitted prior to IPR's review of the data.
- IPR maintains a Portal as a repository of the data owner certifications, checklists, and detailed procedures that are performed by IPR in validating each submission file. A Data Quality Review Summary documents data issues noted for each submission and serves as a reference/knowledge base for future submissions.
- IPR uses analytical tools, including automated Statistical Analysis System (SAS) reports, to identify missing values or issues based on other institutional reporting and comparisons to previous year values to identify shifts that would require researching.

- The DA has taken a proactive role in fostering a collaborative culture among core offices and enhancing accountability through bi-weekly meetings with the data owners, which allows timely discussions regarding file submissions. The DA promotes data stewardship on campus by working with the different functional areas to resolve data issues, improve data quality, and assure that external reporting requirements are met.
- Access to SUDS must be formally approved by a supervisor and the DA. Monthly, IPR reviews the list of active SUDS users to ensure that only authorized individuals have access to upload, submit, and view data.
- A shared drive is used by the data owners and UFIT staff to document their quality control and validation procedures for each file submission and includes narratives, supporting reports, and email communications. These procedures include reviewing SUDS edit reports and internal queries of source systems to identify errors or data inconsistencies.
- Data owners run reports throughout the year to monitor known issues that have caused corrections during a previous file build. Data owners work with UFIT to create additional monitoring reports or modify programming codes to detect or prevent these errors, as appropriate.
- Change management procedures include testing by data owners to ensure that the change is producing the desired results and must have documented approval from the data owner before implementing in production for all programming code changes. If the change impacts the file build or its data, they are logged. Updated Structured Query Language (SQL) for each change is attached to the log for future reference.

Overall Conclusion

We noted that the submissions during the current period were generally timely. Based on the results of our audit procedures, we conclude that controls over the University's data submission process for the period under review are adequate to provide reasonable assurance that the data submitted for PBF and preeminence metrics pursuant to Florida Statutes 1001.92 and 1001.7065 is complete, accurate, and timely and complies with the data definitions established by the BOG.

OVERALL RATING	DESCRIPTION
ADEQUATE	No significant unmitigated risks (financial and/or operational, compliance, strategic) that require management's immediate attention. The control environment as designed and evaluated is adequate, appropriate, and effective to provide reasonable comfort that risks are being managed and that significant business objectives are achieved. Opportunity for improvement exists, and management is generally aware of risks.

2023 Performance Based Funding Metrics

#	Description	Data Files	Data Owners	Excellence ¹		Improvement ²		Final Score ³
				Data	Points	Data	Points	
1	Percent of Bachelor's Graduates Enrolled or Employed (\$40,000+) <i>One year after graduation</i>	SIFD	Registrar	76.7%	8	2.6%	5	8
2	Median Wages of Bachelor's Graduates Employed Full-Time <i>One year after graduation</i>	SIFD	Registrar	\$51,200	10	6.0%	10	10
3	Cost to the Student <i>Net Tuition & Fees per 120 Credit Hours</i>	SIF HTD SFA	Undergraduate Affairs, Student Financial Aid & Scholarships, Registrar, Bursar	(\$5,550)	10	8.0%	0	10
4	Four-Year Graduation Rate <i>Full-time FTIC</i>	SIF SIFD RET	Registrar	75.3%	10	0.6%	1	10
5	Academic Progress Rate <i>2nd Year Retention with GPA above 2.0</i>	SIF RET	Registrar	95.4%	10	-0.1%	0	10
6	Bachelor's Degrees Awarded in Areas of Strategic Emphasis	SIFD	Registrar	60.6%	10	-0.2%	0	10
7	University Access Rate <i>Percent of Undergraduates with a Pell Grant</i>	SIF SFA	Registrar, Student Financial Aid & Scholarships	23.4%	5	-1.3%	0	5
8a	Graduate Degrees Awarded in Areas of Strategic Emphasis	SIFD	Registrar	67.3%	10	-2.7%	0	10
9a	Three-Year Graduation Rate for FCS Associate in Arts Transfer Student	SIF SIFD RET	Registrar	68.5%	4	-0.4%	0	4
9b	Six-Year Graduation Rate for Students who are Awarded a Pell Grant in their First Year	SIF SIFD RET SFA	Registrar, Student Financial Aid & Scholarships	85.0%	5	-2.3%	0	5
10	BOT Choice: Endowment Size (\$M)		Advancement	\$2,276	8	-4.3%	0	8
Final Score Total⁴								90

¹ Excellence points are based on current year performance.

² Improvement is calculated based on the current year performance minus previous year performance.

³ For each metric, the final score is based on the higher of Excellence or Improvement points.

⁴ For 2023, all scores are based on Excellence Points

Preeminence Metrics

Metric	Description	Source	Data Owner	2023
1a	Average High School GPA <i>An average weighted grade point average of <u>4.0 or higher</u> for incoming freshmen in Fall semester</i>	SUDS*	Admissions	4.5
1b	Average SAT Score <i>An average SAT score <u>1200 or higher</u> for incoming freshmen in Fall semester. Note: Beginning in Fall 2020, the metric also includes ACT scores that have been translated into the SAT scale.</i>	SUDS*	Admissions	1,400
2	Public University National Ranking <i>A top-50 ranking on <u>at least two</u> well-known and highly respected national public university rankings</i>	Various**	N/A	9
3	Freshman Retention Rate <i><u>90 percent or higher</u> for full-time, first-time-in-college students</i>	SUDS*	Registrar	96%
4	Four-Year Graduation Rate <i><u>60 percent or higher</u> for full-time, first-time-in-college students</i>	SUDS*	Registrar	75%
5	National Academy Membership <i><u>Six or more</u> faculty members at the state university who are members of anational academy</i>	Academy Directory**	N/A	36
6	Total Annual Research Expenditures (\$M) <i>Total annual research expenditures, including federal research expenditures, <u>of \$200 million or more</u></i>	National Science Foundation**	Research and Cost Analysis	\$1,041
7	Total Annual R&D Expenditures in Non-Health Science and Engineering (\$M) <i>Total annual research expenditures in diversified nonmedical sciences <u>of \$150 million or more</u></i>	National Science Foundation**	Research and Cost Analysis	\$641
8	National Ranking in Research Expenditures <i>A top-100 university national ranking for research expenditures in <u>five or more</u> science, technology, engineering, or mathematics fields of study</i>	National Science Foundation**	Research and Cost Analysis	8
9	Utility Patents Awarded <i><u>One hundred or more</u> total patents awarded by the United States Patent and Trademark Office for the most recent 3-year period</i>	US Patent Office**	Technology Licensing	429
10	Doctoral Degrees Awarded <i><u>Four hundred or more</u> doctoral degrees awarded annually</i>	SUDS*	Registrar	1,647
11	Number of Post-Doctoral Appointees <i><u>Two hundred or more</u> postdoctoral appointees annually</i>	National Science Foundation**	Human Resources	667
12	Endowment Size (\$M) <i>An endowment of <u>\$500 million or more</u></i>	NACUBO**	UF Foundation	\$2,276

* The SUDS file submissions are ADM, SIF, SIFD, and RET

** BOG obtains data from external agencies



Data Integrity Certification

March 2024

In accordance with Board of Governors Regulation 5.001(8), university presidents and boards of trustees are to review, accept, and use the annual data integrity audit to verify the data submitted for implementing the Performance-based Funding model complies with the data definitions established by the Board of Governors.

Given the importance of submitting accurate and reliable data, boards of trustees for those universities designated as preeminent or emerging preeminent are also asked to review, accept, and use the annual data integrity audit of those metrics to verify the data submitted complies with the data definitions established by the Board of Governors.

Applicable Board of Governors Regulations and Florida Statutes: Regulations 1.001(3)(f), 3.007, and 5.001; Sections 1.001.706, 1001.7065, and 1001.92, Florida Statutes.

Instructions: To complete this certification, university presidents and boards of trustees are to review each representation in the section below and confirm compliance by signing in the appropriate spaces provided at the bottom of the form. Should there be an exception to any of the representations, please describe the exception in the space provided.

Once completed and signed, convert the document to a PDF and ensure it is ADA compliant. Then submit it via the Chief Audit Executives Reports System (CAERS) by the **close of business on March 1, 2024**.

University Name: [Click or tap here to enter text.](#)

Data Integrity Certification Representations:

1. I am responsible for establishing and maintaining, and have established and maintained, effective internal controls and monitoring over my university's collection and reporting of data submitted to the Board of Governors Office which will be used by the Board of Governors in Performance-based Funding decision-making and Preeminence or Emerging-preeminence Status.
2. In accordance with Board of Governors Regulation 1.001(3)(f), my Board of Trustees has required that I maintain an effective information system to provide accurate, timely, and cost-effective information about the university, and shall require that all data and reporting requirements of the Board of Governors are met.
3. In accordance with Board of Governors Regulation 3.007, my university provided accurate data to the Board of Governors Office.

Data Integrity Certification, March 2024

4. In accordance with Board of Governors Regulation 3.007, I have tasked my Data Administrator to ensure the data file (prior to submission) is consistent with the criteria established by the Board of Governors. The due diligence includes performing tests on the file using applications, processes, and data definitions provided by the Board Office. A written explanation of any identified critical errors was included with the file submission.
5. In accordance with Board of Governors Regulation 3.007, my Data Administrator has submitted data files to the Board of Governors Office in accordance with the specified schedule.
6. I am responsible for taking timely and appropriate preventive/ corrective actions for deficiencies noted through reviews, audits, and investigations.
7. I recognize that Board of Governors' and statutory requirements for the use of data related to the Performance-based Funding initiative and Preeminence or Emerging-preeminence status consideration will drive university policy on a wide range of university operations – from admissions through graduation. I certify that university policy changes and decisions impacting data used for these purposes have been made to bring the university's operations and practices in line with State University System Strategic Plan goals and have not been made for the purposes of artificially inflating the related metrics.
8. I certify that I agreed to the scope of work for the Performance-based Funding Data Integrity Audit and the Preeminence or Emerging-preeminence Data Integrity Audit (if applicable) conducted by my chief audit executive.
9. In accordance with section 1001.706, Florida Statutes, I certify that the audit conducted verified that the data submitted pursuant to sections 1001.7065 and 1001.92, Florida Statutes [regarding Preeminence and Performance-based Funding, respectively], complies with the data definitions established by the Board of Governors.

Exceptions to Note: [Click or tap here to enter text.](#)

Data Integrity Certification, March 2024

Data Integrity Certification Representations, Signatures:

I certify that all information provided as part of the Board of Governors Data Integrity Certification for Performance-based Funding and Preeminence or Emerging-preeminence status (if applicable) is true and correct to the best of my knowledge; and I understand that any unsubstantiated, false, misleading, or withheld information relating to these statements render this certification void. My signature below acknowledges that I have read and understand these statements. I certify that this information will be reported to the board of trustees and the Board of Governors.

Certification: _____
University President

Date: _____

I certify that this Board of Governors Data Integrity Certification for Performance-based Funding and Preeminence or Emerging-preeminence status (if applicable) has been approved by the university board of trustees and is true and correct to the best of my knowledge.

Certification: _____
University Board of Trustees Chair

Date: _____

APPENDIX

CRITERIA FOR ASSIGNING OVERALL REPORT RATING	
OVERALL RATING	DESCRIPTION
ADEQUATE	No significant unmitigated risks (financial and/or operational, compliance, strategic) that require management's immediate attention. The control environment as designed and evaluated is adequate, appropriate, and effective to provide reasonable comfort that risks are being managed and that significant business objectives are achieved. Opportunity for improvement exists, and management is generally aware of risks.
NEEDS IMPROVEMENT	A few unmitigated risks (financial and/or operational, compliance, strategic) exist that could significantly impact management's ability to achieve business objectives and reliable management information. These risks require management's prompt attention.
NEEDS SIGNIFICANT IMPROVEMENT	Significant risks (financial and/or operational, compliance, strategic) exist that require management's immediate attention. When considered in the aggregate, these risks indicate significant weaknesses in the design or operating effectiveness of internal controls. Overall, risk exposure is unacceptable.

CRITERIA FOR ASSIGNING PRIORITY LEVELS TO INTERNAL AUDIT OBSERVATIONS	
PRIORITY LEVEL	DESCRIPTION
HIGH	Observations addressing control matters for which action is essential for maintaining a strong control environment. These recommendations should be remedied within six months.
MODERATE	Observations addressing control matters that are important, but where other compensating controls exist. Thus, the adoption of these recommendations would either (a) improve management's control of the business or (b) improve the efficiency of existing controls. The recommendations should be addressed reasonably promptly.
LOW	Observations addressing situations where controls do not meet good practice standards or are inefficient. Adopting these recommendations would, therefore, enhance the control framework and/or efficiency of operations. The recommendations should be managed through routine procedures.

Note: *The overall ratings and observation priorities represent a conclusion on the adequacy or effectiveness of internal controls for the processes reviewed. They are based on the estimated impact on the unit/process under review rather than to the university as a whole.*

RISK CRITERIA

RISK MATRIX			
IMPACT LIKELIHOOD	LOW	MODERATE	HIGH
HIGH	Low	Moderate	High
MODERATE	Low	Moderate	Moderate
LOW	Low	Low	Low

LIKELIHOOD CRITERIA	
RATING	DESCRIPTION
HIGH	Likely to occur within the next six months
MODERATE	Likely to occur within the next year (12 months)
LOW	May occur in the future in exceptional circumstances

IMPACT CRITERIA			
RISK CATEGORIES	LOW	MODERATE	HIGH
	<ul style="list-style-type: none"> ▶ <i>Event with consequences that can be readily absorbed.</i> ▶ <i>Existing controls and procedures should cope with event or circumstance</i> 	<ul style="list-style-type: none"> ▶ <i>Significant event or circumstance that can be managed under normal conditions</i> 	<ul style="list-style-type: none"> ▶ <i>Critical event or circumstance with potentially disastrous impact without proper management</i>
STRATEGIC	<ul style="list-style-type: none"> ▶ Minor impact on the university's ability to achieve strategic objectives 	<ul style="list-style-type: none"> ▶ Moderate impact on the university's ability to achieve strategic objectives 	<ul style="list-style-type: none"> ▶ Significant impact on the university's ability to achieve strategic objectives
FINANCIAL	<ul style="list-style-type: none"> ▶ >\$100K but <\$500K impact on Net Position ▶ Internal Control deficiency ▶ Minimum impact on donor support 	<ul style="list-style-type: none"> ▶ >\$500K but <\$2M impact on Net Position ▶ Significant internal control deficiency ▶ Withdrawal of donor support or failure to meet development goals 	<ul style="list-style-type: none"> ▶ >\$2M impact on Net Position ▶ Multiple material weaknesses ▶ Significant loss of donor support that could impact academic programs
REPUTATIONAL	<ul style="list-style-type: none"> ▶ No report to stakeholders 	<ul style="list-style-type: none"> ▶ Awareness by stakeholders (e.g., students, alumni, donors) 	<ul style="list-style-type: none"> ▶ Press coverage (e.g., newspaper, TV) ▶ Attention/Concern from the public, national media, or Board (Trustees, Governors)
OPERATIONAL	<ul style="list-style-type: none"> ▶ Small impact felt in a single area of the university's operations. ▶ Management (Chair/Director level) intervention may be required ▶ <5% decline in enrollment 	<ul style="list-style-type: none"> ▶ Impact felt in multiple areas of the university's operations. ▶ Substantial management (Dean/Vice President level) involvement required ▶ >5% but <10% decline in enrollment 	<ul style="list-style-type: none"> ▶ Significant impact felt throughout the university. ▶ Cabinet-level executive management and potentially Board level involvement required ▶ > 10% decline in enrollment
LEGAL, COMPLIANCE, AND REGULATORY	<ul style="list-style-type: none"> ▶ Low-level legal issue ▶ Minor non-compliance with contract/standards 	<ul style="list-style-type: none"> ▶ Multiple non-compliance with contract/standards ▶ Corrective action request 	<ul style="list-style-type: none"> ▶ Regulatory sanctions/punitive fines ▶ Litigation and potential large legal settlement/liability ▶ Enforcement action; major non-compliance with contract/standards ▶ Loss of accreditation



**COMMITTEE ON AUDIT AND COMPLIANCE
ACTION ITEM AC2
December 7, 2023**

SUBJECT: Charter Review: UF Compliance and Ethics Charter

BACKGROUND INFORMATION

The Board of Governors Regulation 4.003 requires the compliance and ethics office charter to be reviewed at least every three years for consistency with applicable Board of Governors and university regulations, professional standards, and best practices. The amended charter includes minor revisions made to enhance clarity and include all requirements noted in Board of Governors Regulation 4.003.

PROPOSED COMMITTEE ACTION

The Committee on Audit and Compliance is asked to approve the revisions of the Compliance and Ethics Office Charter as presented. The Committee is asked to recommend this item to the Board of Trustees for approval on the Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors approval is not required. Submission to the Board of Governors is required after approval by the Board of Trustees.

Supporting Documentation Included: Original and Revised UF Compliance and Ethics Charter

Submitted by: Terra DuBois, Chief Compliance, Ethics, and Privacy Officer

Approved by the University of Florida Board of Trustees, December 7, 2023

Morteza "Mori" Hosseini, Chair

Ben Sasse, President and Corporate Secretary

Adopted: December 15, 2017

Amended: December 4, 2020 (substantive); December 7, 2023 (administrative)

COMPLIANCE AND ETHICS OFFICE CHARTER

Mission and Purpose

The mission of the University of Florida Compliance and Ethics (UFCE) office is to protect and promote the institutional integrity of the University of Florida and serve as a resource to all employees in matters of ethical conduct and compliance with the law. UFCE provides oversight and guidance on enterprise-wide compliance activities and fosters a culture that embeds the importance of compliant conduct in all university functions. The compliance program is designed to help fulfill the fiduciary and oversight responsibilities of the University of Florida Board of Trustees, Audit and Compliance Committee. UFCE proactively collaborates with faculty and staff, including identified compliance partners across the enterprise, to further its mission and purpose.

Authority

UFCE has the authority to monitor, review or investigate all areas of the University including its Direct Support Organizations, Centers and Institutes, and Affiliated Entities. In order to meet its responsibilities and maintain independence, UFCE has unrestricted timely access to all institutional activities, records, data, personnel, property, and other information in possession or control of the University, including information reported to the University Hotline. Any documents and information reviewed or collected by UFCE will be handled in compliance with applicable laws, regulations, and University policies and procedures.

Reporting Structure and Independence

The Chief Compliance Officer reports functionally to the University of Florida Board of Trustees and administratively to the University President or designee. This reporting structure promotes independence and objectivity in the performance of the responsibilities of the Chief Compliance Officer function. The Chief Compliance Officer has organizational independence, and all activities of the office are to remain free from influence.

