



The Foundation for The Gator Nation

Board of Trustees

AGENDA

September 6, 2011

Telephone Conference Call at 9:00 AM EST

The following committees of the University of the Florida Board of Trustees and the Board of Trustees itself will meet in the following sequence beginning at 9:00 a.m. EST and continuing until all meetings have concluded:

Committee on Finance and Facilities

Committee Members: Steven Scott (Chair), Susan Cameron, Ben Meyers, Scott Nygren, Juliet Roulhac, Al Warrington

- 1.0 Call to Order and WelcomeSteven M. Scott, Chair
- 2.0 Verification of QuorumAssistant Secretary
- 3.0 Action ItemSteven M. Scott, Chair
 - FF1. Amend Fixed Capital Outlay Legislative Budget Request
- 4.0 Discussion Items
- 5.0 Adjourn

Committee on Educational Policy & Strategy

Committee Members: David Brown (Chair), Carlos Alfonso, Susan Cameron, Marshall Criser, Charles Edwards, Michael Heekin, Alan Levine, Ben Meyers, Scott Nygren, Carolyn Roberts, Juliet Roulhac, Steven Scott, and Al Warrington

- 1.0 Call to Order and Welcome C. David Brown, II, Chair
- 2.0 Verification of QuorumAssistant Secretary

- 3.0 Action ItemsC. David Brown, II, Chair
 - EP1. University of Florida Regulations
 - EP2. Tenure Upon Hire
 - EP3. Annual Report of University Press of Florida
- 4.0 Discussion Items
- 5.0 Public Appearances
- 6.0 Adjourn

Board of Trustees

- 1.0 Call to Order and Welcome Carlos Alfonso, Chair
- 2.0 Verification of QuorumAssistant Secretary
- 3.0 Action Items (Consent Agenda) Carlos Alfonso, Chair

Committee on Educational Policy & Strategy (EP)

- EP1. University of Florida Regulations
- EP2. Tenure Upon Hire
- EP3. Annual Report of University Press of Florida

Committee on Finance and Facilities (FF)

- FF1. Amend Fixed Capital Outlay Legislative Budget Request

- 4.0 Discussion Items
- 5.0 Adjourn

Committee on Governance

Committee Members: Marshall Criser, III (Chair), C. David Brown, Susan Cameron, Michael Heekin, Carolyn Roberts, Steven Scott

- 1.0 Call to Order and Welcome Marshall M. Criser, III, Chair
- 2.0 Verification of QuorumAssistant Secretary
- 3.0 Action ItemMarshall M. Criser, III, Chair

R11-89. Vice President Organization (Committee grants final approval.)

4.0 Discussion Items

5.0 Adjourn

UNIVERSITY OF FLORIDA BOARD OF TRUSTEES

Committee on Finance and Facilities

September 6, 2011

SUBJECT: Approval of revised 2012-2013 Fixed Capital Outlay Legislative Budget Request

BACKGROUND INFORMATION

The Board of Trustees approved the Fixed Capital Outlay Legislative Budget Request during the June 2011 meeting. The 2012-2013/2016-2017 Capital Improvement Plan (PECO List) is being amended to include priority #3 UF Research and Academic Center at Lake Nona, Priority #5 Dental Science Building Renovations, and Priority #37 Active Learning Technology Enhanced Classroom Renovation (FECG).

PROPOSED COMMITTEE ACTION

Approval of the revised 2012-2013/2016-2017 Capital Improvement Plan for submission by the University of Florida to the Florida Board of Governors.

SIGNIFICANT POLICY ISSUES FOR COMMITTEE TO CONSIDER

The University's proposal is approved and used by the Board of Governors to develop its annual Fixed Capital Outlay Legislative Budget Request. Legislative approval is ultimately required for the proposed projects.

Supporting Documentation Included: 2012-2013/2016-2017 Capital Improvement Plan (PECO List)

Submitted by: Ed Poppell, VP, Business Affairs & Economic Development

STATE UNIVERSITY SYSTEM
Five-Year Capital Improvement Plan (CIP-2) and Legislative Budget Request
 Period: 2012-2013 through 2016-17

University: University of Florida

Priority No	Project	5-Year CIP Request					5-Year Total	FECG Project*	Academic or Other Programs to Benefit from Projects	Net Assignable Square Feet (NASF)	Gross Square Feet (GSF)	Primary Space Type(s)	Construction Cost	Project Cost
		2012-13	2013-14	2014-15	2015-16	2016-17								
1	UTILITIES/INFRASTRUCTURE IMPROVEMENTS (P,C,E), (P,C,E), (P,C,E), (P,C,E), (P,C,E)	14,000,000	16,000,000	18,000,000	18,000,000	18,000,000	84,000,000	No	ALL	N/A	N/A		75,659,000	84,000,000
2	HARN ADDITION (CONSTRUCTION) (P,C,E) <i>(Project is under construction and awaiting Courtelis match for loan payment)</i>	8,793,260					8,793,260	Yes	FINE ARTS	18,850	25,920	CLRM/OFF./EXHIBIT	14,547,967	20,086,520
3	UF RESEARCH AND ACADEMIC CENTER AT LAKE NONA (CE)	6,000,000					6,000,000	No	ALL	72,895	114,777	OFF./RES.LAB/CLRM	42,000,000	52,000,000
4	NEWELL HALL REMODELING/RESTORATION (P), (C), (CE)	8,000,000	7,000,000				15,000,000	No	ALL	27,654	34,202	OFF./TCH.LAB/AUD	11,613,084	15,000,000
5	DENTAL SCIENCE BUILDING RENOVATIONS (P), (C), (CE)	3,150,000					3,150,000	No	DENTISTRY	12,000	12,000	RES.LAB/OFF./TCH.LAB/CLRM	2,675,000	3,150,000
6	CHEMISTRY/CHEMICAL BIOLOGY BUILDING & RENOVATION OF EXISTING FACILITY(C)	20,000,000	29,145,898	9,145,898			58,291,796	No	E&G	62,715	116,100	CLRM/OFF./TCH. LAB	48,547,285	65,900,000
7	WATER, LAND, AND PLANT RESOURCES BUILDING (P,C), (C), (CE)			19,425,800	22,425,000	21,480,203	63,331,003	No	IFAS	100,690	154,053	OFF./RES.LAB/TCH. LAB	50,091,065	63,331,003
8	MECHANICAL AERONAUTICAL ENGINEERING BUILDING (P,C,E)			28,750,000	19,910,312	16,905,000	65,565,312	No	ENGINEERING	84,722	135,890	CLRM/OFF./TCH. LAB	50,729,668	65,565,312
9	NORMAN HALL REMODELING/INTERNATIONAL MEDIA UNION (P,C), (C), (CE)			8,000,000	8,000,000	8,437,950	24,437,950	No	EDUCATION	110,562	122,892	CLRM/OFF./RES./TCH. LAB	21,415,900	24,437,950
10	MCCARTY HALL RENOVATION (P), (C), (CE)			12,362,500	13,800,000	9,131,000	35,293,500	No	IFAS	152,397	152,397	OFFICE	29,483,791	35,293,500
11	HSC EDUCATION/SIMULATION BUILDING (P,C), (C), (CE)				22,500,000	22,500,000	45,000,000	No	HSC	102,010	167,495	CLRM/OFF./RES./TCH. LAB	32,435,000	45,000,000
12	CLAS LIFE SCIENCES (P,C), (C), (CE)				14,662,500	20,000,000	34,662,500	No	CLAS	71,350	112,530	OFF./RES.LAB/TCH. LAB	36,000,000	52,293,623
13	WHITNEY CENTER FOR MARINE ANIMAL HEALTH (P,C), (CE)				12,597,712	15,922,288	28,520,000	No	CLAS/HSC/IFAS	27,900	45,750	OFF./RES.LAB/CLRM/TCH. LAB	23,285,118	28,520,000
14	PUBLIC SAFETY BLDG. (P), (C)				8,507,999	19,980,999	28,488,998	No	ALL	30,025	50,145	OFFICE/SUPPORT	20,801,388	28,488,998
15	IFAS JAY WEST FLORIDA RESEARCH AND EDUCATION CENTER (PCE)					11,415,565	11,415,565	No	IFAS	17,400	27,150	OFF./RES.LAB/CLRM	9,724,500	11,415,565
16	IFAS NATURAL RESOURCES BUILDING (PC)				23,000,000	23,000,000	46,000,000	No	IFAS	58,420	92,060	RES.LAB/OFF./TCH.LAB/CLRM	28,500,000	42,178,020
17	PSYCHOLOGY BUILDING REMODELING AND ADDITION (PC)				13,800,000	13,800,000	27,600,000	No	PSY	102,487	147,554	OFF./RES.LAB/TCH. LAB	50,355,000	64,924,501
18	RELOCATION OF UF/IFAS FIELD OPERATIONS (PCE)					8,565,200	8,565,200	No	IFAS	12,107	16,200	OFF./RES.LAB/GRHSE	7,600,350	8,565,200
19	HDC/BSB REMODELING/RENOVATION (PC)					15,760,750	15,760,750	No	HSC	112,500	112,500	OFF./RES./CLIN./TCH.LAB	41,356,337	47,960,750
20	ROLFS HALL RENOVATION/RESTORATION (P,C,E)				13,826,556	13,826,556	27,653,112	No	CLAS/IFAS/E&G	41,336	41,336	CLRM/OFF./TCH. LAB	10,918,055	13,826,556
21	WEIL HALL REMODELING, PHASE II (P,C), (C), (CE)				14,322,684	14,322,684	28,645,368	No	ENGINEERING	55,156	82,734	OFF./RES.LAB/CLRM/TCH. LAB	28,655,926	35,520,257
22	TROPICAL RESEARCH AND EDUCATION CENTER(P,C,E)					14,730,322	14,730,322	No	IFAS	18,290	29,300	OFF./RES.LAB/CLRM	12,656,960	14,730,322
23	GRADUATE STUDIES BUILDING (CONSTRUCTION) (P,C,E) <i>(Project has been constructed and awaiting Courtelis match for loan payment)</i>	9,824,124					9,824,124	Yes	BUSINESS	43,378	69,069	CLRM/OFF./TCH. LAB	19,160,000	23,000,000
24	HSC ARCHIVE ROOM (RENOVATION) (P,C,E)	100,100					100,100	Yes	HSC	923	923	STUDY/SUPPORT	156,910	200,200
25	PEDIATRIC DENTISTRY LABORATORY (RENOVATION) (P,C,E)	707,056					707,056	Yes	DENTISTRY	4,645	4,645	TEACH. LAB	870,475	1,414,112
26	CHEMICAL ENGINEERING BUILDING (P,C,E)	3,073,541					3,073,541	Yes	ENGINEERING	5,759	8,692	CLRM/OFF./RES./TCH. LAB	4,416,610	6,147,082
27	PROTON BEAM PHASE VI (RENOVATION) (P,C,E)	475,000					475,000	Yes	MEDICINE	3,141	3,141	RES.LAB	753,840	950,000
28	PERIODONTOLOGY CLINIC (RENOVATION) (P,C,E)	483,115					483,115	Yes	DENTISTRY	2,700	2,700	TEACH. LAB	675,000	966,230
29	EXTENSION PROFESSIONAL DEVELOPMENT CENTER (P,C,E)	600,000					600,000	Yes	IFAS	2,457	3,440	CONF/MEETING/EXHIBIT	1,003,300	1,200,000
30	TRIAL ADVOCACY CENTER PHASE III (P,C,E) <i>(Project is under construction and awaiting Courtelis match for loan payment)</i>	1,470,550					1,470,550	Yes	LAW	5,421	7,064	TEACH. LAB	2,206,103	2,941,100
31	PHARMACY BUILDING AOPKA/ORLANDO (P,C,E)	1,232,574					1,232,574	Yes	PHARMACY	3,060	4,512	OFF./TCH. LAB	2,185,124	2,465,148
32	CONFERENCE ROOM/REC ONA (RENOVATION) (P,C,E)	40,000					40,000	Yes	IFAS	600	600	CONFERENCE	70,000	80,000
33	MID-FLORIDA REC MULTI-PURPOSE FACILITY (CONSTRUCTION)(P,C,E)	203,500					203,500	Yes	IFAS	1,538	2,000	MULTI-PURPOSE	369,500	407,000
34	WEIL HALL (RENOVATION) (P,C,E)	200,000					200,000	Yes	ENGINEERING	2,000	2,000	TEACH. LAB	300,000	400,000
35	GRADUATE STUDIES BUILDING PHASE II (CONSTRUCTION) (P,C,E)	868,693					868,693	Yes	BUSINESS	6,450	6,450	CLRM	1,261,000	1,737,386
36	CSE BUILDING 3RD FLOOR (RENOVATION) (P,C,E)	75,000					75,000	Yes	ENGINEERING	1,735	1,735	CLRM/OFF./EXHIBIT	75,000	150,000
37	ACTIVE LEARNING TECHNOLOGY ENHANCED CLASSROOM RENOVATION	227,000					227,000	Yes	BUSINESS	2,500	2,500	CLRM	365,000	454,000
TOTAL		79,523,513	52,145,898	95,684,198	140,403,523	267,778,517	635,535,649							

FECGP = Facility Enhancement Challenge Grant Program

*If project is a FECGP project, report only the state share and cite date that the matching requirement is expected to be received.

SUS-1	JOINT USE LIBRARY STORAGE FACILITY (C,E)	16,899,079						No	SUS JOINT USE	22,854	25,960	HIGH DENSITY LIBRARY STORA	11,298,550	18,279,283
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Note: Does not count against UF PECO allocation, BOG requested UF manage construction of facility

K-12 DRS	PK Yonge Developmental Research School - Phase 1- Buildout & Equipment (C,E)	1,900,000						No	K-12 DRS	27,340	36,000	K-5 (K- 5th Grade Equipment)	1,000,000	1,900,000
K-12 DRS	PK Yonge Developmental Research School - Phase 2 (P,C,E)	18,730,900						No	K-12 DRS	45,800	59,000	6-12 (Middle through High School)	15,210,147	18,730,900

Note: Does not count against UF PECO allocation, K-12 DRS Funding request

UNIVERSITY OF FLORIDA BOARD OF TRUSTEES

Committee on Educational Policy & Strategy

September 6, 2011

SUBJECT: University of Florida Regulations

BACKGROUND INFORMATION

Proposed regulations, amendments and repeals are adopted upon approval of the Board of Trustees, under the applicable regulation adoption procedure established by the Board of Governors.

PROPOSED COMMITTEE ACTION

Approve the amendments to University of Florida regulations as summarized below and fully set forth in the attachment:

UF-1.201 Leaves – Based on comments received during the public comment period, this regulation is being amended to establish the cap on vacation leave payout upon the end of employment at the university at 200 hours for TEAMS, USPS and Executive Service employees; and there will not be a reduction in annual vacation leave accrual. However, the year-end maximum accrual for unused vacation leave is being established for TEAMS and Executive Service employees at 352 hours. (While not part of the regulation, these changes will enable UF to fund a 3 percent base salary increase for all staff of such categories.) For all employees, excess accrued year end vacation leave continues to be convertible to sick leave, but this may be done on the date or dates within the following calendar year determined by the University. Short-term military training leave has been adjusted to conform to current law. Also based on comments received during the public comment period, no changes to faculty vacation accrual and caps will be made at this time. (While not in the regulation, faculty vacation accrual and cap changes and raises will be discussed in the fall and will not be adopted until the next Board meeting.)