Responsibility and Duties

Compliance Program

UFCE is responsible for implementing an enterprise-wide compliance program that coordinates activities that promote ethical conduct and maximize compliance with applicable laws, regulations, policies and procedures. To carry out this responsibility, UFCE shall perform the following duties:

- Establish a program plan that promotes compliance with applicable laws, regulations, and University policies and regulations. This plan and any subsequent changes shall be approved by the Board of Trustees and a copy provided to the Board of Governors.
- Foster strong stewardship and management accountability at all levels with the highest standards of honesty and integrity.
- Coordinate general compliance training to employees, faculty, and board members.
- Provide multiple points of contact to address concerns of potential non-compliance or unethical behavior including an avenue for anonymous reporting and appropriately address concerns.
- Conduct monitoring activities, reviews and risk assessments to help identify risks and assist in managing issues identified.
- Provide continuous assessments of the effectiveness of the compliance program.
- Provide compliance advisory services and guidance to management, faculty, and staff.
- Evaluate emerging compliance trends in higher education and implement best practices.
- Coordinate awareness initiatives to ensure that the University community is aware of the compliance program, the compliance hotline, and whistleblower protection policies.
- Investigate, as necessary, any potential allegation of misconduct in coordination with University Human Resources, General Counsel, Internal Audit and other offices, as appropriate.
- Promote and enforce the program, in consultation with the President or designee and Board of Trustees, consistently through appropriate incentives and disciplinary measures to encourage a culture of compliance and ethics. Failures in compliance or ethics shall be addressed through appropriate measures, including education or disciplinary action.
- Submit final reports to appropriate action officials.

Chief Compliance Officer

The Chief Compliance Officer shall:

- Have adequate resources and appropriate authority.
- Maintain a professional staff with sufficient knowledge, skills, and experience to ensure an effective compliance program.
- Utilize approved third-party resources, as appropriate, to supplement the program's efforts.
- Communicate routinely to the President or designee, Audit and Compliance Committee, and Board of Trustees regarding program activities.
- Conduct and report on compliance activities and inquiries free of actual or perceived impairment to the independence of the Chief Compliance Officer.
- Notify the President or designee of any unresolved restriction or barrier imposed by any individual on the scope of any inquiry, or the failure to provide access to necessary information or people for the purposes of such inquiry. In such circumstances, the Chief Compliance Officer shall request the President's or designee's assistance in remedying the restrictions. If the matter is not resolved, the Chief Compliance Officer shall notify the Board of Trustees or Board of Governors, as appropriate and required in Board of Governors Regulation 4.003.
- Notify the Board of Trustees and the Board of Governors of any significant issues of noncompliance.
- Report at least annually on the effectiveness of the program. Any program plan revisions, based on the Chief Compliance Officer's report, shall be approved by the Board of Trustees and provided to the Board of Governors.

- Provide an external review of the program’s design and effectiveness at least once every five years to the President and Board of Trustees, with a copy to the Board of Governors.

Professional Standards

UFCE adheres to the Florida Code of Ethics for Public Officers and Employees contained in Part III, Chapter 112, Florida Statutes; the Federal Sentencing Guidelines Manual, Chapter 8, Part B, Section 2.1(b); and the Code of Professional Ethics for Compliance and Ethics Professionals.

Charter Review and Approval

The Compliance and Ethics Office Charter shall be approved by the UF Board of Trustees and reviewed at least every three years for consistency with applicable regulations, professional standards, and best practices. A copy of the approved charter and any subsequent changes shall be provided to the Board of Governors.

Adopted: December 15, 2017

Amended: December 4, 2020 (substantive); December 7, 2023 (administrative)

COMPLIANCE AND ETHICS OFFICE CHARTER

Mission and Purpose

The mission of the University of Florida Compliance and Ethics (UFCE) office is to protect and promote the ~~institutional~~~~corporate~~ integrity of the University of Florida and serve as a resource to all employees in matters of ethical conduct and compliance with the law. UFCE provides oversight and guidance on enterprise-wide compliance activities and fosters a culture that embeds the importance of compliant conduct in all university functions. The compliance program is designed to help fulfill the fiduciary and oversight responsibilities of the University of Florida Board of Trustees, Audit and Compliance Committee. UFCE proactively collaborates with faculty and staff, including identified compliance partners across the enterprise, to further its mission and purpose.

Authority

UFCE has the authority to monitor, review or investigate all areas of the University including its Direct Support Organizations, Centers and Institutes, and Affiliated Entities. In order to meet its responsibilities and maintain independence, UFCE has unrestricted timely access to all institutional activities, records, data, personnel, property, and other information in possession or control of the University, including information reported to the University Hotline. Any documents and information reviewed or collected by UFCE will be handled in compliance with applicable laws, regulations, and University policies and procedures.

Reporting Structure and Independence

The Chief Compliance Officer reports functionally to the University of Florida Board of Trustees and administratively to the University President or designee. This reporting structure promotes independence and objectivity in the performance of the responsibilities of the Chief Compliance Officer function. The Chief Compliance Officer has organizational independence, and all activities of the office are to remain free from influence.

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Compliance Program

UFCE is responsible for implementing an enterprise-wide compliance program that coordinates activities that promote ethical conduct and maximize compliance with applicable laws, regulations, policies and procedures. ~~To~~UFCE carries out this responsibility, UFCE shall ~~by performing~~ the following duties:

- Establish a program plan that promotes compliance with applicable laws, regulations, and University policies and regulations. This plan and any subsequent changes shall be approved by the Board of Trustees and a copy provided to the Board of Governors.
- Foster strong stewardship and management accountability at all levels with the highest standards of honesty and integrity.
- Coordinate general compliance training to employees, faculty, and board members.
- Provide multiple points of contact to address concerns of potential non-compliance or unethical behavior including an avenue for anonymous reporting and appropriately address concerns.
- Conduct monitoring activities, reviews and risk assessments to help identify risks and assist in managing issues identified.
- Provide continuous assessments of the effectiveness of the compliance program.
- Provide compliance advisory services and guidance to management, faculty, and staff.
- Evaluate emerging compliance trends in higher education and implement best practices.
- Coordinate awareness initiatives to ensure that the University community is aware of the compliance program, the compliance hotline, and whistleblower protection policies.
- Investigate, as necessary, any potential allegation of misconduct in coordination with University Human Resources, General Counsel, Internal Audit and other offices, as appropriate.
- Promote and enforce the program, in consultation with the President or designee and Board of Trustees, consistently through appropriate incentives and disciplinary measures to encourage a culture of compliance and ethics. Failures in compliance or ethics shall be addressed through appropriate measures, including education or disciplinary action.
- Submit final reports to appropriate action officials.

Chief Compliance Officer

The Chief Compliance Officer shall:

- Have adequate resources and appropriate authority.
- Maintain a professional staff with sufficient knowledge, skills, and experience to ensure an effective compliance program.
- Utilize approved third-party resources, as appropriate, to supplement the program's efforts.
- Communicate routinely to the President or designee, Audit and Compliance Committee, and Board of Trustees regarding program activities.
- Conduct and report on compliance activities and inquiries free of actual or perceived impairment to the independence of the Chief Compliance Officer.
- Notify the President or designee of any unresolved restriction or barrier imposed by any individual on the scope of any inquiry, or the failure to provide access to necessary information or people for the purposes of such inquiry. In such circumstances, the Chief Compliance Officer shall request the President's or designee's assistance in remedying the restrictions. If the matter is not resolved, the Chief Compliance Officer shall notify the Board of Trustees or Board of Governors, as appropriate and required in Board of Governors Regulation 4.003.
- Notify the Board of Trustees and the Board of Governors of any significant issues of noncompliance.
- Report at least annually on the effectiveness of the program. Any program plan revisions, based on the Chief Compliance Officer's report, shall be approved by the Board of Trustees and provided to the Board of Governors.

- Provide an external review of the program's design and effectiveness at least once every five years to the President and Board of Trustees, with a copy to the Board of Governors.

Professional Standards

UFCE adheres to the Florida Code of Ethics for Public Officers and Employees contained in Part III, Chapter 112, Florida Statutes; the Federal Sentencing Guidelines Manual, Chapter 8, Part B, Section 2.1(b); and the Code of Professional Ethics for Compliance and Ethics Professionals.

Charter Review and Approval

The Compliance and Ethics Office Charter shall be approved by the UF Board of Trustees and reviewed at least every three years for consistency with applicable regulations, professional standards, and best practices. A copy of the approved charter and any subsequent changes shall be provided to the Board of Governors.



**COMMITTEE ON AUDIT AND COMPLIANCE
ACTION ITEM AC3
December 7, 2023**

SUBJECT: Institutional Compliance FY23 Annual Report

BACKGROUND INFORMATION

The Board of Governors Regulation 4.003 requires the chief compliance officer to report at least annually on the effectiveness of the compliance and ethics program. The regulation further requires the Board of Trustees to review and approve the Institutional Compliance Annual Report prior to submission to the Board of Governors.

PROPOSED COMMITTEE ACTION

The Committee on Audit and Compliance is asked to approve the Institutional Compliance Fiscal Year 2023 Annual Report as presented. The Committee is asked to recommend this item to the Board of Trustees for approval on the Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors approval is not required. Submission to the Board of Governors is required after approval by the Board of Trustees.

Supporting Documentation Included: Institutional Compliance FY23 Annual Report

Submitted by: Terra DuBois, Chief Compliance, Ethics, and Privacy Officer

Approved by the University of Florida Board of Trustees, December 7, 2023

Morteza "Mori" Hosseini, Chair

Ben Sasse, President and Corporate Secretary



INSTITUTIONAL COMPLIANCE PROGRAM



FY 2023 ANNUAL REPORT

UF | Compliance and Ethics
UNIVERSITY of FLORIDA

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MESSAGE FROM THE CCO

I am pleased to present the Institutional Compliance Program Annual Report for fiscal year 2023.

This report summarizes the work of my office, as well as that of compliance partners across the university enterprise, and demonstrates UF's efforts to meet various federal and state regulatory and compliance requirements. UF's Institutional Compliance Program complies with Florida Board of Governors Regulation 4.003, Chapter 8 of the Federal Sentencing Guidelines, and applicable Department of Justice guidance.

We believe that a culture of compliance and integrity not only strengthens our institutional character, but also enhances

our relationships with each other, the greater UF community, and our external stakeholders. As we reflect on the past year and look ahead to the future, our dedication to compliance and ethics will remain steadfast.

I want to express my gratitude to our Board of Trustees and President, whose support of our program is unwavering and crucial to our success. I'm equally as grateful for our UF faculty, staff, and students. Your commitment to compliance, ethical conduct, and doing the right thing is the cornerstone of our program. Thank you for your continued support.

Terra DuBois

Chief Compliance, Ethics,
and Privacy Officer



INTRODUCTION

This annual report highlights the joint compliance and risk mitigation efforts of the UF Compliance and Ethics Office and the Core Compliance Partners from July 1, 2022, to June 30, 2023. While not capturing all compliance-related activities across the university enterprise, this annual report summarizes key activities that demonstrate UF's compliance with Board of Governors Regulation 4.003.

This annual report is structured to align with the seven elements of an effective compliance and ethics program. These elements, as outlined in Chapter Eight of the United States Sentencing Commission Guidelines Manual and Department of Justice Guidance, serve as general guideposts to help institutions promote an ethical culture and proactively address compliance risks. The seven elements are:

Compliance Program Elements



FY 2023 COMPLIANCE ACTIVITIES SUMMARY

Governance and High-Level Oversight

UF's governing authority, including the President and Board of Trustees (BOT), must be knowledgeable about the Institutional Compliance and Ethics Program's (Program) content and operation and be able to exercise reasonable oversight with respect to its implementation and effectiveness. Additionally, high-level personnel must be assigned overall responsibility for the Program and must ensure that it is effective.

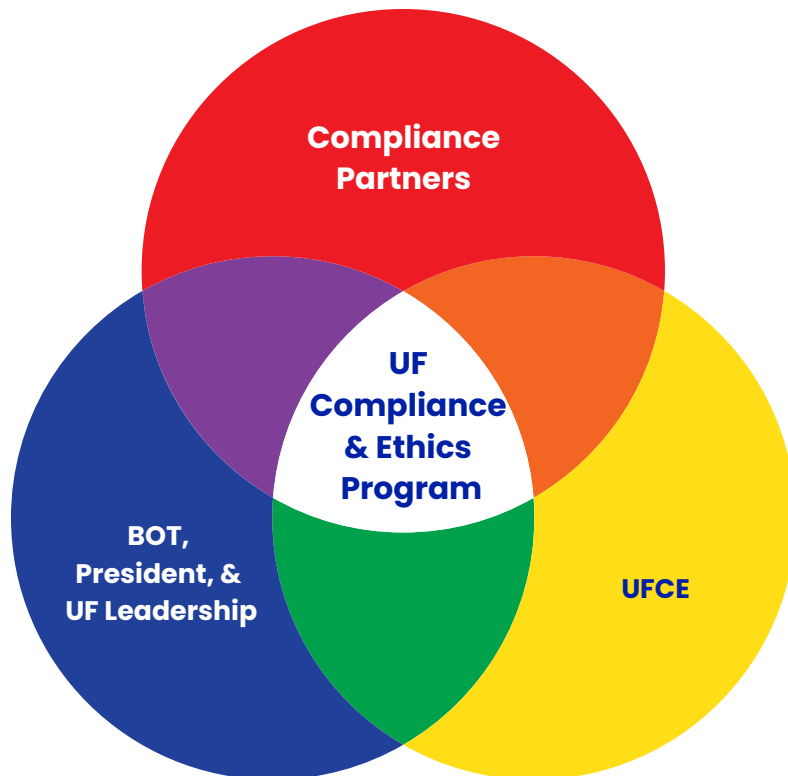
A. University of Florida Compliance and Ethics Office Program Purpose and Scope

The Program is designed to promote a culture of ethical conduct, maximize compliance with applicable laws, regulations, and policies, and effectively prevent or detect non-compliance. The University Chief Compliance, Ethics, and Privacy Officer (CCO) and Deputy CCO manage the UF Compliance and Ethics Office (UFCE) and are responsible for the Program. Additionally, UFCE staff and Compliance Partners across the enterprise perform operational compliance functions and oversight within their respective offices. As of the date of this report, the Program includes fifty-six Compliance Partners who coordinate and communicate with UFCE on matters related to the Program.

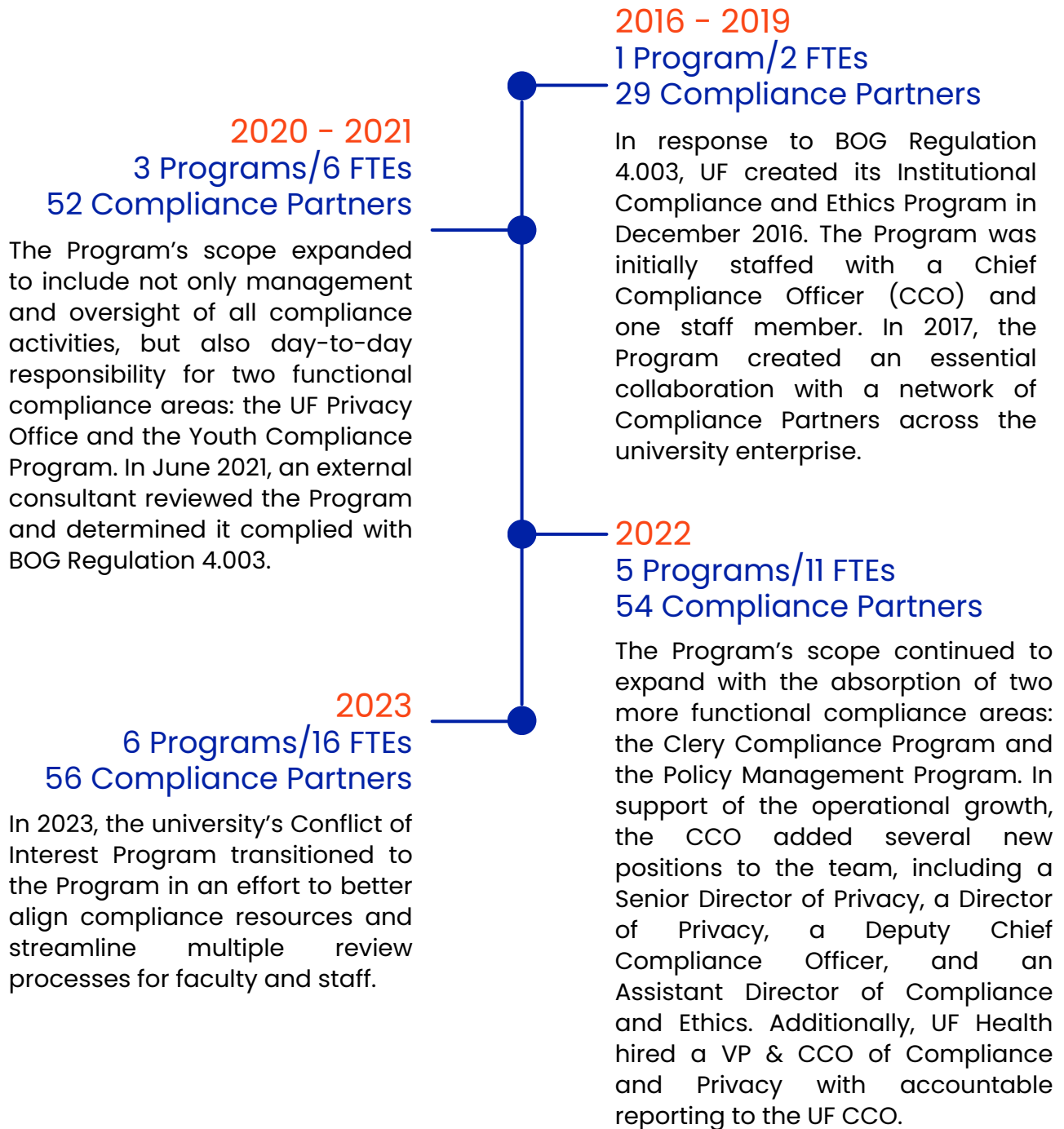
Out of these fifty-six Compliance Partners, the Program has identified 12 Compliance Partners with significant day-to-day responsibilities in core compliance areas within the University, as listed in the graph on the following page. These 12 Compliance Partners (herein designated as Core Compliance Partners) are central to maximizing compliance and promoting a culture of integrity across the university enterprise.

UFCE Program Core Compliance Areas

Athletics	IT Security
Clery Compliance	Privacy
Conflicts of Interest	Records Management
Environmental Health & Safety	Research Compliance
Financial Stewardship	Title IX and ADA
Healthcare Compliance	Youth Compliance



University of Florida Compliance and Ethics Office Program History



University of Florida Compliance and Ethics Office Program Structure

The CCO is responsible for administering the Program with additional functional responsibility and oversight over the following offices and programs:

- Clery Act Compliance Program
- Youth Compliance Program
- Privacy Office
- Conflicts of Interest Program
- University Policy Management

The UF Health Compliance Program, along with the UF Research Integrity, Security & Compliance Program, have accountable reporting relationships to the CCO through their senior compliance officers.



B. UF BOT Audit and Compliance Committee (ACC)

The ACC provides governance oversight for the Program and assists the BOT in ensuring compliance across the university enterprise. Among other duties, the committee reviews significant compliance findings identified through audits, investigations, reviews, or other means, approves any changes to the Program, and ensures failures in compliance or ethics are addressed through appropriate and consistent measures.