UF-3.0375 Tuition Costs - The tuition and fees reflected in this regulation were reviewed and approved as an emergency regulation by the Board of Trustees at the June meeting. As occurs each year, the tuition is not fixed until the end of the Legislative session and inadequate time exists to post the final regulation for the June meeting. Upon completion of the regulation posting period following the June meeting, the final regulation reflecting the approved tuition and fees is adopted.

SIGNIFICANT POLICY ISSUES FOR COMMITTEE TO CONSIDER

Board of Governors approval is required for University of Florida Regulation 3.0375. Regulation 1.201 does not require Board of Governors approval.

Supporting Documentation Included: See attached.

Submitted by: J. Bernard Machen, President (Tuition)
Paula V. Fussel, Vice President for Human Resource Services (Leaves)

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

1.201 Leaves.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(6) Leave shall be accrued while in pay status and shall be credited on the last day of that pay period or, in the case of separation, on the last day the employee is on the payroll.

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

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

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

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

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

(b) Sick leave is authorized for the following purposes:

1. The employee's personal illness, injury, exposure to a contagious disease, a disability where the employee is unable to perform assigned duties, or appointments with health care providers.

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

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

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

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

(e) An employee at another university in the Florida State University System or State of Florida agency who accepts employment at the University within thirty-one (31) days may transfer up to eighty (80) hours of accrued sick leave.

1. Upon termination, any leave accepted in transfer shall be cashed out in keeping with the provisions of this regulation.

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

(f) Postdoctoral Associates do not accrue sick leave.

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

	Hours Accrued During Biweekly Pay Period	Yearend Maximum	Maximum Payment
Faculty	6.769	480	352

(except for

Postdoctoral Associates
and Hospitalists)

TEAMS (except for Executive Service)	6.769	480 <u>352</u>	352 <u>200</u>
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Executive Service	9.195	480 <u>352</u>	480 <u>200</u>
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USPS (Months of Service)

0--60	4	240	240 <u>200</u>
61 to 120	5	240	240 <u>200</u>
Over 120 months	6	240	240 <u>200</u>

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

(b) Employees may accrue vacation leave in excess of the year end maximum during a calendar year. Employees with accrued ~~vacation~~annual leave in excess of the year end maximum ~~as of December 31~~, shall have any excess converted to sick leave on an hour-for-hour basis at a time or times in the following calendar year to be designated by the University ~~on January 1 of each year~~. The President or designee is authorized to grant approval to an employee to retain vacation leave in excess of the year end maximum in circumstances involving natural disasters and other extraordinary situations lasting for an extended period of time that prevent the employee from using vacation leave.

(c) An employee who separates from employment shall be paid for all unused vacation leave hours up to the maximum payment allowed for the employee's pay plan. Upon recall by the University within 365 days after a formal University layoff, the employee shall have

all unpaid vacation leave restored, and any vacation leave paid at time of separation also shall be restored upon repayment.

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

(d) An employee at another university in the Florida State University System or State of Florida agency who accepts employment at the University of Florida may within thirty-one (31) days transfer up to eighty (80) hours of accrued vacation leave.

(e) Upon moving from a vacation leave-accruing position to a position that does not accrue vacation leave, the employee shall be paid for unused vacation leave up to the maximum payment allowed for the employee's pay plan, unless the employee elects to retain all unused vacation leave, for up to two (2) years.

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

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

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

(b) Notice shall be provided to the employee identifying duration of the leave, the conditions for return to the position, and whether such leave shall count toward FMLA entitlements.

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

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

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

(12) Employees are provided with twelve (12) workweeks of Family and Medical Leave within a twelve (12) month period in compliance with the Family and Medical Leave Act (FMLA) of 1993 (Public Law 103-3) and the Final Regulations of the Family and Medical Leave Act of 1993 (29 CFR Part 825). All employees are eligible including OPS employees who have worked at least twelve (12) months, which need not have been consecutive, and who have worked at least 1250 hours in the twelve (12) months prior to the leave. The fiscal year of July 1 to June 30 is considered the twelve (12) month period. Faculty, TEAMS, Executive Service, and USPS employees may use paid leave for an FMLA event, and such shall be counted toward the entitlement. If at the end of the leave period, an employee is unable to return from leave to work full-time and perform the duties of the position, the President or designee shall offer the employee part-time employment, place the employee on unpaid leave, extend the leave of absence, or dismiss the employee for inability to perform the duties of the position.

(13) Parental Leave

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

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

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

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

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

4. The employee will be required to repay the leave hours advanced within a three (3) year period from the first date the leave is used. Upon the employee's separation from the University, the number of hours of parental leave taken will be deducted from any sick and/or vacation leave balance or other payment owed by the University prior to the payment being made. If the paid parental leave taken exceeds the available balance of unused leave at the time

of separation, the employee will be required to repay the cost of the difference of the hours that have not been repaid.

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

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

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

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

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

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

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

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

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

(g) The President or designee may grant up to two (2) days of administrative leave for civil disorder or disaster for an employee who is a member of a volunteer emergency response team based on the nature of the duties performed by the employee and the location and nature of the civil disorder or disaster.

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

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

(j) The Vice President for Human Resource Services or designee in conjunction with the appropriate vice president or designee may place an employee on administrative leave or may reassign the employee between the notice of reduction in pay, suspension, layoff or dismissal and

the effective date of such action pursuant to University of Florida Regulations 3.045, 3.046, and 7.048.

(k) The Vice President for Human Resource Services or designee in conjunction with the appropriate vice president or designee may place an employee on administrative leave when the employee's presence in the workplace may result in damage to property, or injury to the employee or others.

(17) Military Leave – Federal and state laws shall govern the granting of military leave and the employee's reemployment rights as follows:

(a) Disabled Veterans Reexamination or Treatment—An employee who has been rated by the Veterans Administration to have incurred a service-connected disability and has been scheduled by the Veterans Administration to be reexamined or treated for such disability shall, upon presentation of written confirmation of having been so scheduled, ~~shall~~ be granted administrative leave or leave not affecting accrued leave balances for such reexamination or treatment without loss of pay, benefits, or efficiency rating, not to exceed six (6) days in any calendar year.

(b) Examinations for Military Service—Upon presentation of a copy of the employee's official orders or appropriate military certification, an employee who is ordered to appear for an examination for entrance into the military service shall be granted administrative leave or leave not affecting accrued leave balances for this purpose.

(c) National Guard State Service - Upon presentation of a copy of the employee's official orders or appropriate military certification, an employee who is a member of the Florida National Guard shall be granted leave with pay on all days when ordered to active service by the state. Such leave with pay shall not exceed thirty (30) calendar days at any one time. Such leave

will be counted as administrative leave or leave not affecting accrued leave balances and shall be without loss of time or performance rating.

1. A copy of the official orders shall be filed in the employee's personnel file.
2. Any absence in excess of thirty (30) calendar days may, upon request by the employee and approval by the supervisor, be covered by accrued vacation, sick or compensatory leave.
3. If not requested by the employee or approved by the appropriate supervisor as vacation or compensatory leave, such absences in excess of thirty (30) calendar days shall be approved as leave without pay.

(d) Other Military Leave - Upon presentation of a copy of the employee's official orders or appropriate military certification, an employee, except an employee who is employed in a temporary position or employed on a temporary basis, who is drafted, who volunteers for active military service, or who is ordered to active duty (not active duty training) shall be granted leave in accordance with Chapter 43 of Title 38, United States Code. Active military service includes active duty with any branch of the United States Army, Air Force, Navy, Marine Corps, Coast Guard, National Guard of the State of Florida, or other service as provided in Sections 115.08 and 115.09, Fla. Stat. Such leave shall be without loss of performance rating.

1. Verification of Military Certification - Such leave of absence shall be verified by official orders or appropriate military certification. The first thirty (30) calendar days of leave shall be with full pay and shall not affect an employee's vacation or sick leave balance. The remainder of military leave shall be without pay unless the employee elects to use accrued paid leave as described below. Leave payment for the first thirty (30) calendar days shall be made

only upon receipt of evidence from an appropriate military authority that thirty (30) calendar days of military service have been completed.

2. Applicability of Laws - Federal and state laws shall govern the granting of military leave and the employee's reemployment rights.

3. Use of Vacation Leave - Beyond the first thirty (30) calendar days of leave, which shall be with full pay and shall not affect an employee's vacation or sick leave balance, use of accrued paid leave is authorized during military leave in keeping with the University's extended leave of absence policy.

4. Reinstatement—The position of an employee granted military leave may be filled on a temporary basis. Upon separation from the military service, the employee is eligible to return to his or her former position or a different position in the same class in the same geographic location if reinstatement is requested within one (1) year after separation. The University may require the employee to submit to a medical examination to determine the employee's fitness to perform the essential functions of the position to which the employee may be returning. Based on the medical findings, the University may place the employee in another class with duties that employee is able to perform and which is the nearest approximation to the position held prior to the military service.

(e) Short-Term Military Training - Upon presentation of a copy of the employee's official orders or appropriate military certification, an employee who is a member of the United States Armed Forces Reserve, including the National Guard, shall be granted leave with pay during periods in which the employee is engaged in annual field training or other active or inactive duty training exercises. Whether continuous or intermittent, such leave with pay shall not exceed two-hundred forty (240) hours~~seventeen (17) workdays~~ in any federal fiscal year

(October 1 - September 30). Such leave will be designated as administrative leave or leave not affecting accrued leave balances and shall be without loss of time or efficiency rating.

1. A copy of the official orders shall be filed in the employee's personnel file.

2. Any absence in excess of two-hundred forty (240) hours~~seventeen (17) working days~~ may, upon request by the employee and approval by the appropriate supervisor, be covered by accrued vacation or compensatory leave.

3. If not requested by the employee or approved by the appropriate supervisor as vacation or compensatory leave, such absences in excess of two-hundred forty (240) hours~~seventeen (17) working days~~ shall be approved as leave without pay.

(18) Workers' Compensation - Employees who sustain a work-related injury compensable under the Florida Workers' Compensation Law shall be treated in accordance with Chapter 440, Fla. Stat. and provided with University benefits as follows:

(a) Time away from work for the initial medical assessment and/or treatment of a work-related injury shall be counted as work time, but shall not cause employees to exceed their scheduled work hours for that day.

(b) Workplace Injury Leave is an annual benefit available to leave accruing employees only and shall be used to compensate these employees for a portion of their wages lost due to work-related injuries compensable under Chapter 440, Fla. Stat.

1. Workplace Injury Leave shall be pro-rated based on an employee's current FTE, but shall not exceed forty (40) hours per fiscal year for full-time employees. Such leave time shall be counted against an employee's FMLA entitlement. Unused Workplace Injury Leave hours shall not carry forward from one (1) fiscal year to next.

2. Workplace Injury Leave shall be used only when a workers' compensation authorized medical provider documents that an employee is unable to work due to their compensable injury and/or when a work unit cannot provide an employee with modified duty work within the employee's medical restrictions.

3. All authorized work-related injury absences or time away from work that do not meet the criteria for Workplace Injury Leave shall be covered by an employee's FMLA leave, FMLA leave of absence or other leave if all FMLA leave has been exhausted.

(c) Employees receiving workers' compensation salary indemnification benefits may elect to use FMLA personal leave to supplement that benefit; however, such leave usage shall not cause an employee to receive more than the employee's regular University daily earnings.

(d) Employees who are unable to work due to compensable workers' compensation injuries and are receiving salary indemnification benefits shall not be eligible for holiday pay or accrual of special compensatory leave.

(e) Modified/alternate duties, consistent with the University's Modified Duty Program Policy, 2006, shall be provided to employees with work-related injuries. A copy of the policy is available from the Workers' Compensation Office, PO Box 115008, Gainesville, Florida 32611-5008.

(f) If at the end of the modified duty period, an employee is unable to perform the essential functions of the employee's position, the Vice President or designee responsible for the employee's unit may place the employee on unpaid leave or extend the leave status, offer the employee alternate employment, or terminate the employee from employment.

(19) Domestic Violence Leave – Employees may take up to three (3) days of leave in a twelve (12)-month period if the employee or a family or household member is a victim of

domestic violence. The fiscal year of July 1 to June 30 will be considered the twelve (12)-month period.

(a) An employer must provide leave for the following specific activities:

1. Seeking an injunction for protection against domestic violence or repeat violence, dating violence, or sexual violence;

2. Obtaining medical care or mental health counseling or both for the employee or a family or household member to address injuries resulting from domestic violence;

3. Obtaining services from victims services organizations such as a domestic violence shelter or rape crisis center;

4. Making the employee's home secure from the perpetrator of domestic violence or finding a new home to escape the perpetrator; or

5. Seeking legal assistance to address issues arising from domestic violence or attending or preparing for court related proceedings arising from the act of domestic violence.

(b) An employee seeking leave from work under this section must provide his or her employer advanced notice of the leave except in cases of imminent danger to the health or safety of an employee, or to the health or safety of a family or household member.

(c) The employee is required to use accrued leave. In the event that the employee does not have sufficient leave hours to cover the event, the leave that is not covered will be unpaid.

(20) Leaves of Absence for Faculty.

(a) Requests for Leave or Extension of Leave

1. A faculty member shall make a written request at the beginning of the proposed leave. If possible, the request should be made at least one (1) full semester or, in the case of twelve (12)-month faculty, six (6) months prior to the date the leave is requested.

2. For an extension of the leave, the faculty member shall make a written request not less than sixty (60) days before the end of the leave, if possible. If possible, the request should be made at least one (1) full semester or, in the case of twelve (12)-month faculty, six (6) months prior to the date the leave is requested.

3. The University shall approve or deny such request in writing not later than thirty (30) days after receipt of the request.

4. An absence without approved leave or extension of leave shall subject the faculty member to the provisions of the University's regulations dealing with misconduct.

(b) Unpaid or Uncompensated Leaves are provided for eligible faculty members as follows:

1. Upon request of a faculty member, the President or designee shall grant a leave without pay for a period not to exceed one (1) year unless the President or designee determines that granting such leave would be inconsistent with the academic or employment needs of the University. Such leave shall be extended upon mutual agreement. (If possible, the request should be made at least one (1) semester or its equivalent prior to the beginning of the academic term or date the leave is requested.)

2. Upon return, the salary of the faculty member shall be adjusted to reflect all non-discretionary increases distributed during the period of leave.

3. Retirement credit for such periods of leave without pay shall be governed by the rules and regulations of the Division of Retirement and the provisions of Chapter 121, Fla. Stat.

4. While on leave without pay, the faculty member shall retain accumulated sick leave and vacation leave, but shall not earn sick leave or vacation leave nor be entitled to holiday pay.

5. While on approved leave without pay, a faculty member may use accrued leave with pay for parental, foster-care, medical, or military reasons. The use of this leave may be in the amount necessary to cover the faculty member's contribution to the state insurance programs and for other expenses.

(c) Paid or Compensated Leaves are provided for eligible faculty members as follows:

1. Faculty members shall accrue normal leave credits while on compensated leave or while participating in the professional development leaves program. If a faculty member is on compensated leave in less than full pay status for other than professional development programs, the faculty member shall accrue leave in proportion to the pay status. During the professional development leave, a person is considered to be in regular employment status in accordance with the established and assigned FTE even though on reduced pay.

2. No faculty member on compensated leave may be employed simultaneously by another employer unless the faculty member complies with state and University requirements for extra compensation, outside employment/activities, and conflict of interest.