In addition to regular communication between the CCO and the ACC Chair, university leadership supported the ACC's compliance oversight work through the following activities in fiscal year 2023:

- The CCO kept the ACC and BOT informed of key compliance initiatives, including Florida's foreign influence laws, the Annual Clery Security and Fire Safety Reports, and the federal and state Foreign Gifts and Contracts Reports.
- The Chief Audit Executive (CAE) ensured the ACC could maintain oversight of the university audit function by developing an ACC-approved workplan and regularly reporting on audit progress, findings, and recommendations for improvement.
- The Assistant Vice President and University Controller introduced UF's new Antifraud Framework, discussed key elements and the status of a BOG-issued Direct Support Organization internal control review, and gave an overview of the UF GO Travel and Expense system.
- For this year's annual BOT compliance education session, UF Health's Vice President and Chief Compliance and Privacy Officer presented the elements that make healthcare compliance unique and provided a high-level overview of the UF Health Compliance Program.

C. Affiliated Entities Board of Directors Committees

The UF Health VP and Chief Compliance and Privacy Officer reports directly to the various hospital and health system Boards of Directors Audit and Compliance Committee chairs. The UF CCO participates in regular meetings of these Boards, whose responsibility includes:

- Audit and Compliance Committees of the Boards of Directors for UF Health Shands and UF Health Jacksonville: The Committees provide a forum for UF Health Compliance Services leadership to inform the Boards of significant compliance and privacy matters.
- The Audit and Compliance Committee of the Board of Directors for the Florida Clinical Practice Association, Inc. (FCPA): The Committee is responsible for FCPA-related matters including reviews and approvals of financial results, external audits, and the physician billing compliance services reports.

D. Other Compliance Committees and Workgroups supporting UFCE

UF Core Compliance Partners worked this fiscal year with over 50 compliance committees and workgroups that promote compliance and ethics efforts and support the Program. A subset of these committees is listed in the table below.

Area	Name	Committee Purpose	Activities & Accomplishments
Athletics	Eligibility/ Certification Team	To discuss and review the eligibility status of all current and incoming student-athletes	Met to ensure the certification of student-athletes for competition is transparent and fully vetted by all parties
Athletics	Intercollegiate Athletics Committee (IAC)	To monitor admissions and academic progress of all student-athletes and monitor changes in NCAA and SEC rules	Interviewed men's and women's head basketball coaches, conducted exit surveys and interviews with student-athletes, reported to faculty senate on student-athlete experience, and other activities
Clery	Clery Compliance Partners Committee	To discuss current crime trends, active cases, federal/state updates, and policy updates	Discussed legislative updates, current cases, and programming

Other Compliance Committees and Workgroups Supporting UFCE (Continued)

Area	Name	Committee Purpose	Activities & Accomplishments
COI	Provost's Advisory Committee (COI)	To provide an extra layer of review of outside activity disclosures for possible conflicts of interest in conjunction with the Conflicts of Interest Program and the Provost	Established committee review process, reviewed several outside activity disclosures and submitted recommendations to the Provost
EH&S	Risk Financing & Loss Prevention - Interagency Advisory Council	To discuss statewide loss prevention safety topics, and collaborate on best practice risk solutions	Appointed staff completed required online safety coordinator training. Improved internal process of injury & incident reporting
EH&S	SUS EH&S Committee	To discuss on-going EH&S issues and safety program alignment across all members for SUS system	Hosted 2023 spring in-person meeting at UF and shared various UF safety programs
EH&S and RISC	Institutional Biosafety Committee (IBC)	To establish, monitor, and enforce policies or procedures for work with biohazardous materials	Onboarded new committee members, approved 110 projects and amendments
Finance & Accounting	CFO Roundtable	To provide updates to financial/budget officers representing University colleges and units	Disseminated relevant financial topics and initiatives
Finance & Accounting	Empowering UF Steering Committee	To provide governance and oversight related to University of Florida's Enterprise Resource Planning modernization and associated business processes utilizing Workday	Administered program plan, budget, contract, and mobilization of resources to achieve deadlines and milestones
Finance & Accounting	SUS Finance & Accounting Committee (ICOFA)	To collaborate on relevant matters.	Peer sharing of regulatory interpretations and internal control developments

Other Compliance Committees and Workgroups Supporting UFCE (Continued)

Area	Name	Committee Purpose	Activities & Accomplishments
RISC	Institutional Animal Care and Use Committee (IACUC)	To ensure compliance with policies and regulations related to the use of live vertebrate animals in research and educational programs	Appointed new chair. Implemented new annual membership review, nomination, and appointment process, resulting in the addition of 5 new committee members
RISC	Institutional Review Boards (IRB)	To protect the rights and welfare of participants in clinical trials and other human subjects research studies	Appointed new chair to behavioral/ social IRB. Implemented new web-based auto-determination tools for exempt and nonhuman studies
UF Health COM Jax	Clinic Update Committee	To discuss operational changes resulting from new clinics, clinics closing or moving	Answered questions regarding issues that could potentially impact billing, coding, or documentation for new or relocating clinics
UF Health COM Jax	Compliance Committee	To provide information about recent regulatory changes, audits, and significant compliance cases to hospital compliance leaders	Provided quarterly reports for compliance risks that can be shared with hospital compliance leaders
UF Health Hospitals	340B Executive Oversight Committees	To assist in overseeing compliance with the oversight of Section 340B of the Public Health Service Act at UF Health Hospitals	Assisted the Pharmacy Department with planning a mock 340B audit
UF Health Hospitals	UF Health Hospitals Exec. Compliance Committees ((UFHS &UFHJ)	To discuss significant compliance and privacy matters and provide oversight of compliance activities.	Adopted streamlined approval process for UF Health system Compliance and Privacy policies to be approved by these committees in lieu of the Policy Committees
UF Health Hospitals	UF Health Laboratory Compliance Committee	To support an effective system-wide laboratory compliance program	Implemented a self-audit subgroup to assess system-wide laboratory compliance

Other Compliance Committees and Workgroups Supporting UFCE (Continued)

Area	Name	Committee Purpose	Activities & Accomplishments
UF Health Shands Hospital	Core Policy and Procedure Committee	To review, revise and approve, entity-level policies	Revised and approved numerous core policies, including those related to the new Mobile Stroke Treatment Unit
UF Health Jax Hospital	Patient Rights & Responsibilities Committee	To oversee the protection of patient rights and responsibilities by reviewing and revising policies, and monitoring patient complaints processes and regulatory developments	Implemented policy for providing qualified interpreters to patients; assisted laboratory with policies related to release of specimens to external entities
UFIT	Information Security Advisory Workgroup	To assist with advising on policies, standards, and priorities in support of the university's mission and business goals	Approved three new policies and four new standards. Amended one policy and two standards.
Youth Compliance	UFCE Youth Safety Committee	To review protocols, identify gaps in compliance, and set campus priorities for Youth Compliance	Developed a new Youth Compliance Policy

Policies and Standards of Conduct

The University has established standards of conduct, regulations, and policies to prevent and detect non-compliance and set expectations for ethical conduct.

A. Standards of Conduct

Standards of Conduct for UF and its community are discussed in multiple documents as listed below:

- The [UF Employee Handbook](#)
- The [Student Honor Code and Student Code of Conduct](#)
- Various unit- and industry-specific codes of conduct, as applicable and adopted by UF units (e.g., UF Health Code of Conduct; Code of Ethics for Internal Auditors; American Institute of Chemical Engineers Code of Ethics; Code of Professional Ethics for Compliance and Ethics Professionals)
- UF Core Values – There are six central values: Excellence, Discovery and Innovation, Inclusion, Freedom and Civility, Community, and Stewardship. They are described in more detail on the next page.
- The Florida Code of Ethics for Public Officers and Employees (Chapter 112, Part III, Florida Statutes)



Our Values Start with a Commitment

The University of Florida in 2015 adopted “The Decade Ahead” strategic plan comprising seven university wide goals and objectives and one overarching aspiration: That the University of Florida will be a premier university that the state, nation and world will look to for leadership. The university in 2020 augmented the plan with the “UF Core Values” underpinning its goals and overarching aspiration with six central values. The values were shaped by input from all of UF’s key stakeholders to ensure they reflect the diverse UF community.



EXCELLENCE

Strive for greatness as an institution that brings out the best in each individual.

Our standard is to be the best by doing our best. We strive to lead with integrity and distinction in all our endeavors. Excellence requires continuous improvement, accountability, and the courage to recognize that there is always more we can do to deliver the highest quality performance.



INCLUSION

Celebrate differences in identities, thoughts, and abilities, and seek to provide equitable access to opportunity.

Excellence is only possible by including people who bring diverse backgrounds and perspectives. Our growing diversity enhances discovery and innovation. It is reliant on freedom and civility. It enriches the UF community. It is rooted in stewardship. It is the connective tissue for all of our Core Values.

DISCOVERY & INNOVATION

Collaborate on the uncharted frontiers of knowledge to seek truth and make the world a better place.

Discovery is at our core. We are driven to bring fresh perspectives that create new knowledge and understanding in the classroom and beyond. It is our creative risk-taking that creates transformative change. We are constantly looking for ways to drive scholarship and service that push our campus, community and the world forward. We should never be satisfied with the status quo, but always look for inspiration and new ways of doing things.



COMMUNITY

Create a safe, welcoming community and a shared purpose that builds a sense of belonging and togetherness.

We work together toward the betterment of our local community and the world around us. Our community has a shared sense of purpose that unites everyone around goals that are held in common. Those goals elevate the collective and are greater than any one of us alone. We utilize our intellect, creativity, skills, strength and compassion to create a supportive community that serves the common good.

STEWARDSHIP

Show respect for those who came before us, responsibility for those now with us, and the commitment to leave a just and habitable world for those who come after us.

We were founded as a land-grant university, which carries with it an obligation to leave the State of Florida and the world better than we found it. Our aim is to operate with utmost respect for the resources provided us, and utilize them in a humane, respectful and responsible way. This is how we create an environment that gives students the opportunity to develop the intellectual, physical and social skills that will enrich their lives.



FREEDOM & CIVILITY

Embrace the freedom to inquire and express ideas without condemnation, and to show respect for the right of others to do the same.

We are a community that affirms and embraces openness to an inclusive range of viewpoints. An open-minded culture is the foundation of freedom of expression and affirms our commitment to academic freedom, which is rooted in mutual respect of others. We encourage curiosity in research, scholarship and exploration, and we create the conditions where inquiry can flourish. We should guard others’ right to express themselves as unequivocally as we expect that right for ourselves.

B. UF Regulations

University Regulations are official directives of general applicability that are required by federal or state law, by Florida Board of Governors regulations, or are otherwise deemed necessary and appropriate by the University of Florida Board of Trustees. Regulations must be approved by the University of Florida Board of Trustees. Regulations provide the broader framework under which UF Policies may be created. UF Regulations are housed on the [Regulation and Policy Hub](#).

The following new, amended or repealed regulations were approved this fiscal year:

New UF Regulations

- UF Regulation 1.202: University Bonus Plans
- UF Regulation 1.600: Educational Research Centers for Child Development
- UF Regulation 7.050: Examinations and Assessments

Repealed UF Regulations

- UF Regulation 2.0031: Identification Card Program
- UF Regulation 6.015: Outside Activity

Amended UF Regulations

- UF Regulation 7.003: Academic Personnel Employment Plan: Academic Appointments, Types of Appointments, Appointment Status Modifier, and Academic-Administrative Classification Titles
- UF Regulation 7.049: Textbook and Instructional Materials Affordability and Transparency
- UF Regulation 7.100: Academic Program Termination and Temporary Suspension of New Enrollments
- UF Regulation 3.0375: Tuition Cost

C. UF Policies

UF Policies are official directives that establish clear standards of organizational and individual conduct in compliance with applicable laws and regulations and are deemed necessary and appropriate by UF leadership. UF Policies apply University-wide (as opposed to college or unit internal policies), and all faculty, staff, students, volunteers, vendors, and visitors to campus are expected to comply with applicable UF Policies. A UF Policy may expand on the framework in a UF Regulation but may not conflict with a UF Regulation.

The University has charged staff from the Office of General Counsel and Office of Compliance and Ethics with defining, implementing, and overseeing the policy development process and maintaining a central repository of University Policies and Regulations. This group, called the University Policy Group (UPG), assists faculty and staff in developing new policies and making revisions to existing policies as per the newly revised Policy on Policies 8-001. UF policies are also housed on the [Regulation and Policy Hub](#). Staff from the Institutional Compliance Program co-lead the policy development process with the Office of General Counsel.

The following UF Policies are representative of new or amended policies UF Core Compliance Partners and others worked on this fiscal year:

Compliance and Ethics

- Policy 5-001: Institutional Clery Act – New 12.12.22
- Policy 5-002: Youth Compliance & Child Abuse Reporting – New 5.15.23

Strategic Communications and Marketing

- Policy 15-001: Endorsement of Commercial Services or Products by UF Employees – Amended 7.25.22

Student Life

- Policy 16-003: Registered Student Organization Classification and Officer Eligibility Amended 1.17.23
- Policy 16-001: Internship, Practicum, Work-Based and Experiential Learning Reporting Amended 4.21.23
- Policy 16-002: Medical Amnesty – Amended 7.27.22

New or Amended Policies (Continued)

Academic Affairs

- Policy 1-003: Conflicts of Commitment and Conflicts of Interest – Amended 10.13.22
- Policy 1-001: Academic Degree Programs – New 3.13.23

Operations

- Policy 13-001: Gender Equity – New 12.23.22

Business Affairs

- Policy 4-011: Use of University Space – Amended 7.21.22
- Policy 4-004: GatorONE ID – New 1.17.23
- Policy 4-006: Parking, Traffic and Transportation – Amended 10.27.22
- Policy 4-007: Political Campaigning on Campus – Amended 3.21.23

Human Resources

- Policy 11-006: Courtesy Faculty – New 2.2.23
- Policy 11-007: Criminal Background Screening – Amended 11.30.22
- Policy 11-012: Employment of Relatives – New 1.12.23
- Policy 11-014: Essential Employees – Amended 8.9.22
- Policy 11-018: Modified Duty – New 10.17.22
- Policy 11-025: Remote Work Location – Amended 9.2.22
- Policy 11-027: Social Media – Amended 11.3.22

D. Operational Units Internal Policies, Procedures, or Guidelines

Subject to certain parameters, colleges, departments, and other operating units may establish their own policies, procedures, and operating guidelines. Such policies, procedures, or guidelines may not contradict, undermine, or relax the standards of University Regulations or Policies. They may, however, be more restrictive than University Regulations or Policies, unless such restriction is prohibited by University Policy or leadership.

The following list of departmental policies, procedures, or guidelines represents a selection of efforts Core Compliance Partners have taken this fiscal year to continue to ensure conformity with compliance requirements or best practices.

Area	Document Name	New or Amended	Date	Purpose of Document or Revision
Athletics	UAA Policies and Procedures	Amended	Annually	Reviewed annually - Updates made based on changes in NCAA/SEC legislation and UF/UAA policies
COI	Disclosure Review Flow Chart Guidance	Amended	Mar-22	This chart acquaints UF employees with new updates to the COI Policy and disclosure review process, including role and function of the Provost's COI Advisory Committee
COI	UFOLIO Quick-start Guidance	Amended	Jan-23	The improved and updated guidance version provides step-by-step instructions for submitting disclosures in UFOLIO
EH&S	EH&S Chemical Hygiene Plan	New	Jun-23	OSHA Lab Standard 29CFR 1910.1450 requires all labs (research and teaching) to have a chemical hygiene plan on chemical usage and staff training
EH&S	EH&S Drone/UAS Guidance	New	Jun-23	Developed as per new Fla. Stat. 934.50 requiring all UAS/drones not to have 'critical components' from a foreign country of concern, and that communications with the controller for the drone be encrypted

Operational Units Internal Policies, Procedures, or Guidelines (Continued)

Area	Document Name	New or Amended	Date	Purpose of Document or Revision
Finance & Accounting	Antifraud Framework	New	Nov-22	In response to UF Regulation 1.500 this provides an overview of Antifraud Framework, Component Details, and Related Resources
Finance & Accounting	UF GO - Travel and Expense	Amended	Apr-23	Complete revision of existing Travel and Expense Reimbursement directives in alignment with UF GO system implementation
Records Management	UF's Record Retention Schedule Guide	Amended	Jun-23	This update was required following the revisions to the State level retention schedules. The guide combines the most commonly used retention schedules at UF into searchable PDF, Word, or table versions
UF Health COM	UF Health Compliance Copy/Paste, Copy/Forward, and Auto-population Policy	New	Oct-22	This policy was developed for UF Health Shands (UFHS) and UF Health Jax (UFHJ) College of Medicine (COM) to use for consistency
UF Health Compliance Services	Conflict of Interest Policy	Amended	Jun-23	This policy was amended to adopt the UF Health system-wide policy regarding conflicts, including staff's duty to disclose
UF Health Compliance Services	Non-Retaliation and Non-Retribution Policy	Amended /New	Jul-22 (UFHS) May-23 (UFHJ)	This policy was created to adopt the UF Health system-wide policy which protects covered persons who report concerns in good faith from retaliation or retribution
UF Privacy	ChatGPT Guidance	New	Apr-23	Created guidance for using ChatGPT in collaboration with UF IT
UFIT	UFIT Rationalization Policy	New	May-23	To rationalize information technology services to enable innovation, increase efficiency, reduce complexity, lower costs, and improve security of the computing environment

Operational Units Internal Policies, Procedures, or Guidelines (Continued)

Area	Document Name	New or Amended	Date	Purpose of Document or Revision
UFIT	UFIT Rationalization Policy	New	May-23	To rationalize information technology services to enable innovation, increase efficiency, reduce complexity, lower costs, and improve security of the computing environment
UFIT	UFIT Account Management Policy	Amended	Aug-22	To provide a comprehensive account management process that allows only authorized individuals access to University Data and Information Systems
UFIT	UFIT Malicious Software Controls Standard	New	Aug-22	To provide guidance on when malicious software controls are needed and how they should be configured
UFIT	UFIT External IT Vendor Sourcing Standard	Amended	Aug-22	To specify security requirements for the acquisition of information technology products and services in which University of Florida Data is stored, processed or transmitted by an entity not under control of the university

E. Legislative Activities

In addition to taking steps to ensure compliance with legal and regulatory requirements, UF senior leaders, including members of the Core Compliance Partners, collaborate with federal and state officials to provide feedback on new or existing laws or regulations. Such feedback often relates to the impact of such laws or

regulations on institutions of higher education, such as UF, and may include creating impact reports or meeting with the officials requesting assistance. Representative examples of such legislative activities include, but are not limited to:

- The CCO was involved in the Florida Unmanned Aircraft Systems (UAS) rulemaking process (F.A.C. 60GG-2.0075). She also worked on proposed legislation SB 846, Agreements with Foreign Entities, and reviewed the related proposed BOG amendment to regulation 9.012 on Foreign Influence. In addition, the CCO met with the head of National Science Foundation's (NSF) Office of Research Security to discuss the CHIPS Act and foreign gifts reporting requirements.
- The CCO, RISC Director, and Vice President for Research (VPR) met with Senator Marco Rubio's staff to discuss the implementation of Florida House Bill 7017.
- The RISC Director made a presentation to the Florida Senate Committee on Military and Veteran's Affairs, Space, and Domestic Security and spoke about the implications of proposed drone legislation (Fla. Stat. § 934.50).
- The RISC Director and VPR met with Florida legislative staff and representatives to discuss Research Security and foreign influence.
- The Executive Associate Athletics Director serves as the chair of the NCAA Division I Management Council.
- The EH&S Drone Coordinator was appointed to a position on the State's Department of Management Services (DMS) Drone Advisory Board.
- The Associate EH&S Director was appointed by the SUS Chancellor to the State Fire Marshal's Fire Code Advisory Council as the representative for the SUS.
- The Assistant Director for the Clery Program, as a member of the National Association of Clery Compliance Officers and Professionals (NACCOP) Federal Relations Committee, provided feedback on the 2022 Title IX Notice of Proposed Rulemaking (NPRM). The feedback solicited during this meeting was submitted to the U.S. Department of Education during the open comment period for the 2022 Title IX NPRM as comments on behalf of the membership of NACCOP.
- The University Records Manager contacted the Division of Library and Information Services and recommended record retention revisions some of which were accepted by the state and are now included in the General Records Schedule for Public Universities and Colleges (GS5).