(d) A Developmental Research School faculty member may be granted five (5) days (non-cumulative) of leave per year for emergencies or for other personal reasons. One (1) day shall be administrative leave and four (4) days shall be taken from sick leave. Except in cases of emergency, the faculty member shall provide at least two (2) days notice of the intended leave. Such leave shall not be used on the day immediately preceding or following a holiday. These

faculty members shall not be required to give reasons for personal leave, except that the leave is for personal reasons.

(e) Professional development leave provides eligible faculty with the opportunity to take a leave for professional renewal, planned travel, study, formal education, research, writing, employee development, certification, or other experience of professional value, but not as a reward for service.

1. These leaves are available for faculty after six (6) years of continuous full-time University service.

2. In the case of faculty on a contract or grant, the terms of the leave must be consistent with the terms of the contract or grant.

3. Specific leave programs for eligible employees include:

(i) One semester leaves or six (6)-month leaves for twelve (12)-month employees are available at one-half pay or full-pay.

(ii) Two (2) semester leaves or twelve (12)-month leaves for twelve (12)-month employees are available at one-half pay.

(iii) One (1) semester leaves for academic year employees are available at one-half pay or full-pay.

(iv) Two (2) semester leaves for academic year employees, are available at half-pay.

4. In the case of IFAS and the Health Science Center, contact the appropriate Dean, Director, or Sr. Vice President's Office for information. For other units, contact the appropriate Office of the Dean. Each application shall include a statement describing the program to be followed while on leave, the expected increase in value of the employee to the University,

specific results anticipated from the leave, any expected supplementary income, and a statement from the applicant agreeing to comply with the terms of the leave program.

5. The President or designee shall select applicants when the University believes that completion of the proposed project or work would substantially improve the productivity of the department or function of which the employee is a part.

6. Terms of Program

(i) If an employee receives fellowships, grants-in-aid, or financial assistance from sources other than the University to assist in accomplishing the program, the University salary shall be reduced so that the total income is equal to the faculty member's regular salary. Non-salary funds for travel and living expenses from sources other than the University will not result in a reduction in University salary during the leave.

(ii) Employment unrelated to the purpose of the professional development leave is governed by applicable outside activity and conflict of interest provisions of University regulations and state law.

(iii) Contributions made by the University to the retirement and Social Security programs shall be continued on a basis proportional to the University salary received during the professional development leave. University contributions made to the employee insurance programs and other employee benefits shall be continued during the leave.

(iv) Twelve (12)-month employees shall continue to accrue vacation and sick leave on a full-time basis during the professional development leave.

(v) Nine (9)-month employees shall continue to accrue sick leave on a full-time basis during the professional development leave.

(vi) If accepting the leave, the employee must agree to return to the University for at least one (1) academic or calendar year (depending on the employee's appointment) following participation in the program. If the employee does not fulfill that agreement, or does not participate in the program as stated in the proposal, the employee shall reimburse the University the amount of salary received from the University during the professional development leave.

(vii) Upon returning to the University, the employee shall submit to the chair or supervisor, with a copy to the dean or director, a written report of the employee's accomplishments during the leave. This report shall include information regarding the activities undertaken during the leave, the results accomplished during the leave as they affect the employee and the University and the research or other scholarly works produced or expected to be produced as a result of the leave.

(viii) Employees shall not be eligible again for a full-pay sabbatical in this program until six (6) years of full-time service have been completed following prior participation.

(21) The President or designee has authority to provide an employee leave with or without pay or to reassign an employee when such leave or reassignment is in furtherance of the mission of the University.

(22) December Personal Leave Days for TEAMS Employees, Faculty, and Postdoctoral Associates.

(a) TEAMS employees, faculty (except Hospitalists), and postdoctoral associates earn four (4) personal leave days in proportion to their FTEs per fiscal year in addition to the University holidays.

(b) Such personal leave days shall be credited to eligible employees on December 1 of each year.

(c) Personal leave days must be taken in full-day increments (that is, as an 8-hour day for full-time employees, as a 4-hour day for .50 FTE employees) on workdays between the dates December 26 and December 31, inclusive.

(d) Eligible essential personnel who are required to work between December 26 and December 31 shall have their schedules adjusted to provide equivalent paid leave time within December 2 and June 30 of the current fiscal year based on departmental need.

(e) Cash payment is not provided for unused personal leave days. Any unused personal leave days expire at the end of each fiscal year.

(23) Personal Leave for Postdoctoral Associates

(a) Full-time Postdoctoral Associates will accrue five (5) hours of personal leave each biweekly period, with proportionate accrual for less than full-time, up to a maximum of 352 hours. Such leave may be used in lieu of sick leave and vacation leave under the policies and procedures regulating such leaves.

(b) Postdoctoral Associates shall not be paid for unused personal leave upon separation from employment.

Authority: BOG Regulation 1.001.

History--New 6-28-98, Amended 1-12-00, 5-20-02, 3-12-03, 6-28-04, 3-30-07, 9-5-08 (technical changes only), Formerly 6C1-1.201, Amended 3-16-10, 12-10-10, 2-3-11 (technical changes only), 3-17-11 (technical changes only).

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

3.0375 Tuition Cost.

(1) Tuition Cost shall be defined as tuition and fees assessed to students for enrollment in credit courses at the University of Florida. Tuition Cost consists of the following tuition and fees:

(a) Resident Tuition Cost, comprised of the following, shall be defined as the tuition and fees charged an enrolled student who qualifies as a Florida resident as defined in Rule 6A-10.044, F.A.C., as adopted by a Board of Governors Resolution dated April 21, 2005:

1. Resident Tuition;
2. Tuition Differential;
3. Student Financial Aid Fee;
4. Capital Improvement Trust Fund Fee;
5. Building Fee;
6. Transportation Access Fee;
7. Health Fee;
8. Athletic Fee;
9. Activity and Service Fee; and
10. Technology Fee.

(b) Non-Resident Tuition Cost, comprised of the following, shall be defined as the tuition and fees charged an enrolled student who does not qualify as a Florida resident as defined in Rule 6A-10.044, F.A.C., as adopted by a Board of Governors Resolution dated April 21, 2005:

1. Resident Tuition;

2. Tuition Differential;
3. Non-Resident Fee;
4. Student Financial Aid Fee;
5. Non-Resident Student Financial Aid Fee;
6. Capital Improvement Trust Fund Fee;
7. Building Fee;
8. Transportation Access Fee;
9. Health Fee;
10. Athletic Fee;
11. Activity and Service Fee; and
12. Technology Fee.

(2) Enrollment shall be defined as consisting of two components:

(a) Formal registration in one or more credit courses approved and scheduled by the University; and,

(b) Payment of Tuition Costs, or other appropriate arrangements for payment (deferment or third party billing) for the courses in which the student is registered as of the end of the drop/add period.

(3) A student is liable for Tuition Costs associated with all courses for which the student is registered at the end of the drop/add period. The Tuition Cost payment deadline is 3:30 p.m. Friday of the second week of class.

(4) The following Tuition Costs shall be levied and collected effective the ~~2010-2011~~ [2011-12](#) academic year for each student enrolled and will vary dependent upon the following categories:

(a) “Pre-Fall 2005 Continuing Student” is defined as a degree-seeking student admitted prior to the Fall 2005 term and enrolled in the Summer 2005 term or Spring 2005 term. However, any such student shall no longer be a “Pre-Fall 2005 Continuing Student” upon receipt of a degree or upon the student’s admission or readmission to a degree program requiring a new application, whichever is sooner.

(b) “Fall 2005 Continuing Student” is defined as a degree-seeking student admitted for, and enrolled in, the fall 2005 term, spring 2006, or summer 2006 term. However, any such student shall no longer be a “Fall 2005 Continuing Student” upon receipt of a degree or upon the student’s admission or readmission to a degree program requiring a new application, whichever is sooner.

(c) “Fall 2006 Continuing Student” is defined as a degree-seeking student admitted for, and enrolled in, the fall 2006 term, spring 2007, or summer 2007 term. However, any such student shall no longer be a “Fall 2006 Continuing Student” upon receipt of a degree or upon the student’s admission or readmission to a degree program requiring a new application, whichever is sooner.

(d) “Fall 2007 Continuing Student” is defined as a degree-seeking student admitted for, and enrolled in, the fall 2007 term, spring 2008, or summer 2008 term. However, any such student shall no longer be a “Fall 2007 Continuing Student” upon receipt of a degree or upon the student’s admission or readmission to a degree program requiring a new application, whichever is sooner.

(e) “Fall 2008 Continuing Student” is defined as a degree-seeking student admitted for, and enrolled in, the fall 2008 term, spring 2009, or summer 2009 term. However, any such student shall no longer be a “Fall 2008 Continuing Student” upon receipt of a degree or upon the

student's admission or readmission to a degree program requiring a new application, whichever is sooner.

(f) "Fall 2009 Continuing Student" is defined as a degree-seeking student admitted for, and enrolled in, the fall 2009 term, spring 2010, or summer 2010 term. However, any such student shall no longer be a "Fall 2009 Continuing Student" upon receipt of a degree or upon the student's admission or readmission to a degree program requiring a new application, whichever is sooner.

(g) "Fall 2010 Continuing Student" is defined as a degree-seeking student admitted for, and enrolled in, the fall 2010 term, spring 2011, or summer 2011 term. However, any such student shall no longer be a "Fall 2010 Continuing Student" upon receipt of a degree or upon the student's admission or readmission to a degree program requiring a new application, whichever is sooner.

(gh) "Fall ~~2010-2011~~ New Student" is defined as any student other than a "Pre-Fall 2005 Continuing Student", a "Fall 2005 Continuing Student," a "Fall 2006 Continuing Student", "Fall 2007 Continuing Student", "Fall 2008 Continuing Student", Fall 2009 Continuing Student" or a "Fall ~~2009-2010~~ Continuing Student" including any of the following:

1. any first-time-admitted degree-seeking student of the University of Florida registered for the Fall ~~2010~~2011, Spring ~~2011~~2012, or Summer ~~2011~~2012 term;
2. any non-degree seeking student;
3. any current or past University of Florida student who through a new application is admitted or readmitted to a degree program for the Fall ~~2010~~2011, Spring ~~2011~~2012, or Summer ~~2011~~2012 term; or

4. any University of Florida student who is readmitted after an absence of two or more consecutive terms, excluding military withdrawals.

(hi) For the purposes of defining a “Pre-Fall 2005 Continuing Student”, “Fall 2005 Continuing Student,” “Fall 2006 Continuing Student,” “Fall 2007 Continuing Student,” “Fall 2008 Continuing Student,” “Fall 2009 Continuing Student,” “Fall 2010 Continuing Student,” and a “Fall ~~2010-2011~~ 2011 New Student,” a “term” shall mean: for the fall, the fall semester, for the spring, the spring semester, and for the summer, any of the summer sessions.

(ij) Undergraduate Courses Charged per Student Credit Hour ~~2010-11~~2011-12

	Pre-Fall 2005 Continuing Students	Fall-2005-Fall 2006 Continuing Students	Fall 2007-Fall 2009-2010 Continuing Students	Fall 2010-2011 <u>2011</u> New Students
Resident Tuition	\$95.67 <u>103.32</u>	\$95.67 <u>103.32</u>	\$95.67 <u>103.32</u>	\$95.67 <u>103.32</u>
Tuition Differential			\$22.00 <u>32.00</u>	\$22.00 <u>32.00</u>
Building	\$2.32	\$2.32	\$2.32	\$2.32
Capital Improvement Trust Fund	\$2.44	\$2.44	\$2.44	\$2.44
Student Financial Aid	\$4.78 <u>5.16</u>	\$4.78 <u>5.16</u>	\$4.78 <u>5.16</u>	\$4.78 <u>5.16</u>
Technology	\$4.78 <u>5.16</u>	\$4.78 <u>5.16</u>	\$4.78 <u>5.16</u>	\$4.78 <u>5.16</u>
Activity and Service	\$13.94 <u>14.55</u>	\$13.94 <u>14.55</u>	\$13.94 <u>14.55</u>	\$13.94 <u>14.55</u>
Athletic	\$1.90	\$1.90	\$1.90	\$1.90
Health	\$12.99 <u>13.82</u>	\$12.99 <u>13.82</u>	\$12.99 <u>13.82</u>	\$12.99 <u>13.82</u>
Transportation Access	\$7.33 <u>7.88</u>	\$7.33 <u>7.88</u>	\$7.33 <u>7.88</u>	\$7.33 <u>7.88</u>
Resident Tuition and Fees per Credit Hour	\$146.15 <u>156.55</u>	\$146.15 <u>156.55</u>	\$168.15 <u>188.55</u>	\$168.15 <u>188.55</u>
Non-Resident Fee	\$675.05	\$707.21	\$707.21	\$707.21
Non-Resident Student Financial Aid	\$33.75	\$35.36	\$35.36	\$35.36
Non-Resident Tuition and Fees per Credit Hour	\$854.95 <u>865.35</u>	\$888.72 <u>899.12</u>	\$910.72 <u>931.12</u>	\$910.72 <u>931.12</u>

(j) Notwithstanding the foregoing paragraph (i), an undergraduate resident student who is a Fall 2007 continuing student, Fall 2008 continuing student, Fall 2009 continuing student, Fall 2010 continuing student, or a Fall ~~2010-2011~~ 2011 new student need not pay the Tuition Differential if the student is a beneficiary of a prepaid tuition

contract pursuant to Section 1009.98(2)(b), Fla. Stat., which was in effect on July 1, 2007 and which remains in effect, or if the student otherwise meets the criteria set forth for exemption from payment of the tuition differential in Section 1009.24(16), Fla. Stat.

(k) Notwithstanding the foregoing paragraph (i), if an undergraduate student is a beneficiary of a prepaid tuition contract pursuant to Section 1009.98(2)(b), Fla. Stat., purchased prior to July 1, 2009, the undergraduate resident tuition paid on behalf of the student effective the Fall 2009 term, will increase above the preceding fiscal year's assessed amount based on the actuarial reserve determined by the Florida Prepaid by the maximum percent allowed. The effect of the actuarial reserve percent change would result in an undergraduate resident tuition for such a student at 5.5% of ~~\$93.61~~ 101.08; at 6.0% of ~~\$94.10~~ 101.60; at 6.5% of ~~\$94.59~~ 102.13 or at 7.0% of ~~\$95.07~~ 102.65 per credit hour.