Communications and Reporting

The Program ensures the University effectively communicates the university's expectations for all employees and takes reasonable steps to communicate its policies, standards, and other aspects of the Program. Further, the Program ensures the University maintains and publicizes a system to report or seek guidance regarding potential misconduct, non-compliance, or unethical conduct.

A. Communications

UFCE and its Compliance Partners utilize a wide-array of internal communication (e.g., newsletters, alerts, and e-mail reminders) and external communication (e.g., social media and websites) to share and receive compliance-related information throughout the University community. A few key examples of how Core Compliance Partners shared information, increased compliance awareness, and communicated important information this fiscal year are identified in the graphic below:

Publications

- UFHR distributes key information and upcoming events through UF at Work
- UFCE Compliance Gazette provides updates on the Compliance Program to which multiple areas contribute information
- UF RISC regularly included in its UF Research newsletters information on a variety of research compliance topics
- COI published numerous outreach articles on their homepage regarding emerging compliance and conflict of issue concerns in higher education

Alerts

- The Clery Program and UFPD sent 11 Timely Warnings and 10 UF Alerts this fiscal year
- EH&S Research Services sent bi-annual email updates to all Principal Investigators and lab managers with important reminders and announcements
- UF Health Compliance Services Alerts included regulatory updates and industry enforcement activities
- UAA sent out weekly reminders to each dept. about NCAA rules, updates and other relevant information

Social Media

- OAGE utilized Instagram to share information about Title IX and ADA compliance including resources and prevention techniques
- A newly-formed EH&S Social Media Committee utilized social media accounts to expand communication of safety related topics
- UFIT sent approx. 160 information security-focused social media posts on Facebook, Instagram, and Twitter

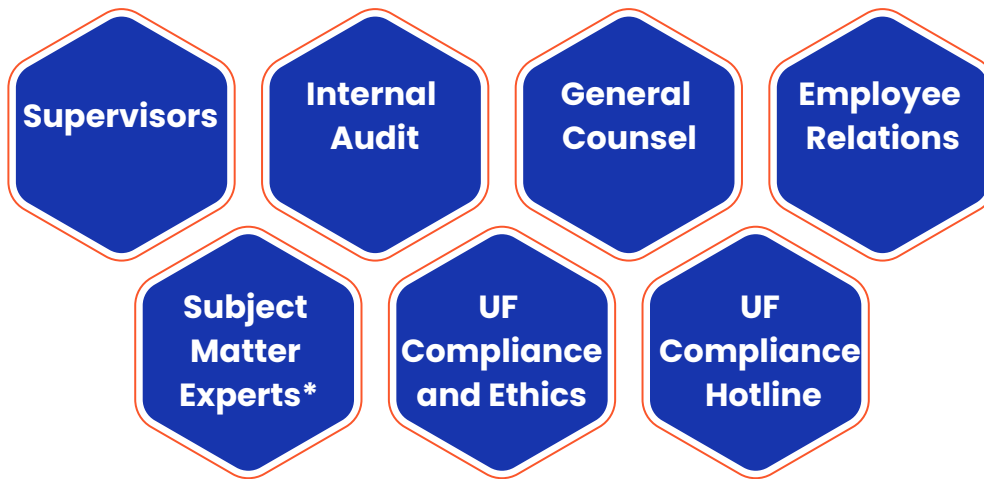
Other Methods

- UFIT developed RSS feeds and videos on information security topics
- Multiple functional units enhanced their websites to ensure accuracy and functionality of content
- Several units developed administrative memos on compliance topics such as Annual Fraud Awareness Reminders (Finance & Accounting) and Protect Yourself from Cybercrimes (UFIT)

B. Reporting

There are many reporting channels available to faculty, staff, and the community to discuss concerns or submit reports of suspected wrongdoing. Guidance on the proper reporting channels based upon the topic involved is located on the [UFCE website](#), as well as the UF Human Resources [Options for Reporting Concerns and Filing Complaints](#).

UF Reporting Channels



*Subject Matter Experts include UFPD, OAGE, Clery, RISC, COI Program, Youth Compliance, Offices of the Ombuds, UF Health Compliance Hotline, etc.

The UF Compliance Hotline

The UF Compliance Hotline is a 24-hour, 7 day-a-week resource for reporting potential legal, policy, or ethical conduct violations or concerns. Reports may be submitted through an [online portal](#) or by calling (877) 556-5356. Individuals submitting reports have the option to provide their names or to report anonymously. The hotline is advertised on multiple UF websites.

Regardless of the mechanism used for reporting, the University protects UF employees making reports and participating in investigations from retaliatory action. The University protection from retaliation in the workplace is publicized in various publications, including the UF Employee Handbook, the Reporting and Investigating Fraudulent or Other Wrongful Acts Policy, and the Research Integrity Policy.

Retaliation is also prohibited under Title IX, as codified in the University of Florida Gender Equity Policy. If employees provide their identity when reporting, the Office of Internal Audit will conduct a whistle-blower determination and will notify the employee of their eligibility for whistle-blower status.

The UF Health Compliance Hotline

UF Health uses its own distinct compliance hotline which also allows reporters to maintain anonymity. UF Health has established a policy that individuals reporting concerns in good faith will not be retaliated against.

UF Health Compliance Services provided new hotline posters this fiscal year to multiple departments to promote the availability of the UF Health Compliance Hotline.



Training and Education

BOG Regulation 4.003 requires Board of Trustees' members and university employees to receive training regarding their responsibility and accountability for ethical conduct and compliance with applicable laws and regulations. To increase awareness and understanding of these laws and the critical aspects of the University's Program, UFCE, its Compliance Partners, and other functional areas throughout the University provide many trainings on a wide variety of legal, regulatory, and ethical requirements.

A. Board of Trustees

Throughout each fiscal year, the CCO provides regular updates regarding the Compliance Program and at least one educational offering to the Board of Trustees. During this current reporting year, the CCO or other members of the UFCE staff, offered the following updates and/or presentations:

- Florida Foreign Influence Laws
- The Annual Security and Fire Safety Reports Overview Program
- Institutional Compliance Annual Report for FY22
- Foreign Gifts and Contracts Report Summary (January 2023 Reports)
- Recent activities at the state and Board of Governors level on the topic of foreign influence
- Compliance and Ethics Work Plan Overview for FY24
- UF Health Compliance Program Overview (educational topic)

B. Compliance Training Modules

Core Compliance Partners and other functional units throughout the University create and implement specific compliance training modules supporting a law or regulation or to support work functions in the different units. The table on the following page highlights some of the training modules developed or led in FY23.

Compliance Training Modules (Continued)

Area	Topic	Description or Purpose	Trained	Attendees
Clery	Campus Security Authority training	Teaches CSAs how to fulfill their responsibilities of reporting certain crimes reported to them	3,500	Employees designated as CSAs
EH&S	New Principal Investigator (PI) Orientations	Teaches about services EH&S can provide to help new PIs getting labs set up, etc.	285	New PIs
EH&S	Hazardous Waste Management	Teaches staff how to properly dispose of hazardous waste. Required by OSHA	7,136	Employees who generate or manage hazardous waste
EH&S	Bloodborne Pathogens Training (General Audience)	Teaches about risks of exposure to bloodborne pathogens. Required by OSHA	9,600	Employees who may come into contact with human blood or other potentially infectious materials
EH&S	Biomedical Waste Training	Teaches the proper handling and disposal of biomedical waste. Required by OSHA	4,564	Employees who generate biomedical waste
EH&S	Chemical Hygiene Plan	Covers information to be aware of when working in a laboratory setting. Required by OSHA	3,489	Employees working or supervising work in a laboratory setting where chemicals are used.
Finance & Accounting	Introduction to UFGO	Introduces UF GO (UF's travel and expense website) and highlights the features of the travel, PCard, and general reimbursement system	12,249	All travelers and PCard holders faculty and staff

Compliance Training Modules (Continued)

Area	Topic	Description or Purpose	Trained	Attendees
Finance & Accounting	Faculty Stewardship	Covers key concepts related to effort reporting as well as cost principles	3,945	UF faculty and staff
Finance & Accounting	PCards at UF: What Every PCard Holder Needs to Know	Teaches why and how one may obtain a PCard as well as highlights key guidance and resources to use a PCard appropriately within UF GO	2,470	UF faculty and staff
Finance & Accounting	The Color of Money	Introduces UF's sources of funds along with the accompanying rules, or directives, which govern how each type of monies may be spent	454	UF faculty and staff
OAGE	Voices for Change-Violence Prevention	Provides students with Title IX training that engages undergraduate students in fostering healthy relationships and preparing them to recognize and respond to sexual assault and harassment when it occurs	11,898	Undergraduate students (incoming freshmen and transfers)
OAGE	Maintaining a Safe and Respectful Campus	Provides employees with a foundational understanding of prohibited conduct, reporting pathways, and best practices in supporting individuals who disclose being harmed.	13,046	Employees (open to UF & Shands)
Privacy	HIPAA Protecting health information	Presents basic information about federal (HIPAA) and state information privacy and security regulations	24,969	Members of the workforce dealing with patients
Privacy	FERPA Basics	Provides a brief overview of FERPA and protecting education records	11,743	Available to all UF

Compliance Training Modules (Continued)

Area	Topic	Description or Purpose	Trained	Attendees
Privacy	Protecting SSNs and Identity Theft Prevention	Provides information on the Florida Information Protection Act (FIPA) and FTC "Red Flags Rule"	4,391	Available to all UF
UFCE	Compliance & Ethics	Provides an overview of the Compliance Program and certain provisions of the FL Code of Ethics. Required by the BOG.	22,664	All employees must take this training every two years
UFIT	Information Security Awareness Training	Provides enhanced information security awareness training. Recommended by the BOG.	19,595 (staff) 14,010 (students)	UF faculty, staff and students.
UF Health COM Jax	Annual Compliance Update Training	Provides education on compliance and how to report compliance related issues.	1,880	All new hire employees and annually to existing employees as part of HR presentation.
UF Health COM	Annual Compliance Update Training	Provides billing compliance training for all billing related personnel.	4,447	All members of COM faculty and staff involved in direct patient care.
UF Health Compliance Services	New Employee Orientation	Provides workforce with CMS General Compliance and Fraud, Waste, and Abuse Training. Required by CMS	5,534	Required of all new hospital employees and staff as part of onboarding.
UF Health Compliance Services	Compliance and Privacy Education	Required by CMS annually	32,497	All hospital employees and staff

Compliance Training Modules (Continued)

Area	Topic	Description or Purpose	Trained	Attendees
UF Research	Grant Stewardship	Covers key concepts related to effort reporting and cost principles. Understanding these concepts aids researchers in making determinations about what can be charged to sponsored programs	3,848	All PI-eligible faculty
UF RISC	Introduction to Export Controls	Helps UF faculty, staff and students understand the concepts of export controls for varying UF business activities.	154	Researchers participating in controlled research
Youth Compliance	Youth Protection Training	Provides information on how to hold activities with youth according to industry best industry practice standards.	7,312	All employees and volunteers who will have contact with minors

C. Educational Outreach and Other Types of Training

In addition to training modules, multiple educational events took place in fiscal year 2023 to enhance learning within the community. A subset of these activities and a few examples from the Core Compliance Partners are displayed in the next pages.

EDUCATIONAL OUTREACH

UF Core Compliance Partners have robust outreach programs that are deployed in a variety of ways.

Awareness Month

- UF Health Compliance Services celebrated Compliance & Privacy Awareness Month, in Nov-22. This event included live activities and a survey.
- EH&S hosted a series of tabling events throughout the main Campus in Oct-22 to promote and communicate safety workplace principles.
- Clery led an enterprise-wide campaign for Sexual Assault Awareness Month, with participating areas such as UFPD/OVS, Student Life, Human Resources, and UF Health.

Webinars/Workshops

- UFCE launched a new Learn over Lunch webinar program in February 2023 open to all UF staff and faculty. Topics included: youth compliance and anti-fraud framework
- UFHR invited our Ergonomics Coordinator to present on office ergonomics and wellness.
- The Clery Compliance Program conducted workshops on Hate Crimes and Stalking for UFPD.

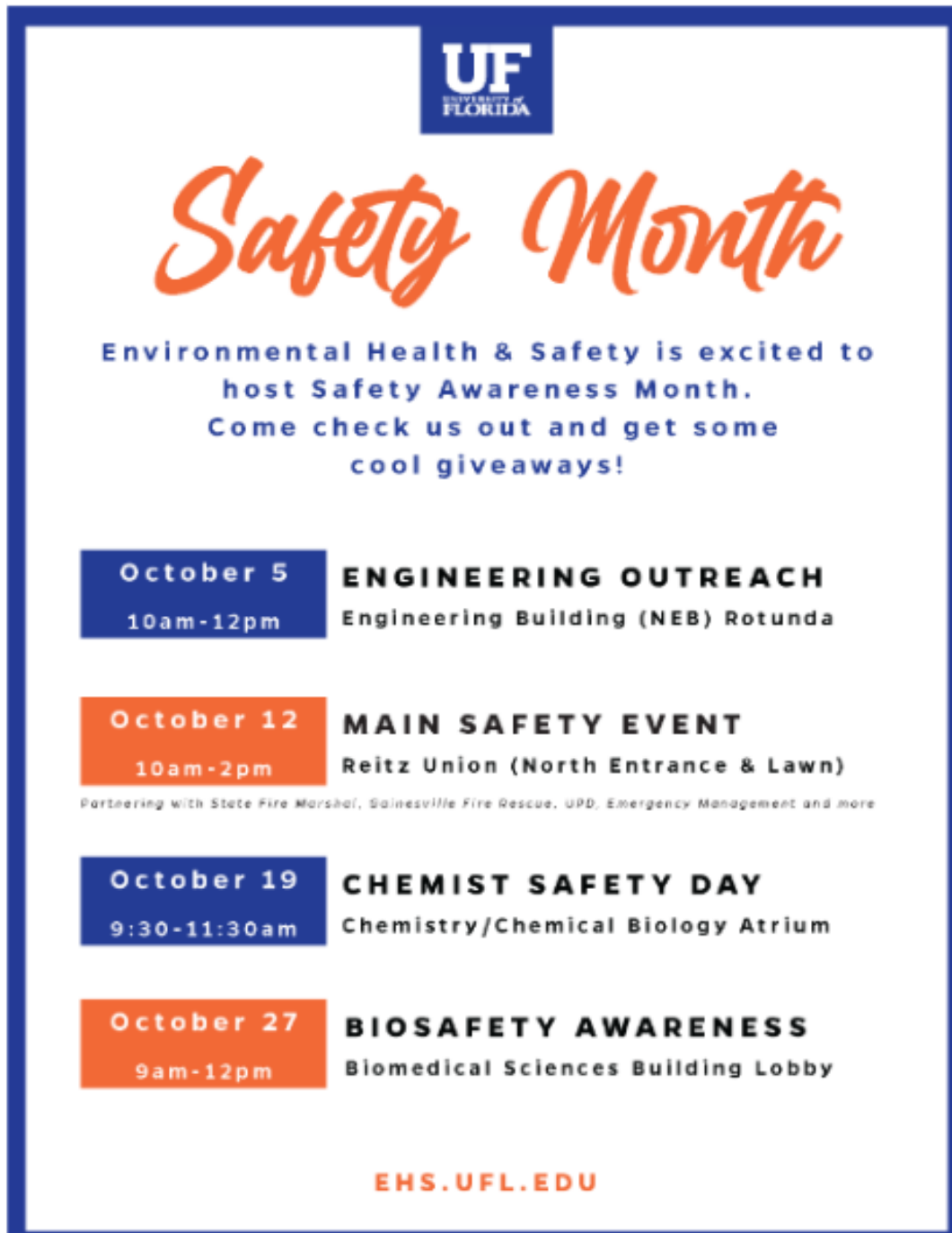
Seminar Series

- Finance & Accounting held a Financial Accountable Officers Seminar Series to provide updates and share timely information.
- UF RISC hosted several in-person and live virtual sessions for labs, graduate student classes and other interested groups providing an overview of research integrity principles and research misconduct.

Other Methods

- EH&S launched a lab mentorship, a green lab certification, and hydrofluoric acid safety programs across campus.
- Youth Compliance prepared for next fiscal year onsite visits at university-hosted youth summer camps on campus and in the surrounding Gainesville community.
- UFIT personnel meet monthly to plan messaging on four social media channels, plan awareness events, review the information security landscape in higher ed, and develop plans for each quarter's outreach and primary message themes.

EH&S Safety Month



The poster features the University of Florida logo at the top center. Below it, the words "Safety Month" are written in a large, orange, cursive font. A central paragraph in blue text reads: "Environmental Health & Safety is excited to host Safety Awareness Month. Come check us out and get some cool giveaways!". The poster lists four events, each with a date and time in a colored box (blue or orange) and the event name and location in bold black text. At the bottom, the website "EHS.UFL.EDU" is displayed in orange.

UF
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FLORIDA

Safety Month

Environmental Health & Safety is excited to host Safety Awareness Month. Come check us out and get some cool giveaways!

October 5
10am-12pm **ENGINEERING OUTREACH**
Engineering Building (NEB) Rotunda

October 12
10am-2pm **MAIN SAFETY EVENT**
Reitz Union (North Entrance & Lawn)
Partnering with State Fire Marshal, Gainesville Fire Rescue, UPD, Emergency Management and more

October 19
9:30-11:30am **CHEMIST SAFETY DAY**
Chemistry/Chemical Biology Atrium

October 27
9am-12pm **BIOSAFETY AWARENESS**
Biomedical Sciences Building Lobby

EHS.UFL.EDU

UF Health Compliance & Privacy Month



Staff from UF Health Compliance and Privacy and the Physician Billing Compliance Team



Compliance and Privacy Awareness Month: Join us this week and next for games and prizes!

Published in Shands News on November 7, 2022

Throughout the month of November, Compliance Services will be hosting a variety of activities across our campuses to promote compliance and privacy awareness across the organization. This week and next we will be on-site at several locations across our Gainesville facilities.

We would love to see you at one of these events. Come spin the big wheel, answer a compliance-related question correctly and win a prize!