(m) Graduate Courses Charged per Student Credit Hour ~~2010-11~~ 2011-12

	Pre-Fall 2005 Continuing Students	Fall 2005 Continuing Students	Fall 2006-Fall 2009-2010 Continuing Students	Fall 2010-2011 New Students
Resident Tuition	\$338.60 <u>372.46</u>	\$370.86 <u>407.94</u>	\$388.52 <u>427.37</u>	\$388.52 <u>427.37</u>
Building	\$2.32	\$2.32	\$2.32	\$2.32
Capital Improvement Trust Fund	\$2.44	\$2.44	\$2.44	\$2.44
Student Financial Aid	\$16.93 <u>18.62</u>	\$18.54 <u>20.39</u>	\$19.42 <u>21.36</u>	\$19.42 <u>21.36</u>
Technology	\$5.97 <u>6.45</u>	\$5.97 <u>6.45</u>	\$5.97 <u>6.45</u>	\$5.97 <u>6.45</u>
Activity and Service	\$13.94 <u>14.55</u>	\$13.94 <u>14.55</u>	\$13.94 <u>14.55</u>	\$13.94 <u>14.55</u>
Athletic	\$1.90	\$1.90	\$1.90	\$1.90

Health	\$ 12.99 <u>13.82</u>	\$ 12.99 <u>13.82</u>	\$ 12.99 <u>13.82</u>	\$ 12.99 <u>13.82</u>
Transportation Access	\$ 7.33 <u>7.88</u>	\$ 7.33 <u>7.88</u>	\$ 7.33 <u>7.88</u>	\$ 7.33 <u>7.88</u>
Resident Tuition and Fees per Credit Hour	\$ 402.42 <u>440.44</u>	\$ 436.29 <u>477.69</u>	\$ 454.83 <u>498.09</u>	\$ 454.83 <u>498.09</u>
Non-Resident Fee	\$712.29	\$690.21	\$690.21	\$690.21
Non-Resident Student Financial Aid	\$35.61	\$34.51	\$34.51	\$34.51
Non-Resident Tuition and Fees per Credit Hour	\$ 1,150.32 <u>1,188.34</u>	\$ 1,161.01 <u>1,202.41</u>	\$ 1,179.55 <u>1,222.81</u>	\$ 1,179.55 <u>1,222.81</u>

(mn) College of Law (all law degrees) Charged per Student Credit Hour ~~2010-11~~2011-12

	Pre-Fall 2005 Continuing Students	Fall 2005 Continuing Students	Fall 2006-Fall 2009-2010 Continuing Students	Fall 2010-2011 New Students
Resident Tuition	\$ 402.35 <u>462.70</u>	\$ 455.05 <u>523.30</u>	\$ 476.69 <u>548.19</u>	\$ 476.69 <u>548.19</u>
Building	\$2.32	\$2.32	\$2.32	\$2.32
Capital Improvement Trust Fund	\$2.44	\$2.44	\$2.44	\$2.44
Student Financial Aid	\$ 20.11 <u>23.13</u>	\$ 22.75 <u>26.16</u>	\$ 23.83 <u>27.40</u>	\$ 23.83 <u>27.40</u>
Technology	\$ 4.78 <u>5.16</u>	\$ 4.78 <u>5.16</u>	\$ 4.78 <u>5.16</u>	\$ 4.78 <u>5.16</u>
Activity and Service	\$ 13.94 <u>14.55</u>	\$ 13.94 <u>14.55</u>	\$ 13.94 <u>14.55</u>	\$ 13.94 <u>14.55</u>

Athletic	\$1.90	\$1.90	\$1.90	\$1.90
Health	\$12.99 <u>13.82</u>	\$12.99 <u>13.82</u>	\$12.99 <u>13.82</u>	\$12.99 <u>13.82</u>
Transportation Access	\$7.33 <u>7.88</u>	\$7.33 <u>7.88</u>	\$7.33 <u>7.88</u>	\$7.33 <u>7.88</u>
Resident Tuition and Fees per Credit Hour	\$468.16 <u>533.90</u>	\$523.50 <u>597.53</u>	\$546.22 <u>623.66</u>	\$546.22 <u>623.66</u>
Non-Resident Fee	\$644.76	\$614.76	\$614.76	\$614.76
Non-Resident Student Financial Aid	\$32.23	\$30.73	\$30.73	\$30.73
Non-Resident Tuition and Fees per Credit Hour	\$1,145.15 <u>1,210. 89</u>	\$1,168.99 <u>1,243 .02</u>	\$1,191.71 <u>1,269.1 5</u>	\$1,191.71 <u>1,26 9.15</u>

(n0) College of Pharmacy (PharmD) Degree Annual Charge ~~2010-11~~2011-12

	Pre-Fall 2005 Continuing Students	Fall 2005 Continuing Students	Fall 2006-Fall 2009-2010 Continuing Students	Fall 2010 <u>2011</u> New Students
Resident Tuition	\$12,745.42 <u>14,657 .22</u>	\$14,323.42 <u>16,471 .92</u>	\$15,005.48 <u>17,256 .30</u>	\$15,005.48 <u>17,256.30</u>
Building	\$83.52	\$83.52	\$83.52	\$83.52
Capital Improvement Trust Fund	\$87.84	\$87.84	\$87.84	\$87.84
Student Financial Aid	\$637.26 <u>732.86</u>	\$716.16 <u>823.58</u>	\$750.26 <u>862.80</u>	\$750.26 <u>862. 80</u>
Technology	\$143.40 <u>154.80</u>	\$143.40 <u>154.80</u>	\$143.40 <u>154.80</u>	\$143.40 <u>154. 80</u>
Activity and Service	\$501.84 <u>523.80</u>	\$501.84 <u>523.80</u>	\$501.84 <u>523.80</u>	\$501.84 <u>523. 80</u>
	\$68.40	\$68.40	\$68.40	\$68.40

Athletic				\$467.64497.
Health	\$467.64497.52	\$467.64497.52	\$467.64497.52	52
Transportation Access	\$263.88283.68	\$263.88283.68	\$263.88283.68	283.68
Resident Tuition and Fees Annual Charge	\$14,999.2017,089.64	\$16,656.1018,995.06	\$17,372.2619,818.66	\$17,372.2619,818.66
Non-Resident Fee Non-Resident Student Financial Aid	\$22,297.74 \$1,114.88	\$21,399.42 \$1,069.96	\$22,041.40 \$1,102.06	\$22,041.40 \$1,102.06
Non-Resident Tuition and Fees Annual Charge	\$38,411.8240,502.26	\$39,125.4841,464.44	\$40,515.7242,962.12	\$40,515.7242,962.12

(ep) College of Medicine (MD) Degree Annual Charge ~~2010-11~~2011-12

	Pre-Fall 2005 Continuing Students	Fall 2005 Continuing Students	Fall 2006-Fall 2009-2010 Continuing Students	Fall 2010 2011 New Students
Resident Tuition	\$25,130.5027,643.54	\$27,523.8230,276.20	\$27,523.8230,276.20	\$27,523.8230,276.20
Building	\$92.80	\$92.80	\$92.80	\$92.80
Capital Improvement Trust Fund	\$97.60	\$97.60	\$97.60	\$97.60
Student Financial Aid	\$1,256.511,382.16	\$1,376.181,513.80	\$1,376.181,513.80	\$1,376.181,513.80
Technology	\$143.40154.80	\$143.40154.80	\$143.40154.80	\$143.40154.80
Activity and Service	\$557.60582.00	\$557.60582.00	\$557.60582.00	\$557.60582.00
Athletic	\$76.00	\$76.00	\$76.00	\$76.00
	\$519.60552.80	\$519.60552.80	\$519.60552.80	\$519.60552.80

Health				<u>80</u>
Transportation Access	\$293.20 <u>315.20</u>	\$293.20 <u>315.20</u>	\$293.20 <u>315.20</u>	\$293.20 <u>315.20</u>
Resident Tuition and Fees Annual Charge	\$28,167.21 <u>30,896.90</u>	\$30,680.20 <u>33,661.20</u>	\$30,680.20 <u>33,661.20</u>	\$30,680.20 <u>33,661.20</u>
Non-Resident Fee	\$28,603.34	\$27,036.76	\$27,847.86	\$27,847.86
Non-Resident Student Financial Aid	\$1,430.16	\$1,351.82	\$1,392.38	\$1,392.38
Non-Resident Tuition and Fees Annual Charge	\$58,200.71 <u>60,930.40</u>	\$59,068.78 <u>62,049.78</u>	\$59,920.44 <u>62,901.44</u>	\$59,920.44 <u>62,901.44</u>

(pq) College of Veterinary Medicine (DVM) Degree Annual Charge ~~2010-11~~2011-12