Gainesville Campus

- Wednesday, Nov. 9: UF Health Shands Hospital Sun Terrace Café, 10:30 a.m.-1:30 p.m.
- Wednesday, Nov. 16: UF Health Shands 1329 Building Lobby, 10:30 a.m.-1:30 p.m.

The UF Health Compliance and Privacy Awareness Survey is a key component of these activities. If you have not already done so, please take a few minutes to complete the 2022 Compliance and Privacy Survey [here](#). We will also have paper copies of the survey available at our on-site events. We hope to see you there!

UFCE LEARN OVER LUNCH



Sophia Andrews
Youth Compliance
2/28/23



Chloe Campbell
Anti-Fraud Framework
5/23/23

New Outreach Initiative

UF Compliance and Ethics launched a new Learn over Lunch webinar program in February 2023 open to all UF staff and faculty. At least once per quarter, UFCE hosts a webinar featuring one or more offices with key compliance responsibilities for UF. Speakers will describe their offices' efforts as well as the attendees' role in this compliance work. Sessions will finish up with a question-and-answer period.

When possible, sessions are recorded and made available on UFCE's website for future viewing. Attendance for the first two sessions averaged close to 100 individuals.

This fiscal year, two sessions were held, one on the topic of youth compliance and the other on the UF Anti-Fraud Framework. An upcoming Ethics Series is planned for the fall.

Risk Identification, Monitoring, and Auditing

Risk identification, regulatory reporting, monitoring and auditing activities are critical to the effectiveness of the UF Institutional Compliance and Ethics Program. The University continuously monitors and audits high-risk areas in order to effectively prevent and detect non-compliance. Additionally, the University has an external auditor evaluate the effectiveness of the Program every five years.

A. Regulatory Reporting & Other Monitoring Activities

Many federal and state laws and regulations, as well as BOG regulations, include a reporting element to exercise oversight and ensure compliance. Core Compliance Partners produced multiple regulatory reports this fiscal year. A subset of these reports is listed in the table below.

Area	Report	Regulation	Submitted	Description
Athletics	Intercollegiate Athletics Program	NCAA Constitution Article 2(D)(1)(c); NCAA Bylaw 20.2.4.17; NCAA Bylaw 7.3.1.5.23.1	Jan - 23	Independent public accountant review of UF's revenues and expenses according to the NCAA Agreed Upon Procedures Guidelines required annually for Division I members
Athletics	Equity in Athletics Disclosure Act (EADA) Report	U.S. Department of Education HEOA (Public Law 110-315)	Oct - 22	Annual report on athletic participation, staffing, and revenues and expenses, by men's and women's teams
Clery	Annual Security Report and Annual Fire Safety Report	34 CFR Part 668.46(b), 34 CFR Part 668.49(b)	Sep - 22	Annual report distributed to the UF community that includes 3 years of crime and fire data, 116+ statements of policy regarding campus safety, and information on crime prevention programs
Clery	Drug and Alcohol Abuse Prevention Program Review	34 CFR Part 86- Drug and Alcohol Abuse Prevention	Oct - 22	Review ensuring (1) policies and health risks associated with the use of drugs and alcohol, (2) programs and intervention efforts provided by the university, and (3) disciplinary sanctions associated with violations of university policies and regulations are accurate and current

Regulatory Reporting (Continued)

Area	Report	Regulation	Submitted	Description
Clery	DAAPP Effectiveness Biennial Review	34 CFR Part 86- Drug and Alcohol Abuse Prevention	Oct -22	Biennial review to measure the effectiveness of UF's DAAPP Program, and to ensure consistent treatment in enforcement of its disciplinary sanctions
EH&S	Select Agents (biological agents and toxins) Inspections	Federal Select Agent Program	Jan-23 & Feb-23	The U.S. Department of Agriculture (USDA) & the Center for Disease Control and Prevention (CDC) inspections of areas where select agents are used
EH&S	Laboratory Safety Surveys	UF Chemical Hygiene Program and OSHA Laboratory standard (29 CFR 1910.1450)	Multiple dates	Over 3,650 lab safety surveys were conducted in laboratories with chemical, physical, and biological hazards
EH&S	Clinic Safety Surveys	State, local and federal requirements	Multiple dates	Over 70 safety surveys conducted in individual clinics in the UF Health Physicians clinic network, Vet Med Sites, SHCC, and Archer Family Health
EH&S	Hazardous Waste Facility Inspections	Environmental Protection Agency (EPA) and FL Dept. of Environmental Protection (FDEP)	Aug-23	EPA and FDEP inspection of EH&S hazardous waste facility and select hazardous waste generators on campus.
Finance & Accounting	Schedule of Expenditures of Federal Awards (SEFA)	Single Audit Act, Uniform Guidance 2 CFR 200.510	Sep -22	Reporting of Federal Funding expended in the fiscal year prepared by independent auditor as part of audited financial statements.
Finance & Accounting	Higher Education Emergency Relief Fund (HEERF) Report	Section 18004(a) (1) of the CARES Act, Pub. L. No. 116-136	Mar-23	Annual reporting required by institutions which have expended funds provided by The Coronavirus Aid, Relief, and Economic Security Act (CARES Act) during the reporting year.

Regulatory Reporting (Continued)

Area	Report	Regulation	Submitted	Description
Finance & Accounting	Annual Inventory	BOG 9.003 Property Inventory	Jun-23	Annual mandatory physical inventory of all property and reconciliation of inventory to property records
Finance & Accounting	Fixed Capital Outlay Report	BOG Regulation 14.002; Chapter 1013, Florida Statutes	Sep-22	Reporting of construction project expenditures funded by fixed capital outlay programs.
Record Management	Records Management Compliance Statement FY22	257.35(5) F.S. & Rule 1B-24.003(9) F.A.C.	Dec-22	Reported the volume of records disposed of and certified compliance with Florida's Public Records Law to the Department of State as required by law.
RISC	Research Misconduct reporting annual	42 CFR Part 93	Mar-23	Annual report on open research misconduct cases subject to PHS regulation
RISC	Board of Governors Travel Report	FL Stat 101.36	Jul-22	Annual report on travel to countries of concern by UF travelers
UFCE	Foreign Gifts and Contracts Report	HEA Section 117 & Florida Statutes Section 1010.25	Jul-22 & Jan -23	Reported foreign gifts and contracts meeting the threshold in a single or aggregate amount twice a year to the federal government and the state.
UFIT	Information Technology Survey	Florida Statute Section 11.45(3)(b)	Apr-23	Broad spectrum of general and application-related controls, the purpose of which is to gain an understanding of the organization's IT environment, the level of governance in place, and the alignment of controls with the existing IT infrastructure.
UFIT	State Auditor General IT Survey	Annual request from the state	Apr-23	Request from the state to complete information about UF's information technology environment.

OTHER MONITORING ACTIVITIES

The University campus engages in many other types of monitoring and risk identification activities. A few examples from the activities of four Core Compliance Partners are displayed below.

EH&S

- UAS/Drone Monitoring to include 421 flight requests processed and 480+ missions flown
- Automated external defibrillators (AEDs) service due and parts replacement monitoring to include 239 AED programs
- Industrial Hygiene & Occupational Safety Assessments to include 800 respirator fit tests, 311 excessive noise/ hearing conservation testing, 90 registered storage tanks, 115 ergonomic assessments, and 234 bloodborne pathogens - needlesticks/ exposure

Finance & Accounting

- The University Controller reviewed Cabinet travel, while the Travel team reviewed expense reports submitted by the University community.
- The Controller's Office conducted monthly reconciliations of all Finance and Accounting departments and performed monthly reviews of vouchers approved by Disbursements staff.
- The Disbursement unit reviewed invoices and approved amounts over a certain threshold.

UF Health COM

- UF Health College of Medicine (COM) Billing Office in Jacksonville conducted monthly exclusion screening. For FY 2023, a total 132,082 personnel and vendors were screened.
- UF Health College of Medicine (COM) Billing Office in Gainesville conducted 142 baseline reviews on new providers and 74 routine billing requirements reviews involving 479 providers.

UF Health Hospitals

- Completed 71 regulatory, documentation, or billing and coding audits and 128 privacy audits.
- Completed 176 unplanned investigations in response to allegations and/or issues.
- Conducted an enterprise-wide risk assessment which included 103 interviews and identified 239 risks. Risks were categorized, ranked, reported to UF Health Senior Leadership, and utilized to create FY24 Compliance and Audit Work Plan.

B. Program Effectiveness Assessments

The CCO provides the BOT continuous assessments of elements of the UF Compliance and Ethics Program during quarterly committee meetings and an annual overall assessment of the program through this report.

In addition, BOG regulation 4.003 requires an external assessment of the effectiveness of compliance programs at least every five years. In May 2021, UFCE engaged Baker Tilly to assess the effectiveness of the Program. The assessment concluded that the Program generally conformed to BOG Regulation 4.003 and other relevant guidance, which is the highest ranking within the BOG-approved rating system.

C. Compliance Risk Program

The CCO developed a Compliance Risk Program. The Compliance Risk Program's mission is to help develop and enhance processes throughout the UF enterprise which support assessing, addressing, monitoring, and reporting compliance with the university's legal and regulatory obligations. The Compliance Risk Program participated in two compliance reviews this fiscal year: the Export Control program and the Title IX program. As the Compliance Risk Program matures, it will offer four distinct programmatic services to the university community:

1. Compliance Risk Reviews

Reviews conducted in coordination with Core Compliance Partners to identify their key compliance risks and assess and document important information about the control of such risks.

2. Compliance Risk and Process Analyses

In-depth analyses of the compliance risks posed by specific laws or regulations and the processes UF has developed to control such risks.

3. Consultations

UFCE is available to assist functional units enterprise wide with any aspect of their compliance risk program.

4. Collaborations

UFCE is available to partner with other UF offices with administrative oversight responsibilities (such as the Office of Internal Audit) on projects that include compliance risk elements.

Response and Prevention

UF addresses all reported or identified concerns of suspected non-compliance with laws or policies. When instances of non-compliance are confirmed, the university takes reasonable steps to appropriately address the issues and to prevent further similar instances from occurring in the future, including making any necessary modifications to the Compliance and Ethics Program.

A. Internal Review Committee

At a central level, the University established the Internal Review Committee (IRC) to serve as a standing work group to oversee investigation processes across the University. The IRC advises on significant reports of misconduct received by University units, triages reports from the compliance hotline or the Office of Internal Audit, and identifies the appropriate University unit to conduct a particular investigation. Compliance Partners also refer issues that require escalation to the IRC for response.

B. Concerns or Inquiries Reviewed at the Operational Unit Level

Compliance Partners also respond to inquiries and investigate concerns when made directly to their area or when referred to them by the IRC. The table below provides types of concerns addressed by UF Core Compliance Partners and the preventative measures or remediation efforts or action taken to resolve them.

Area	Category	# Reviewed	Action Taken or Remediation Efforts
Athletics	Travel	260	We promote asking before you act to avoid possible violation of NCAA/SEC/UAA policy or rules.
Athletics	Campus Visits	520	We promote asking before you act to avoid possible violation of NCAA/SEC/UAA policy or rules.
Athletics	Off campus recruiting	156	We promote asking before you act to avoid possible violation of NCAA/SEC/UAA policy or rules.
Athletics	What is permissible?	520	We promote asking before you act to avoid possible violation of NCAA/SEC/UAA policy or rules.

Concerns or Inquiries Reviewed at the Operational Unit Level (Continued)

Area	Category	# Reviewed	Action Taken or Remediation Efforts
Athletics	Required Days off - Permissible Activities on Days off	52	We promote asking before you act to avoid possible violation of NCAA/SEC/UAA policy or rules.
Athletics	Determining outside countable aid	156	We promote asking before you act to avoid possible violation of NCAA/SEC/UAA policy or rules.
Clery	CSA Reports	135	Assessed for Clery reportability, assessed for Timely Warning/Emergency Notification, added to the Crime Log, shared with applicable campus partners or followed up when appropriate.
Conflicts of Interest	UFOLIO Disclosure review	4,278	Disclosures submitted and reviewed by the COI Program by UF employees required to disclose electronically in UFOLIO.
Conflicts of Interest	Supplier portal reviews	31	26 approved; 7 approved with COI mitigation or withdrawn; 1 disapproved
Conflicts of Interest	COI Oversight Agreement	10	The COI Program prepared and executed 10 COI Oversight Agreements to mitigate non-research conflicts of interest
Conflicts of Interest	Provost Advisory Committee	6	The Provost's Advisory Committee reviewed and issued recommendations on 6 disclosures considered for disapproval by the COI Program.
EH&S	Program Feedback	125	Feedback forms are reviewed daily as received. If there is a concern or suggestion, EH&S team members connect with the concerned person and rectify the issue as soon as possible.
EH&S	Accidents and injuries to UF staff and property	100	Analysis of incident information to learn why it occurred and to work on a strategy for prevention of future incidents.

Concerns or Inquiries Reviewed at the Operational Unit Level (Continued)

Area	Category	# Reviewed	Action Taken or Remediation Efforts
Finance & Accounting	Bursar	29,020	Detailed follow-up to applicable areas to provide support and resources
Finance & Accounting	Disbursements	10,302	Detailed follow-up to applicable areas to provide support and resources
Finance & Accounting	General Accounting	542	Detailed follow-up to applicable areas to provide support and resources
Finance & Accounting	Human Subject Payments	5,481	Detailed follow-up to applicable areas to provide support and resources
Finance & Accounting	Payroll Services	7,976	Detailed follow-up to applicable areas to provide support and resources
Finance & Accounting	UF GO (PCard, Travel & Expense)	24,599	Detailed follow-up to applicable areas to provide support and resources. Additional resources provided as part of UF GO launch and stabilization—daily office hours, ad hoc live and recorded training sessions, on-demand training courses & helpful topics, updated FAQs.
OAGE	Title IX/Gender Equity	332	The OAGE team provided counseling resources, supportive measures, referrals, guidance for informal and formal resolutions. Additionally, OAGE team investigated reported cases, by collecting evidence and interviewing relevant witnesses.
OAGE	ADA -Employee/volunteer requests	168	The ADA Case Manager reviews the medical certification of disability; then communicates with the employee, supervisor, department personnel and HR liaisons to ensure reasonable accommodations are provided to the employee while guaranteeing the employee's disability and medical information is kept confidential. Moreover, the ADA Coordinator and ADA Case Manager work with EH&S to evaluate and implement remedies to physical barriers on campus.

Concerns or Inquiries Reviewed at the Operational Unit Level (Continued)

Area	Category	# Reviewed	Action Taken or Remediation Efforts
Privacy	HIPAA/FERPA/ FIPA Incidents	197	Incidents investigated, breach notifications sent, future mitigation and prevention steps taken.
UF Compliance Hotline	Hotline Reports	274	The IRC triaged all reports, referred to the appropriate University unit for investigation, and ensured resolution.
UF Health COM	Hotline report on a doctor for not meeting Medicare teaching physician rule	1	After investigation, the hotline allegation (involving 50 cases) was unsubstantiated.
UF Health COM	Hotline report on a doctor for inaccurate time recorded in Medical Record	1	After investigation, the hotline allegation (involving 79 cases) was substantiated and corrections have been made. A follow up review will be scheduled to confirm no recurrence and a look back review will be conducted to evaluate prior billings.
UF Health COM	A reported concern on cardiac rehab billing	1	Based on a cardiac rehab billing concern (involving 200,000 cases), it was determined that both the hospital and the supervising physician got paid for the same service for an extended period of time (six years look back). Physician services will be reimbursed and a proper contract will be established between hospital and COM going forward.
UF Health COM	Department reported billing concern	1	Charges were keyed incorrectly by a coder involving 271 cases . The Charge corrections have been made.
UF Health COM	Department reported billing concern	1	A Tracemaster & Epic interface error impacted 18,000 cases. The Team was able to recoup 9,000 claims supported by the documentation, however 9,000 claims had to be written off due to passing the payors filling deadline.
UF Health COM	Inquiries on billing, coding, business practice questions, and policy guidance	100	A review of CMS Manuals, Local Coverage Determinations, Medicare Learning Network (MLN) Matters, the COM internal policies, and other sources was conducted to provide responses to each inquiry.

Concerns or Inquiries Reviewed at the Operational Unit Level (Continued)

Area	Category	# Reviewed	Action Taken or Remediation Efforts
UF Health Compliance Services	Investigation/ Issues	176	Responded and tracked all issues/investigations in accordance with departmental policy. Investigated/audited all concerns reported to Compliance. Designation and monitoring of Action Plans within Departments/facilities and areas to follow-up and resolve known issues or audit outcomes requiring action (e.g., Patient Information, Workplace Conduct, Patient Experience, Discrimination & Harassment, Billing & Coding, Outside Activities & Employment, etc.).
UF Health Compliance Services	Privacy Incident Investigations	379	Logged, investigated and responded to all privacy inquiries and reports of potential privacy violations and concerns in accordance with departmental policy. Worked directly with leadership and Human Resources (“HR”) to take appropriate corrective actions for confirmed violations in accordance with UF Health policies. Worked with departments/units to remediate process deficiencies causing additional and unnecessary risks to privacy.
UF Health Compliance Services	Confirmed Privacy Breaches	43	Worked directly with leadership and HR to take appropriate corrective actions and provided HIPAA retraining for confirmed violations in accordance with UF Health policies. Worked with departments/units to remediate process deficiencies causing additional and unnecessary risks to privacy.
UF Health Compliance Services	Individuals Affected by a Privacy Breach	1,047	Provided formal notification letters to individuals affected by a privacy breach, and in some instances free credit monitoring services were provided for 1-year.
UF Health Compliance Services	Contract Reviews	15	Reviewed draft contracts during contract review process, as requested by Legal Services and department leaders in order to provide guidance on potential compliance and privacy issues.
UF Health Compliance Services	Exclusion Reviews	40	Provided additional exclusion screening services and guidance to departments that identified potentially excluded individuals or entities through the departments’ initial screening processes (Legal Services, Human Resources, Pharmacy, Medical Staff Administration, and Health Information Management).

Enforcing Standards

UF Leadership and Compliance Partners support the Program by providing appropriate remediation and corrective actions and incentives to promote compliance and ethical conduct.

A. Remediation and Corrective Action

Employees found to have participated in fraudulent or dishonest acts are subject to disciplinary action up to and including termination of employment in accordance with any applicable regulation, policy, or collective bargaining agreements. In addition, criminal or civil actions may be taken against employees who participate in unlawful acts. In those instances where disciplinary action is warranted, the University's Office of Human Resources or appropriate academic administrator(s) and the Office of the Vice President and General Counsel are consulted prior to taking such actions.

B. Antifraud Framework

Created by the Office of the CFO, in collaboration with UF Compliance and Ethics and the Office of Internal Audit, the University Antifraud Framework outlines guiding principles and key structural elements to address fraud, waste, abuse, and financial mismanagement. It also identifies the actions and processes to prevent and detect fraud within the University. Discipline for fraud is discussed in Regulation 1.500, Processes for Complaints of Fraud, Waste, Abuse, or Financial Mismanagement; Fraud Prevention and Detection.

C. Incentives

The University promotes compliance through various incentives to encourage employees to embrace UF Core Values and support the Compliance and Ethics Program. This is done by recognizing employees for outstanding service or rewarding participation at various events. The descriptions below are various examples of incentives provided to UF staff and faculty during the previous fiscal year.

Examples of Incentives



Superior Accomplishment Awards

The annual program recognizes staff and faculty members who contribute outstanding and meritorious service, efficiency and/or economy or to the quality of life for students and employees. Recognition by one's peers is the highest point of achievement.

Compliance Superstars

UFCE recognizes UF faculty and staff who have demonstrated a commitment to compliance, living UF's Core Values, and acting with integrity in all that they do. This fiscal year, 5 Compliance Superstars were featured in the quarterly Compliance Gazette publications and on the UFCE website.

View the website [Here](#)



Lisa Stroud
Associate Director, Division
of Sponsored Programs



Lynn Musselman
Senior Compliance Specialist,
UF Health Jacksonville



Michelle December
RecSports Associate Director for
Aquatics and Risk Management



Give Aways

EH&S staff hosted several outreach events across campus to answer questions and provide guidance on Lab and Bio safety. Give aways such as safety glasses, lanyards, and stickers were handed out.

During onsite visits, staff play games and receive tokens of appreciation for supporting UF Health's Commitment to Compliance.



Thank you for your continued support of the UF Institutional Compliance and Ethics Program.

Contact

UF COMPLIANCE AND ETHICS OFFICE
720 SW 2nd Avenue, Suite 106
352-294-8720
UF-Compliance@ufl.edu
<https://compliance.ufl.edu/>



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

AGENDA

Thursday, December 7, 2023

~2:35 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 WelcomeMarsha D. Powers, Chair
- 2.0 Verification of Quorum Vice President Liaison
- 3.0 Review and Approval of MinutesMarsha D. Powers, Chair
[June 8, 2023](#)
[November 13, 2023](#)
- 4.0 Action ItemsMarsha D. Powers, Chair
[FSPPM1](#) FY25 Housing Rate IncreaseTaylor Jantz, Office of the Chief Financial Officer
[FSPPM2](#) FY25 Housing Tier Addition for Honors Village Taylor Jantz
- 5.0 Discussion ItemsMarsha D. Powers, Chair
 - 5.1 CFO Report Taylor Jantz
 - 5.2 UFICO Update William Reeser, Chief Investment Officer of UFICO
- 6.0 New Business.....Marsha D. Powers, Chair
- 7.0 Adjourn.....Marsha D. Powers, Chair



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

Meeting Minutes

June 8, 2023

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, FL

Time Convened: 11:43 a.m.

Time Adjourned: 2:00 p.m.

Committee and Board members present:

Marsha D. Powers (Committee Chair), David L. Brandon, Richard P. Cole, Christopher T. Corr, Olivia E. Green, James W. Heavener, Morteza "Mori" Hosseini (Board Chair), Daniel T. O'Keefe, Rahul Patel (Board Vice Chair), Fred S. Ridley, Danaya C. Wright, Patrick O. Zalupski, and Anita G. Zucker.

Others present:

Ben Sasse, President; Joseph Glover, Provost and Senior Vice President for Academic Affairs; J. Scott Angle, Vice President for Agriculture and Natural Resources; Chris Cowen, Senior Vice President and Chief Financial Officer; Melissa Curry, Interim Vice President for Human Resources; Amy Hass, Vice President and General Counsel; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; Maria Gutierrez Martin, Interim Vice President for Advancement; Marsha McGriff, Chief Diversity Officer and Senior Advisor to the President; David Nelson, Senior Vice President for Health Affairs and President of UF Health; David Norton, Vice President for Research; Steve Orlando, Interim, Vice President for Strategic Communications and Marketing; Mary Parker, Vice President for Enrollment Management and Associate Provost; Curtis Reynolds, Vice President for Business Affairs; Heather White, Vice President for Student Life; William Reeser, Chief Investment Officer of UFICO; members of the University of Florida community, and the public.

1.0 Call to Order and Welcome

Committee Chair Marsha D. Powers welcomed everyone in attendance and called the meeting to order at 11:43 a.m.

2.0 Verification of Quorum

Senior Vice President and Chief Financial Officer Chris Cowen verified a quorum with all members present.

3.0 Review and Approval of Minutes

Committee Chair Powers asked for a motion to approve the minutes of the March 16, 2023 Committee Meeting and May 9, 2023 Committee Pre-meeting, which was made by Trustee Ridley, and a second, which was made by Trustee Corr. Committee Chair Powers asked for further discussion, and then asked for all in favor of the motion and any opposed and the motion was approved unanimously.

4.0 Action Items

FSPPM1 Preliminary Operating Budget FY24

Senior Vice President Cowen began the discussion by reminding the Board that this is his final meeting. He then provided a high-level overview of the preliminary operating budget explaining that FY24 preliminary budget is underway and will be presented to the Board of Governors in June for approval. He noted that the numbers being presented are preliminary and will be updated as more specifics become available. He provided an update of the budget comparison to previous years and highlighted notable changes from last year's budget, including a bottom-line surplus of \$57M.

SVP Cowen provided a breakdown of supplemental appropriations, noting the state increased its operating appropriations to UF by approximately 10%, which included an incremental \$130 million in operating support. He expressed the need to allocate the money to important priorities. He indicated that ~\$7M will be allocated to prior commitments, a portion will be retained for institutional priorities, and the remainder will be provided to colleges as block grants to pay expenses and provide additional funds. Additionally, SVP Cowen noted that a percentage will be retained for competitive requests with periodic updates regarding progress required.

SVP Cowen shared updates on the Direct Support Organizations (DSOs) and Affiliates budgets and highlighted significant changes. Board Chair Hosseini noted UF Health Shands Gainesville net margin of 3.5% and questioned the \$30M shortfall from Florida Clinical Practice Association (FCPA), asking where the money will come from to cover the deficit. Senior Vice President for Health Affairs David Nelson provided a brief organizational breakdown and stated that the deficit could be paid out of the hospitals cash on hand. There was a discussion about the hospitals costs and services and the need to look at the operational aspect of business to gain a greater understanding of cashflow and financial performance. SVP Nelson indicated they have a consultant helping to do a review. Board Chair Hosseini added UF Health will present at the September Board Retreat regarding this information. He also congratulated SVP Nelson on UF Health's National Cancer Institute (NCI) designation. President Sasse noted distinctions to be made: 1. health care delivery vs. safety net/cross subsidiaries, 2. inpatient, ambulatory, geography, and 3. Shands Gainesville is healthy, all others are subsidized by it.

SVP Cowen briefly discussed the Budget Enhancement Enactment Committee and the efforts being made towards navigating the current fiscal environment.

Committee Chair Powers asked for a motion to approve Action Item FSPPM1 which was made by Trustee Brandon, and a second, which was made by Trustee Patel for recommendation to the Board for its approval on the Consent Agenda. Committee Chair Powers asked for further

discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

Committee Chair Powers expressed the need to be diligent in how the increased appropriations are spent and thanked Board Chair Hosseini for his work with the state to obtain more funding. President Sasse agreed and reiterated the need to be good stewards of the money and show how it was spent.

FSPPM2 Estimated Direct Support Organization Use of University Resources for FY24

Senior Vice President Cowen provided an overview of changes to the estimated Direct Support Organization (DSO) use for University resources for FY24. Each June the Board is asked to approve estimated use of University resources for 13 active DSOs the following year. He noted that it is similar to what was approved last year. Of the 13 reviewed, the vast majority of University Resources are being used by the University of Florida Foundation (UFF) and the University Athletic Association (UAA). President Sasse noted that Director of Athletics Scott Strickin was not at the meeting, but is open to any questions regarding the UAA.

Committee Chair Powers asked for a motion to approve Action Item FSPPM2 which was made by Trustee Brandon, and a second, which was made by Trustee Patel for recommendation to the Board for its approval on the Consent Agenda. Committee Chair Powers asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

FSPPM3 Enterprise Resource Planning Vendor Software Selection

Board Chair Hosseini thanked SVP Cowen and Vice President and Chief Information Officer Elias Eldayrie for their work on the Enterprise Resource Planning (ERP) project. He noted that the requested approval for \$67M for Workday went through the technical committee and they were selected. This will be a game changer for the University and will set up the University for the long term. Trustee Ridley asked to recuse himself from the vote, as he has a conflict since - he sits on the Workday CEO Advisory Board.

SVP Cowen expressed his gratitude for VP Eldayrie's work on the project. He then provided a breakdown of cost and noted the final contract price was negotiated down by ~\$15.6M since the initial pricing proposal. He indicated that it is the lowest publicly known negotiated price in higher education (UCF, Arizona State, among others). He added that this contract is only for finance and human capital management modules, but embedded in the contract is the possibility to include an implementation for modules for student services and hospitals in the future with price holds. SVP Cowen provided next steps and the implementation target date of July 2024.

Board Chair Hosseini asked SVP Cowen to provide the Board with a breakdown of the total cost. SVP Cowen explained that the Workday portion is \$67M, but there will be additional costs for implementation and University personnel costs, totaling \$167M for two modules over 15 years.

Committee Chair Powers asked for a motion to approve Action Item FSPPM3 which was made by Board Chair Hosseini, and a second, which was made by Trustee Patel for recommendation to

the Board for its approval on the Consent Agenda. Committee Chair Powers asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

FSPPM4 Proposal for Bridge Funding

Senior Vice President Cowen stated that there is a constant need to fund capital projects, but most major capital gifts are paid over multiple years with a pledge schedule and no cash on hand to complete the project. He explained that under state law, the University lacks the ability to acquire a line of credit, but JP Morgan provided a proposal to establish bridge financing that complies with current Florida statutes and Board of Governors guidelines. SVP Cowen presented the draft term sheet and provided a breakdown of terms and guidelines. He noted this will help us be accountable.

Trustee Zalupski asked for clarification on individual notes, to which SVP Cowen explained each will be a University of Florida obligation with no connection to the donor. Trustee Corr asked for clarification on the accordion feature. SVP Cowen explained that we can ask for an initial \$30M then go back and ask for up to an additional \$70M, totaling \$100M. President Sasse expressed his gratitude for SVP Cowen's and others work on this. Trustee Ridley added this is a very creative funding solution. Trustee Brandon expressed thanks to SVP Cowen, Associate Vice President for Enterprise Projects and Senior Counsel Colt Little, and retired Board Vice Chair and FSPPM Committee Chair Tom Kuntz for their work on this project. Board Chair Hosseini expressed his thanks to SVP Cowen.

Committee Chair Powers asked for a motion to approve Action Item FSPPM4 which was made by Board Chair Hosseini, and a second, which was made by Trustee Ridley for recommendation to the Board as a Non-Consent Agenda action. The Committee Chair asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

5.0 Discussion Items

5.1 CFO Report

Senior Vice President Cowen provided a brief overview of the CFO Report.

5.2 Quarterly Financials

Senior Vice President Cowen provided an update on the University's financials for the third quarter. He noted that the Gainesville Practice Plan is projected to end the fiscal year at -\$35M, with work being done to decrease the deficit down to -\$18M. He indicated that due to the deficit, FCPA will violate its TD Bank bond covenant for FY23, but they are requesting a waiver.

Committee Chair Powers suggested a one-hour break for lunch and the Committee reconvened at 1:45pm.

Upon return from lunch, Senior Vice President Cowen continued the discussion by briefly revisiting the quarterly financials. He provided an update on bond ratings and indicated that the University's ratings are Aa1/AA/AA+. He noted that two bonds were issued recently including

Student Activity Refunding and Dormitory Revenue Refunding. SVP Cowen highlighted credit rating comments, specifically the challenges recognized.

5.3 UFICO Update

Chief Investment Officer of UFICO Bill Reeser provided an update of the UF Operating portfolio. He reviewed changes to the payout structure and noted the changes have increased return and improved liquidity. CIO Reeser provided an overview of the asset allocation and working capital yield for the Operating and Endowment portfolios. He noted from a performance perspective, the university is underperforming for a trailing 1-year period, but still ahead of benchmarks for 3, 5, and 10 years. He noted changes to the UF Investment Policy statement made to align with state guidelines. He finished his presentation by providing a financial recap of the Endowment portfolio.

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 2:00 p.m.

DRAFT

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

Pre-Meeting Minutes

Virtual Meeting

Monday, November 13, 2023

Time Convened: 10:37 a.m.

Time Adjourned: 10:59 a.m.

Committee and Board members present:

Marsha D. Powers (Committee Chair), David L. Brandon, Richard P. Cole, Christopher T. Corr, Olivia E. Green, Morteza “Mori” Hosseini (Board Chair), Daniel T. O’Keefe, Rahul Patel (Board Vice Chair), Fred S. Ridley, Danaya Wright, Patrick O. Zalupski, and Anita G. Zucker.

Others present:

Ben Sasse, President; Melissa Curry, Vice President for Human Resources, Elias Eldayrie, Vice President and Chief Information Officer; Amy Hass, Vice President and General Counsel; 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; David Nelson, Senior Vice President for Health Affairs and President of UF Health; Mary Parker, Vice President and Chief Enrollment Strategist; Curtis Reynolds, Vice President for Business Affairs; Ray Sass, Vice President for Innovation and Partnerships; James Wegmann, Vice President for Communications; Heather White, Vice President for Student Life, Taylor Jantz, Office of the Chief Financial Officer; Colt Little, Associate Vice President for Enterprise Projects and Senior Counsel;; members of the University of Florida community, and the public.

1.0 Call to Order and Welcome

Committee Chair Powers welcomed everyone in attendance and called the meeting to order at 10:36 a.m.

2.0 Roll Call

Office of the Chief Financial Office Taylor Jantz conducted a roll call, and all Committee members were present.

3.0 Review Draft Agenda for December Meeting

The following items were addressed by the Committee:

3.1 Review Draft Minutes

- June 8, 2023

3.2 Review Action Items

• **FSPPM1 FY25 Housing Rate Increase**

Office of the Chief Financial Office Taylor Jantz provided a brief overview of the action item. He explained that approval of the action item will extend the previously approved 4.5% annual increase

to on-campus housing rates through FY30 and allow for an additional 2% above the previously approved increase for FY25-FY30. He noted that increasing rates to on-campus housing will allow the university to remain competitive and affordable with rates still ~30% less than off-campus options.

Board Chair Hosseini shared his support of the increased costs to account for inflation. He added the need for increased rates to support current housing needs while still being affordable to students and competitive in the market. He briefly discussed plans to expand student housing options on campus to support future students. Committee Chair Powers reiterated that if approved, the new rates will still be ~30% less than rentals in the area and many of our campus units still need renovation. Trustee Brandon noted that a full survey of on-campus housing was recently completed and stated that approving a rate increase will allow the university to address the needs of existing buildings and support the build of future housing options. He added that we are trending in the right direction. Trustee Wright emphasized the need for graduate students to have affordable options. Board Chair Hosseini agreed that graduate student housing remains a priority.

- **FSPPM2 FY25 Housing Tier Addition for Honors Village**

Office of the Chief Financial Office Taylor Jantz stated that the new Honors Village will offer two new room types: suite-style single and suite-style double. To preserve overall affordability, remain competitive, and promote financial solvency, the two new suite-style room type pricing levels need to be added to the university's rate card.

Board Chair Hosseini commented that when the project was initially proposed, these two suite-style room type options were not available, otherwise they would have been included in the original proposal.

3.3 Review Discussion Items

- **CFO Report**

Office of the Chief Financial Office Taylor Jantz provided high-level updates on the strategic funding and university budget processes. He stated that over 250 proposals to invest in new initiatives were submitted to the strategic funding team. The proposals are currently undergoing a selection process and awards will be rolled out in several phases over the next month. He added the university budget process is ongoing with two main changes for the upcoming cycle: a metrics-based approach and a request to University Support Units to submit a consolidated operating request. Additionally, the university will engage in a financial transparency initiative to improve transparency for all resources and ensure that we are effectively leveraging our resources to support the university's goals and strategic objectives. The initiative will evaluate all unit budgets to ensure we are leveraging our unprecedented state support in ways that better our community and the state of Florida.

Committee Chair Powers emphasized we cannot overstate the importance of being accountable for funds. President Sasse expressed his thanks and support for the initiative emphasizing the need to spend our resources efficiently and acknowledged that the initiative is necessary. He added we are on the right path, but there will be growing pains. Board Chair Hosseini stated the importance of financial transparency and reporting back to the State to better leverage their support. We are trying to invest in the best projects and give money to the best opportunities or it will be a lost opportunity. President Sasse agreed and acknowledged former CFO Chris Cowen for starting this migration of funds to interdisciplinary projects. He also noted HiPerGator moving fast enough but is not fully utilized. Finally, there was a brief discussion on migrating strategic funding towards interdisciplinary projects and utilizing HiPerGator to its full potential.

- **Quarterly Financials**
Committee Chair Powers stated an update on the quarterly financials will be provided at the December meeting.
- **UFICO Update**
Committee Chair Powers noted that UFICO Chief Investment Officer Bill Reeser will provide an update on UFICO at the December meeting.
- **UF Health Update**
Senior Vice President David Nelson provided a brief overview of his presentation for the December meeting. It will include a 5-year consolidated financial projection along with system integration plans to gain efficiencies and a brief update on Flagler integration efforts.

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 10:59 a.m.

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**COMMITTEE ON FINANCE, STRATEGIC PLANNING
AND PERFORMANCE METRICS
ACTION ITEM FSPPM1
December 8, 2023**

SUBJECT: FY25 Housing Rate Increase

BACKGROUND INFORMATION

The University of Florida is currently authorized to implement a 4.5% increase in on-campus housing rates in FY25. However, UF's rates are still well behind private construction average rental rates - UF charges 70% of the average cost of private housing within a mile radius of campus. In addition, housing is facing increased pricing pressures due to new construction debt obligations and recent inflation. Thus, additional rate increases will help alleviate future pricing constraints while keeping UF well below private housing averages.

PROPOSED COMMITTEE ACTION

The Committee on Finance, Strategic Planning and Performance Metrics is asked to extend previously scheduled annual housing rate increases of 4.5% through FY30 and approve a housing rate increase of an additional 2% above previously approved increases for FY25 - FY30 for recommendation to the Board of Trustees for approval on the Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

None.

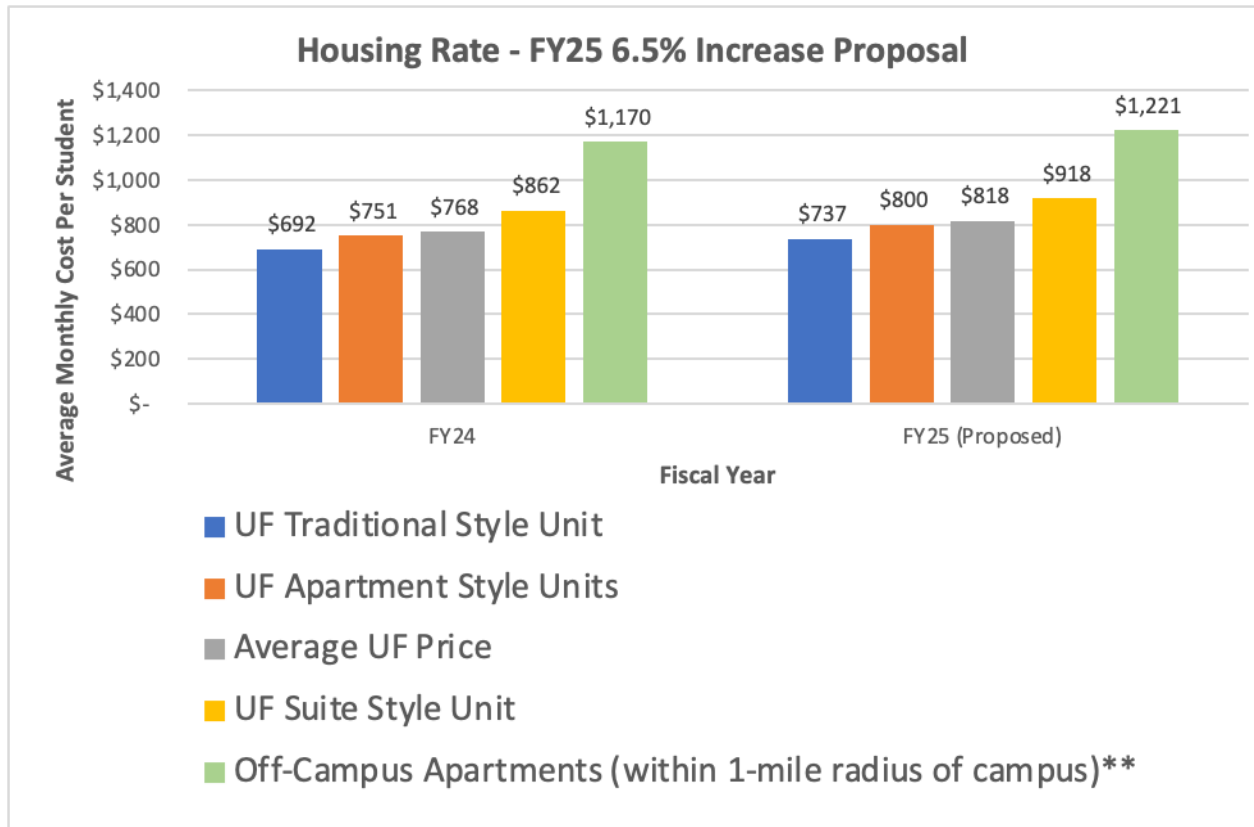
Supporting Documentation Included: Housing Pricing and Market Data

Submitted by: Taylor Jantz, Office of the Chief Financial Officer

Approved by the University of Florida Board of Trustees, December 8, 2023

Morteza "Mori" Hosseini, Chair

Ben Sasse, President and Corporate Secretary



** Assumes a consistent 4.35% growth rate in off-campus apartment rental price which is based on the 5-year average pricing data from

- With new rate increases, the average UF monthly rate would still be more than 30% cheaper compared to the off-campus apartment average.
- The most expensive UF Rate, \$918 per month, would be 25% cheaper than the off-campus average and our least expensive rate, \$737 per month, would be almost 40% cheaper than the off-campus average.
- If off-campus-rates remained fixed, and UF kept a 6.5% increase year-to-year, it would take over 7 years to catch up to off-campus apartment averages.



**COMMITTEE ON FINANCE, STRATEGIC PLANNING
AND PERFORMANCE METRICS
ACTION ITEM FSPPM2**

SUBJECT: FY25 Housing Tier Addition for Honors Village

BACKGROUND INFORMATION

The University of Florida opened the new Honors Village in the fall of 2023. When the project was proposed, the University planned on only two room types and rates: a traditional double room and a traditional single room. However, the completed building includes the prior two room types with the addition of both a suite-style single and double room type. To incorporate the new room types and to preserve overall affordability, remain competitive, and promote financial solvency we recommend incorporating two new pricing levels for the suite-style room types.

PROPOSED COMMITTEE ACTION

The Committee on Finance, Strategic Planning and Performance Metrics is asked to approve a rate increase of 10% for suite-style units in the honors village for FY25 for recommendation to the Board of Trustees for approval on the Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

None

Supporting Documentation Included: Current and Proposed Honors Village Rates

Submitted by: Taylor Jantz, Office of the Chief Financial Officer

Approved by the University of Florida Board of Trustees, December 7, 2023

Morteza "Mori" Hosseini, Chair

Ben Sasse, President and Corporate Secretary

Current Honors Village Rates:

Honors Village	Suite Single	\$4,317
Honors Village	Suite Double	\$4,079
Honors Village	Traditional Single	\$4,317
Honors Village	Traditional Double	\$4,079

Proposed Honors Village Rates:

Honors Village	Suite Single	\$4,749
Honors Village	Suite Double	\$4,487
Honors Village	Traditional Single	\$4,317
Honors Village	Traditional Double	\$4,079

BOARD MEETING

AGENDA

Friday, December 8, 2023

~10:20 a.m.

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

- 1.0 Call to Order and WelcomeMorteza “Mori” Hosseini, Chair
- 2.0 Verification of Quorum Mark Kaplan, Vice President and University Secretary
- 3.0 Recognitions.....Mori Hosseini, Chair
- 4.0 Public Comment..... Amy Hass, Vice President and General Counsel
- 5.0 Action Items (Consent)Mori Hosseini, Chair

BOT Minutes

[June 8, 2023](#)

[June 26, 2023](#) (virtual meeting)

[September 7, 2023](#) (virtual meeting)

[October 3, 2023](#) (virtual meeting)

Committee on Academic, Faculty, Student Success, Public Relations and Strategic Communications (AFSSPRSC)

AFSSPRSC1 Tenure Upon Hire

AFSSPRSC2 Degree Program Terminations

AFSSPRSC3 Degree Program Change

AFSSPRSC4 Centers and Institutes: Annual Reporting

Committee on Audit and Compliance (AC)

AC1 University of Florida Performance Based Funding and Preeminent Status Metrics – Data Integrity (Audit Report) and Annual Data Integrity Certification

AC2 Charter Review: UF Compliance and Ethics Charter

AC3 Institutional Compliance FY23 Annual Report

Committee on Facilities and Capital Investments (FCI)

FCI1 UAA-62 Ben Hill Griffin Stadium Design Team

FCI2 Construction Projects Budget Amendments

FCI3 Health Science Center Performance Contract

FCI4 Durbin Park General Contractor Fee Structure

Committee on Finance, Strategic Planning and Performance Metrics (FSPPM)

FSPPM1 FY25 Housing Rate Increase

FSPPM2 FY25 Housing Tier Addition for Honors Village

Committee on Governance, Government Relations, and Internal Affairs (GGRIA)

GGRIA1 Direct Support Organizations Appointments

GGRIA2 Collective Bargaining Agreement-Graduate Assistants United

GGRIA3 Collective Bargaining Agreement-American Federation of State, County & Municipal Employees, AFL-CIO

GGRIA4 Collective Bargaining Agreement-United Faculty of Florida-UF Chapter

GGRIA5 UF Regulations

GGRIA6 Board Self-Evaluation

GGRIA7 UF Health-Select Entity

6.0 Action Items (Non-Consent)Mori Hosseini, Chair

Committee on Facilities and Capital Investments (FCI)

FCI5 Naming: Charles S. Buster and John C. DeMott Greenhouse

FCI6 Naming: Paul and Susan Robell Asian Water Garden Bridge

7.0 President’s Report Ben Sasse, President

8.0 New Business.....Mori Hosseini, Chair

9.0 Comments by the Chair of the Board.....Mori Hosseini, Chair

10.0 Adjourn.....Mori Hosseini, Chair

BOARD MEETING MINUTES

June 8, 2023

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, FL

Time Convened: 4:08 p.m.

Time Adjourned: 4:35 p.m.

Board members present:

Morteza "Mori" Hosseini (Board Chair), David L. Brandon, Richard P. Cole, Christopher T. Corr, Olivia E. Green, James W. Heavener, Daniel T. O'Keefe, Rahul Patel (Board Vice Chair), Marsha D. Powers, Fred S. Ridley, Danaya C. Wright, Patrick O. Zalupski, and Anita G. Zucker.

Others present:

Ben Sasse, President; Joseph Glover, Provost and Senior Vice President for Academic Affairs; Scott Angle, Senior Vice President for Agriculture and Natural Resources; Chris Cowen, Senior Vice President and Chief Financial Officer; Melissa Curry, Interim Vice President for Human Resources; Amy Hass, Vice President and General Counsel; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; Maria Gutierrez Martin, Interim Vice President for Advancement; Marsha McGriff, Chief Diversity Officer and Senior Advisor to the President; David Nelson, Senior Vice President for Health Affairs and President of UF Health; David Norton, Vice President for Research; Steve Orlando, Interim Vice President for Strategic Communications and Marketing; Mary Parker, Vice President for Enrollment Management and Associate Provost; Curtis Reynolds, Vice President for Business Affairs; Heather White, Vice President of Student Life; members of the University of Florida community, and the public.

1.0 Call to Order and Welcome

Board Chairman Mori Hosseini welcomed everyone in attendance and called the meeting to order at 4:08 p.m.

2.0 Verification of Quorum

Vice President and University Secretary Mark Kaplan verified a quorum, and all Board members were present.

3.0 Recognitions

Board Chairman Hosseini recognized Retired Trustee Lauren Lemasters, Senior Vice President and Chief Financial Officer Chris Cowen, and Provost Joseph Glover. Resolutions honoring each of them were read into the record at the meeting.

4.0 Public Comment

Vice President and General Counsel Amy Hass informed the Board no members of the public signed up to speak.

5.0 Action Items (Consent)

Board of Trustees Minutes

Board Chairman 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 March 17, 2023, April 17, 2023, and May 15, 2023, which 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, and the motion was approved unanimously.

Board Chairman Hosseini stated there are 19 action items on the consent agenda for five committees. The action items were taken up by committee, except action item FSPPM4 which was taken up individually.

Committee on Academic, Faculty, Student Success, Public Relations and Strategic Communications (AFSSPRSC)

The Board Chairman noted AFSSPRSC1 was removed during the AFSSPRSC Committee meeting earlier that day, so it will not be included in this committee's consent agenda.

The Board Chairman asked for a motion to approve Action Items AFSSPRSC2, AFSSPRSC3, AFSSPRSC4, and AFSSPRSC5, which was made by Trustee Wright and seconded by Trustee Ridley. Board Chairman Hosseini asked for further discussion, after which he asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

Committee Audit and Compliance (AC)

The Board Chairman asked for a motion to approve Action Item AC1, which was made by Trustee O'Keefe and seconded by Trustee Brandon. Board Chairman Hosseini asked for further discussion, after which he asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

Committee on Facilities and Capital Investments (FCI)

The Board Chairman noted FCI2 was removed during the FCI Committee meeting earlier that day, so it will not be included in this committee's consent agenda.

The Board Chairman asked for a motion to approve Action Items FCI1, FCI3, FCI4, FCI5, and FCI6, which was made by Trustee Powers and seconded by Trustee Zalupski. Board Chairman Hosseini asked for further discussion, after which he asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

Committee on Finance, Strategic Planning and Performance Metrics (FSPPM)

The Board Chairman noted that Trustee Ridley would abstain from voting on FSPPM3 as noted during the FSPPM Committee meeting earlier that day and FSPPM4 would be taken up individually.

The Board Chairman asked for a motion to approve Action Items FSPPM1, FSPPM2, and FSPPM3, which was made by Trustee Brandon and seconded by Trustee Powers. Board Chairman Hosseini asked for further discussion, after which he asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

The Board Chairman asked for a motion to approve Action Item FSPPM4, which was made by Trustee Brandon and seconded by Trustee Cole. Board Chairman Hosseini asked for further discussion, after which he asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

Committee on Governance, Government Relations and Internal Affairs (GGRIA)

The Board Chairman asked for a motion to approve Action Items GGRIA1, GGRIA2, and GGRIA3, which was made by Trustee Cole and seconded by Trustee Patel. Board Chairman Hosseini asked for further discussion, after which he asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

6.0 President's Report

President Sasse highlighted there will be several personnel announcements in the next 10-12 days. He shared that the retirement celebration for Provost Glover will be held on June 28, 2023 and a celebration for SVP Cowen will also occur on a separate to be determined date. More information on both events is forthcoming. In early August, the university strategic planning process will begin. Noting time constraints, he indicated he will provide a few additional updates at the retreat on Friday.

7.0 New Business

There was no new business to come before the Board.

8.0 Comments by the Chair of the Board

Board Chair Hosseini thanked the trustees and university leaders for all their good work.

9.0 Adjourn

There being no further discussion, Board Chair Hosseini adjourned the meeting at 4:35 p.m.



BOARD MEETING MINUTES

June 26, 2023

Virtual Meeting

University of Florida, Gainesville, FL

Time Convened: 3:30 p.m.

Time Adjourned: 3:52 p.m.

Board members present:

Morteza “Mori” Hosseini (Board Chair), Richard P. Cole, James W. Heavener, Daniel T. O’Keefe, Rahul Patel (Board Vice Chair), Marsha D. Powers, Fred S. Ridley, Danaya C. Wright, and Anita G. Zucker

Others present:

Ben Sasse, President; Joseph Glover, Provost and Senior Vice President for Academic Affairs; J. Scott Angle, Senior Vice President for Agriculture and Natural Resources; Elias Eldayrie, Vice President and Chief Information Officer; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; David Nelson, Senior Vice President for Health Affairs and President of UF Health; Steve Orlando, Interim Vice President for Strategic Communications and Marketing; Curtis Reynolds, Vice President for Business Affairs; members of the University of Florida community, and the public.

1.0 Call to Order and Welcome

Board Chair Hosseini welcomed everyone in attendance and called the meeting to order at 3:30 p.m.

2.0 Verification of Quorum

Vice President and University Secretary Mark Kaplan verified a quorum noting Trustees Corr, Green, and Zalupski were unable to attend the meeting.

3.0 Public Comment

Vice President and University Secretary Mark Kaplan informed the Board there were no public comments to come before the Board.

4.0 Action Item

BT1 Tenure Upon Hire (AFSSPRSC Committee)

Board Chair Hosseini asked Board Vice Chair and AFSSPRSC Committee Chair Patel to convene the AFSSPRSC Committee to review the candidates and vote on the BT1 Tenure Upon Hire action item prior to the Board.

Board Vice Chair and Committee Chair Patel asked Provost Glover to verify a quorum. Provost Glover verified a quorum noting Trustee Green was unable to attend.

Provost Glover reviewed the 13 tenure upon hire candidates before the committee for approval. Candidates include:

- Dr. Changcheng Song – Warrington College of Business, Associate Professor, Department of Finance, Insurance and Real Estate
- Dr. Jane Bambauer – College of Journalism and Communications (joint appointment with Levin College of Law), Professor, Department of Journalism
- Dr. Volker Sorger – Herbert Wertheim College of Engineering, Professor, Department of Electrical and Computer Engineering
- Dr. Jeffrey Collins – Hamilton Center for Classical and Civic Education, Professor
- Dr. Karl Gunther – Hamilton Center for Classical and Civic Education, Associate Professor
- Dr. David McPherson – Hamilton Center for Classical and Civic Education, Professor
- Dr. Ana Siljak – Hamilton Center for Classical and Civic Education, Associate Professor
- Mr. Derek Bambauer – Levin College of Law, Professor of Law
- Dr. Christopher Bradley – Levin College of Law, Professor of Law
- Mr. Julian Cook, III – Levin College of Law, Professor of Law
- Dr. Elizabeth Katz – Levin College of Law, Professor of Law
- Dr. Zachary Kaufman – Levin College of Law, Professor of Law
- Dr. Xin Wang – Institute of Food and Agricultural Sciences, Associate Professor, Department of Microbiology and Cell Science

Trustee Wright noted that there was a different selection and vetting process for the 4 tenure upon hire candidates for the Hamilton Center. Provost Glover stated the 4 candidates were selected by the outgoing Hamilton Center Director and cognate departments were encouraged to interact with the candidates through talks. Chairman Hosseini stated the Hamilton Center was created by law and the Board decided that faculty candidates for the Center would be approved in the following order: the center, the provost, the president, and the Board. Provost Glover agreed and added these candidates still go through a thorough selection and vetting process and he personally reviewed all the dossiers and signed off on offer letters for all the candidates. Trustee Wright noted she supports the 4 Hamilton Center candidates.

Trustee Wright added there is an unusually high number of Levin College of Law tenure upon hire candidates, but she supports those law candidates as well.

Board Vice Chair and Committee Chair Patel asked for any questions or further discussion. He then asked for a motion to approve Action Item BT1 for recommendation to the Board for its approval, which was made by Trustee O’Keefe and a second, which was made by Trustee Wright. Board Vice Chair and Committee Chair Patel asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

There being no further discussion, Board Vice Chair and Committee Chair Patel adjourned the committee meeting at 3:48 p.m.

BT1 Tenure Upon Hire (Full Board)

Board Chair Hosseini asked if anyone would like to pull out any candidate to discuss and vote on separately. Hearing none, he asked President Sasse if he approves the 13 candidates for tenure upon hire. President Sasse stated he approves and supports the recommendations.

Board Chair Hosseini asked for any questions or further discussion. He then asked for a motion to approve Action Item BT1, which was made by Trustee Cole and seconded by Trustee Wright. Board Chair Hosseini asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

5.0 New Business

There was no new business to come before the Board.

Trustee Cole noted Laura Rosenbury has done a fantastic job as Dean for the Levin College of Law.

6.0 Adjourn

There being no further discussion, Board Chair Hosseini adjourned the meeting at 3:52 p.m.

DRAFT



BOARD MEETING MINUTES

September 7, 2023

Virtual Meeting

University of Florida, Gainesville, FL

Time Convened: 11:00 a.m.

Time Adjourned: 11:29 a.m.

Board members present:

Morteza “Mori” Hosseini (Board Chair), David L. Brandon, Richard P. Cole, Christopher T. Corr, Olivia E. Green, Daniel T. O’Keefe, Rahul Patel (Board Vice Chair), Marsha D. Powers, Fred S. Ridley, Danaya C. Wright, Patrick O. Zalupski, and Anita G. Zucker

Others present:

Ben Sasse, President; J. Scott Angle, Interim Provost and Senior Vice President for Academic Affairs; Melissa Curry, Interim Vice President for Human Resources; 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; Steve Orlando, Interim Vice President for Strategic Communications and Marketing; Mary Parker, Vice President for Enrollment Management; Curtis Reynolds, Vice President for Business Affairs; Scott Stricklin, Director of Athletics; Taylor Jantz, Office of the Chief Financial Officer; members of the University of Florida community, and the public.

1.0 Call to Order and Welcome

Board Chair Hosseini welcomed everyone in attendance and called the meeting to order at 11:00 a.m. He congratulated the board members and university leadership that played a pivotal role in the success of the #1 public institution ranking by the Wall Street Journal.

2.0 Verification of Quorum

Vice President and University Secretary Mark Kaplan verified a quorum noting Trustee Heavener was unable to attend the meeting.

3.0 Public Comment

Vice President and University Secretary Mark Kaplan informed the Board there were no public comments to come before the Board.

4.0 Action Items

Board Chair Hosseini asked Board Vice Chair and AFSSPRSC Committee Chair Patel to convene the AFSSPRSC Committee to review and vote on the six action items prior to the Board.

Board Vice Chair and Committee Chair Patel called the AFSSPRSC Committee to order at 11:03 a.m. Interim Provost Angle conducted a roll call noting Trustee Heavener was unable to attend the committee meeting.

AFSSPRSC1 Tenure Upon Hire

Interim Provost Angle reviewed the 13 Tenure Upon Hire candidates before the committee for approval. Candidates include:

- Dr. Sara A. Smith – College of Education, Associate Professor, School of Teaching and Learning
- Dr. Matthew K. Burns – College of Education, Professor, School of Special Education, School of Psychology and Early Childhood Studies
- Dr. Alison C. Dunn – Herbert Wertheim College of Engineering, Associate Professor, Department of Mechanical and Aerospace Engineering
- Dr. Lenka Bustikova Siroky – College of Liberal Arts and Sciences, Professor, Department of Political Science
- Dr. David Siroky – College of Liberal Arts and Sciences, Professor, Department of Political Science
- Dr. David Silkenat – College of Liberal Arts and Sciences, Professor, Department of History
- Mr. Thomas (Trey) Shelton, III – George A. Smathers Libraries, Associate University Librarian and Chair, Academic Research Consulting & Services
- Dr. Michael von Fricken – College of Public Health and Health Professions, Associate Professor, Department of Environmental and Global Health
- Dr. Kate S. Carroll – The Herbert Wertheim UF Scripps Institute for Biomedical Innovation and Technology, Professor, Department of Chemistry
- Dr. Wen Li – College of Medicine, Professor, Department of Psychiatry
- Dr. William C. Inboden, III – Hamilton Center for Classical and Civic Education, Professor and Director
- Dr. Mei Liu – College of Medicine, Associate Professor, Department of Health Outcomes and Biomedical Informatics
- Dr. Iris Rivero – Herbert Wertheim College of Engineering, Professor, Department of Industrial and Systems Engineering

Board Vice Chair and Committee Chair Patel noted all candidates have gone through the full process of review, including review by President Sasse and Interim Provost Angle.

Trustee O’Keefe commented hiring and attracting great faculty is important and a crucial part of what the Board does. UF has been successful at hiring highly qualified candidates. He made a motion for approval.

Trustee Wright added it is important that the Board can move quickly and emphasized the importance of these more frequent meetings to approve Tenure Upon Hire candidates faster. She noted she supports all the candidates.

Board Vice Chair and Committee Chair Patel agreed with Trustee Wright and noted the idea of the Board holding more frequent meetings to approve Tenure Upon Hire candidates was set forth by President Sasse and it has been a successful one.

President Sasse expressed his thanks to the Board for their willingness to meet more frequently and to move faster to get Tenure Upon Hire faculty candidates approved swiftly.

Board Vice Chair and Committee Chair Patel asked for any questions or further discussion. He then asked for a motion to approve Action Item AFSSPRSC1 for recommendation to the Board for its approval, which was made by Trustee O'Keefe and a second, which was made by Trustee Zucker. Board Vice Chair and Committee Chair Patel asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

AFSSPRSC2 New Degrees

Interim Provost Angle reviewed the 2 new degree proposals before the committee for approval. New degrees include:

- Bachelor of Science in Music Business and Entrepreneurship in the College of the Arts
- Bachelor of Science in Meteorology in the College of Liberal Arts and Sciences

Board Vice Chair and Committee Chair Patel noted these are two solid new degree proposals for the university.

Trustee Wright commented the world is moving quickly and the university must go with the changes. She added she supports these two new degree proposals.

Board Chairman Hosseini emphasized the importance of the degrees offered by the university. The degrees we offer need to represent a good investment for students obtaining jobs in the future. He added the university should continue to review degrees and the opportunity to add new degrees or eliminate degrees that no longer serve the future interests of the students.

Board Vice Chair and Committee Chair Patel asked for any questions or further discussion. He then asked for a motion to approve Action Item AFSSPRSC2 for recommendation to the Board for its approval, which was made by Trustee Wright and a second, which was made by Trustee Zucker. Board Vice Chair and Committee Chair Patel asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

AFSSPRSC3 Specialized Admissions Program Approval

Board Vice Chair and Committee Chair Patel noted this action item requires an annual submission to the Board of Governors by October 1st.

Interim Provost Scott Angle stated The College of the Arts is requesting specialized admissions for the Bachelor of Science in Music Business and Entrepreneurship (CIP Code 50.1003) to require a musical audition and portfolio demonstrating skills necessary for success in the completion of the degree requirements. Applicants will demonstrate a level of instrument/voice proficiency necessary for participation in a range of musical ensemble types and musical styles, as well as music reading proficiency necessary for success in core coursework.

Board Vice Chair and Committee Chair Patel asked for any questions or further discussion. He then asked for a motion to approve Action Item AFSSPRSC3 for recommendation to the Board for its approval, which was made by Trustee Wright and a second, which was made by Trustee O'Keefe. Board Vice Chair and Committee Chair Patel asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

AFSSPRSC4 Annual Textbook and Instructional Materials Affordability Report

Board Vice Chair and Committee Chair Patel noted this action item requires an annual submission to the Board of Governors by September 30th.

Interim Provost Scott Angle stated that pursuant to Board of Governors Regulation 8.003, the university is required to report what it has done to minimize the cost of required or recommended textbooks and instructional materials for students while maintaining quality of education and academic freedom.

Board Vice Chair and Committee Chair Patel asked for any questions or further discussion. He then asked for a motion to approve Action Item AFSSPRSC4 for recommendation to the Board for its approval, which was made by Trustee Zucker and a second, which was made by Trustee Wright. Board Vice Chair and Committee Chair Patel asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

AFSSPRSC5 Self-supporting and Market Tuition Rate College-Credit Programs Annual Report 2021-22 & 2022-23

Board Vice Chair and Committee Chair Patel noted this action item requires an annual submission to the Board of Governors by October 1st.

Interim Provost Scott Angle stated that pursuant to Board of Governors Regulation 8.002(4), the university must complete an annual report on all self-supporting and market tuition rate college-credit programs. The term self-supporting and market tuition rates describe the flexible tuition policies that allows university departments to establish educational programs that collect revenue correctly through the university enterprise in order to provide non-state fundable training, courses, and programs, including certificate programs. In March 2023, the Board of Governors formally requested two fiscal years of reporting for 2021-22 and 2022-23.

Board Vice Chair and Committee Chair Patel asked for any questions or further discussion. He then asked for a motion to approve Action Item AFSSPRSC5 for recommendation to the Board for its approval, which was made by Trustee Green and a second, which was made by Trustee Cole. Board Vice Chair and Committee Chair Patel asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

AFSSPRSC6 University Press of Florida Annual Report

Interim Provost Scott Angle stated the University Press of Florida, as an Academic Infrastructure Support Organization (AISO), must file with the Chancellor of the Board of Governors an annual report that is approved by the Board of Trustees prior to October 31st each year.

Board Vice Chair and Committee Chair Patel asked for any questions or further discussion. He then asked for a motion to approve Action Item AFSSPRSC6 for recommendation to the Board for its approval, which was made by Trustee Zucker and a second, which was made by Trustee Wright. Board Vice Chair and Committee Chair Patel asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

There being no further discussion, Board Vice Chair and Committee Chair Patel adjourned the committee meeting at 11:23 a.m.

AFSSPRSC1 Tenure Upon Hire, AFSSPRSC2 New Degrees, AFSSPRSC3 Specialized Admissions Program Approval, AFSSPRSC4 Annual Textbook and Instructional Materials Affordability Report, AFSSPRSC5 Self-supporting and Market Tuition Rate College-Credit Programs Annual Report 2021-22 & 2022-23, and AFSSPRSC6 University Press of Florida Annual Report (Full Board)

Board Chair Hosseini welcomed General David Kratzer back to the University of Florida as Senior Vice President for Construction, Facilities, and Auxiliary Operations.

Senior Vice President Kratzer thanked Board Chair Hosseini and President Sasse for inviting him back to the University of Florida and he appreciates the warm welcome he has received.

Board Chair Hosseini asked if anyone would like to pull out any candidate or action item to discuss and vote on separately. Hearing none, he then asked for a motion to approve Action Items AFSSPRSC1, AFSSPRSC2, AFSSPRSC3, AFSSPRSC4, AFSSPRSC5, AFSSPRSC6, which was made by Trustee Brandon and seconded by Trustee Zucker. Board Chair Hosseini asked for any further discussion. Hearing none, he asked for an all in favor of the motion and any opposed, and the motion was approved unanimously.

5.0 Discussion Item

2023-2024 Education & General Carryforward Spending Plan, Fixed Capital Outlay Budget, and Related Certifications

Board Chair Hosseini noted this item will be brought back to the committee to approve next month as an action item. He added this is another item due to the Board of Governors.

Vice President Reynolds stated the discussion item is in regard to the university's annual carryforward spending plan and facilities capital outlay budget. It is a 3-tiered action that requires the details of the carryforward funds of the university coupled with a listing of capital project activity anticipated for the coming year, expenses from the previous years related to carryforward and other institutional funds, and a certification from the university Chief Financial Officer verifying that the carryforward plan and capital spending plan are accurate.

Taylor Jantz from the Office of the Chief Financial Officer added the university has approximately \$270M in carryforward funds from last year, which includes \$70M of multi-year funding for the New World Reading Initiative, \$25M for the Data Science and Information Technology building, and other startup funds and ERP related expenditures. The CFO Office is working with each unit

across campus to itemize details to fulfill the Board of Governors request. The complete itemized report will be shared with the Board next month.

6.0 New Business

There was no new business to come before the Board.

President Sasse expressed his congratulations to Chairman Hosseini and the Board for their diligent effort to help UF reach the #1 ranking for Public Universities by the Wall Street Journal.

7.0 Adjourn

There being no further discussion, Board Chair Hosseini adjourned the meeting at 11:29 a.m.

DRAFT

BOARD MEETING MINUTES

October 3, 2023

Virtual Meeting

University of Florida, Gainesville, FL

Time Convened: 11:00 a.m.

Time Adjourned: 11:30 a.m.

Board members present:

Morteza “Mori” Hosseini (Board Chair), David L. Brandon, Richard P. Cole, Christopher T. Corr, Olivia E. Green, Daniel T. O’Keefe, Marsha D. Powers, Fred S. Ridley, Danaya C. Wright, and Anita G. Zucker

Others present:

Ben Sasse, President; J. Scott Angle, Interim Provost and Senior Vice President for Academic Affairs; Melissa Curry, Vice President for Human Resources; Elias Eldayrie, Vice President and Chief Information Officer; Amy Hass, Vice President and General Counsel; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; Maria Martin, Interim Vice President for Advancement; Marsha McGriff, Chief Diversity Officer and Senior Advisor to the President; Mary Parker, Vice President for Enrollment Management; Curtis Reynolds, Vice President for Business Affairs; James Wegmann, Vice President for Communications; Heather White, Vice President for Student Life; Taylor Jantz, Office of Chief Financial Officer; Debra Lyon, Interim Dean for Nursing; members of the University of Florida community, and the public.

1.0 Call to Order and Welcome

Board Chair Hosseini welcomed everyone in attendance and called the meeting to order at 11:00 a.m.

2.0 Verification of Quorum

Vice President and University Secretary Mark Kaplan verified a quorum, noting Board Vice Chair Patel and Trustee Zalupski were unable to attend the meeting.

3.0 Public Comment

Vice President and General Counsel Amy Hass informed the Board there were no public comments to come before the Board.

4.0 Action Items

BT1 2023-2024 Education & General Carryforward Spending Plan, Fixed Capital Outlay Budget, and Related Certifications

Interim Senior Vice President and Chief Financial Officer Taylor Jantz reviewed the FY23-24 Education & General (E&G) Carryforward Spending Plan requested by the Board of Governors. He summarized in addition to maintaining the 7% Statutory Reserve, carryforward funds are directed towards several strategic priorities.

Vice President Curtis Reynolds reviewed the FY23-24 Fixed Capital Outlay (FCO) Budget. He noted the Board of Governors requires the annual submission of the FCO Budget in conjunction with the E&G Carryforward Spending Plan in accordance with the guidelines set forth in regulation 14.003. The FCO Budget outlines five categories: E&G Operating Projects, Carryforward Small Projects, Carryforward Large Projects, State Appropriated Projects, and Non-Appropriated Projects.

Board Chairman Hosseini asked for any questions or further discussion. Hearing none, he then asked for a motion to approve Action Item BT1, which was made by Trustee O'Keefe and a second, which was made by Trustee Zucker. Board Chairman Hosseini asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

BT2 Linking Industry to Nursing Education (LINE) Fund Application

Vice President and University Secretary Mark Kaplan stated that the university has an opportunity to submit a request for funding to the Board of Governors to participate in a legislative program that was designed to help produce more nurses for Florida health care providers. The program would provide state funds to match dollar for dollar industry funds for plans that are developed in partnership with colleges of nursing. The state matching funds are intended for a variety of purposes, including student scholarships, to produce more nurses and keep them in Florida. The Board of Governors proposal is due on October 16 and the Board of Trustees is being asked to delegate the authority to Chairman Hosseini and President Sasse to approve the proposal on behalf of the Board.

Interim Dean Debra Lyon shared that we are requesting \$300K from the Board of Governors, which will be matched by UF Health Shands, to provide full tuition, fees, and books for 30 accelerated baccalaureate students. Accelerated baccalaureate students come into the nursing pathway program with a degree in another discipline and are fast tracked into nursing as Registered Nurses (RN) after 15 months. UF has campuses for this program in Gainesville and Jacksonville. With this additional funding, we expect to have an increased applicant pool and will be able to increase our headcount by 15-20 students over the next year.

Board Chairman Hosseini asked Interim Dean Lyon how many of the nursing students are located at the UF Jacksonville campus. Interim Dean Lyon stated we began with yearly cohorts of 40 students, increasing to 50 students this past year, and will increase to 60-70 students next year.

Trustee Wright commented that \$300K seems like a small amount to ask for when the Board of Governors appropriated \$6M for this program. Interim Dean Lyon stated that most of the \$6M is already appropriated to other state universities and added the \$300K would allow us to serve more students, including low-income students. Trustee Wright asked why we didn't ask for \$3M to include hiring new faculty. Interim Dean Lyon explained we already received \$3.6M last year from PIPELINE funding to assist with hiring faculty. This additional \$300K LINE funding is to help

support our students. Board Chairman Hosseini added many of the other state universities have applied as well and the \$6M will be shared amongst them.

President Sasse commented that along with himself, Interim Dean Lyon, Vice President Mary Parker, and the Strategic Enrollment Taskforce are focused on targeting out of state bachelor students who would be interested in participating in the 15-month pathway to grow the program in Jacksonville. Board Chairman Hosseini commented it is a brilliant idea to recruit out of state students to Jacksonville. He added we pay an exorbitant amount for traveling nurses to fill the shortfall in that state of Florida.

Board Chairman Hosseini asked for any questions or further discussion. He then asked for a motion to approve Action Item BT2, which was made by Trustee Brandon and a second, which was made by Trustee Powers. Board Chairman Hosseini asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

5.0 New Business

Board Chairman Hosseini shared the importance of the state university system (SUS) and the Board's vital role in it. Higher education in the state of Florida is large and diverse. It is made up of 12 universities with more than 430K students, the second largest public university system in the nation, and the #1 public university system in the nation. The SUS is an ecosystem, and each institution has an important role to play. FAMU is the top public HBCU, FIU is the top ranked in Florida for undergraduate teaching, Florida Polytechnic University is ranked nationally as a top 20 public engineering program that does not have PhDs, UCF is the highest ranked university in Florida for innovation, and New College of Florida is ranked #6 amongst only 18 public national public liberal arts colleges. Each of these universities, and the rest of the SUS, make unique contributions, they serve the state in different ways, each is changing the world, each is making all state universities better. We are partnered with each state university, we want each one of them to be successful. This is why every year when Chair Hosseini is in Tallahassee, he makes big and audacious asks for our budget, but he also advocates for increases across the SUS budget. He works to make sure the State expands our preeminence dollars that include FSU, USF, and probably in near the future - FIU. Everything he is focused on is for the students across the state, not just UF, but all 12 SUS universities. It is a genuine joy to partner with the other university presidents and board chairs to secure funding for all the SUS universities. There are some who have tried to pull UF into controversy and others who have questioned our commitment to these partnerships. Those who know us, know that UF is unwavering in our partnerships from New College to FSU. Yes, we love to beat FSU in football, and he does not want to receive any texts from FSU Board Chair Peter Collins on how bad they beat us if they win, but we want to partner with FSU every place else. Everyone on this Board and in the UF Leadership bleed orange and blue, but also, we take care of our partnerships, and we are proud of those partnerships. We are committed to those partnerships, and we are driven by healthy competition inside that partnership which makes us all stronger.

President Sasse added he is 8 months into his presidency, and it has been amazing to experience the success of all 12 of the universities in the state university system. The 12 presidents and chancellor meet weekly and discuss the common cause, one system, but many institutions, one objective, but many different student pathways and plans. He expressed that he has been fortunate to be alongside Board Chairman Hosseini in Tallahassee and witness the fundraising on

behalf of UF and all 12 of the state university institutions. If we pull our oars in the same direction, except during the UF/FSU football game on Nov 25, the system will continue to work together and be successful.

Trustee Powers commented that she was shocked to see the Herald-Tribune article regarding New College business plan analyzed by UF. As a UF trustee and as part of the state university system, we have been very fortunate to rise to be the #1 public university and be part of the #1 system in the nation. She expressed how Board Chairman Hosseini as the chair and former chair of the Board of Governors, has put his heart and soul into making not only UF the best, but also the entire state university system the best. The article was appalling, and it does harm to UF. UF should not have had anything to do with analyzing the business plan of another state university.

Trustee Brandon agreed with Trustee Powers' comments. He reiterated Board Chairman Hosseini's message has never wavered from we are all in this together for the state university system and he has done more for the benefit of higher education in the state of Florida than anyone else ever has done before. He added the article is 100% contrary to what we believe, he's embarrassed, and we disassociate with anything related to the article.

Trustee O'Keefe stated that when he read the article, he was furious the UF name was used for credibility, and that it was an anonymous attack on another state university. To use the UF name to discredit a sister university is wrong and he shares the sentiment of embarrassment that Trustee Brandon expressed.

Trustee Wright commented she was unaware of the article until this meeting. She added she was aware that former Faculty Senate Chair and Trustee Amanda Phalin had asked her colleagues in the Warrington College of Business to review the New College business plan. Faculty provided feedback to help her decide how to vote on the business plan in her new role on the Board of Governors. It is worthwhile to consult our colleagues to help her make the most informed decision and vote. The faculty provided her with short comments, and she used those to guide her vote on the Board of Governors. It was a private ask, not UF as a whole commenting on the business plan, which she thinks is wise to consult experts in the field when making decisions in her role on the Board of Governors.

Board Chairman Hosseini stated the Board has no problem with what people do privately, we all ask for expert opinions and he encourages everyone to do so. But we will not use the name UF to spread that advice beyond our personal deliberations. Trustee Wright agreed with the Board Chairman.

6.0 Adjourn

There being no further discussion, Board Chair Hosseini adjourned the meeting at 11:30 a.m.