	Pre-Fall 2005 Continuing Students	Fall 2005 Continuing Students	Fall 2006-Fall 2009-2010 Continuing Students	Fall 2010 <u>2011</u> New Students
Resident Tuition	\$18,432.58 <u>20,275.82</u>	\$20,714.74 <u>22,786.20</u>	\$21,701.18 <u>23,871.28</u>	\$21,701.18 <u>23,871.28</u>
Building	\$92.80	\$92.80	\$92.80	\$92.80
Capital Improvement Trust Fund	\$97.60	\$97.60	\$97.60	\$97.60
Student Financial Aid	\$921.61 <u>1,013.78</u>	\$1,035.72 <u>1,139.30</u>	\$1,085.04 <u>1,193.56</u>	\$1,085.04 <u>1,193.56</u>
Technology	\$143.40 <u>154.80</u>	\$143.40 <u>154.80</u>	\$143.40 <u>154.80</u>	\$143.40 <u>154.80</u>
Activity and Service	\$557.60 <u>582.00</u>	\$557.60 <u>582.00</u>	\$557.60 <u>582.00</u>	\$557.60 <u>582.00</u>
Athletic	\$76.00	\$76.00	\$76.00	\$76.00
Health	\$519.60 <u>552.80</u>	\$519.60 <u>552.80</u>	\$519.60 <u>552.80</u>	\$519.60 <u>552.80</u>
Transportation	\$293.20 <u>315.20</u>	\$293.20 <u>315.20</u>	\$293.20 <u>315.20</u>	\$293.20 <u>315.20</u>

Access

Resident Tuition and Fees Annual Charge	\$21,134.39 <u>23,160.80</u>	\$23,530.66 <u>25,796.70</u>	\$24,566.42 <u>26,936.04</u>	\$24,566.42 <u>6,936.04</u>
Non-Resident Fee	\$20,882.16	\$19,394.56	\$19,976.40	\$19,976.40
Non-Resident Student Financial Aid	\$1,044.10	\$969.72	\$998.80	\$998.80
Non-Resident Tuition and Fees Annual Charge	\$43,060.65 <u>45,087.06</u>	\$43,894.94 <u>46,160.98</u>	\$45,541.62 <u>47,911.24</u>	\$45,541.62 <u>7,911.24</u>

(qr) College of Dentistry (DMD) Degree Annual Charge ~~2010-11~~2011-12

	Pre-Fall 2005 Continuing Students	Fall 2005 Continuing Students	Fall 2006-Fall 2009-2010 Continuing Students	Fall 2010 <u>2011</u> New Students
Resident Tuition	\$24,033.78 <u>27,638.84</u>	\$26,322.70 <u>30,271.10</u>	\$27,576.14 <u>31,712.56</u>	\$27,576.14 <u>1,712.56</u>
Building	\$ 92.80	\$ 92.80	\$ 92.80	\$92.80
Capital Improvement Trust Fund	\$97.60	\$97.60	\$97.60	\$97.60
Student Financial Aid	\$1,201.68 <u>1,381.94</u>	\$1,316.13 <u>1,513.54</u>	\$1,378.80 <u>1,585.62</u>	\$1,378.80 <u>1,585.62</u>
Technology	\$143.40 <u>154.80</u>	\$143.40 <u>154.80</u>	\$143.40 <u>154.80</u>	\$143.40 <u>154.80</u>
Activity and Service	\$557.60 <u>582.00</u>	\$557.60 <u>582.00</u>	\$557.60 <u>582.00</u>	\$557.60 <u>582.00</u>
Athletic	\$76.00	\$76.00	\$76.00	\$76.00
Health	\$519.60 <u>552.80</u>	\$519.60 <u>552.80</u>	\$519.60 <u>552.80</u>	\$519.60 <u>552.80</u>
Transportation Access	\$293.20 <u>315.20</u>	\$293.20 <u>315.20</u>	\$293.20 <u>315.20</u>	\$293.20 <u>315.20</u>

Resident Tuition and Fees Annual Charge	\$ 27,015.66 <u>30,891.98</u>	\$ 29,419.03 <u>33,655.84</u>	\$ 30,735.14 <u>35,169.38</u>	\$ 30,735.14 <u>35,169.38</u>
Non-Resident Fee	\$25,847.50	\$24,485.22	\$25,219.78	\$25,219.78
Non-Resident Student Financial Aid	\$1,292.36	\$1,224.26	\$1,260.98	\$1,260.98
Non-Resident Tuition and Fees Annual Charge	\$ 54,155.52 <u>58,031.84</u>	\$ 55,128.51 <u>59,365.32</u>	\$ 57,215.90 <u>61,650.14</u>	\$ 57,215.90 <u>61,650.14</u>

(~~rs~~) College of Public Health and Health Professions (DPT) Degree Annual Charge
~~2010-11~~2011-12

	Fall 2005-Fall 2009-2010 Continuing Students	Fall 2010-2011 New Students
Resident Tuition	\$ 17,399.58 <u>19,139.52</u>	\$ 17,399.58 <u>19,139.52</u>
Building	\$90.48	\$90.48
Capital Improvement Trust Fund	\$95.16	\$95.16
Student Financial Aid	\$ 869.96 <u>956.96</u>	\$ 869.96 <u>956.96</u>
Technology	\$ 143.40 <u>154.80</u>	\$ 143.40 <u>154.80</u>
Activity and Service	\$ 543.66 <u>567.44</u>	\$ 543.66 <u>567.44</u>
Athletic	\$74.10	\$74.10
Health	\$ 506.60 <u>538.98</u>	\$ 506.60 <u>538.98</u>
Transportation Access	\$ 285.86 <u>307.32</u>	\$ 285.86 <u>307.32</u>

Resident Tuition and Fees Annual Charge	\$20,008.80 <u>21,924.76</u>	\$20,008.80 <u>21,924.76</u>
Non-Resident Fee	\$8,800.00	\$8,800.00
Non-Resident Student Financial Aid	\$440.00	\$440.00
Non-Resident Tuition and Fees Annual Charge	\$29,248.80 <u>31,164.76</u>	\$29,248.80 <u>31,164.76</u>

(st) College of Public Health and Health Professions (MPH) Degree Annual Charge
~~2010-11~~2011-12

	Fall 2006-Fall 2009 <u>2010</u> Continuing Students 48 Hour 2 Year Program	Fall 2010 <u>2011</u> New Students
Resident Tuition	\$12,001.66 <u>13,201.82</u>	\$12,001.66 <u>13,201.82</u>
Building	\$55.68	\$55.68
Capital Improvement Trust Fund	\$58.56	\$58.56
Student Financial Aid	\$600.08 <u>660.08</u>	\$600.08 <u>660.08</u>
Technology	\$143.40 <u>154.80</u>	\$143.40 <u>154.80</u>
Activity and Service	\$334.56 <u>349.20</u>	\$334.56 <u>349.20</u>
Athletic	\$45.60	\$45.60 \$311.76 <u>331.68</u>

Health	\$311.76 <u>331.68</u>	
Transportation Access	\$175.92 <u>189.12</u>	\$175.92 <u>189.12</u>
Resident Tuition and Fees Annual Charge	\$13,727.22 <u>15,046.54</u>	\$13,727.22 <u>15,046.54</u>
Non-Resident Fee	\$16,565.24	\$16,565.24
Non-Resident Student Financial Aid	\$828.26	\$828.26
Non-Resident Tuition and Fees Annual Charge	\$31,120.72 <u>32,440.04</u>	\$31,120.72 <u>32,440.04</u>

(tu) College of Public Health and Health Professions (MPH) 42 Hour Accelerated Degree Annual Charge ~~2010-11~~2011-12

	Fall 2007-Fall 2009 <u>2010</u> Continuing Students	Fall 2010 <u>2011</u> New Students
Resident Tuition	\$10,501.42 <u>11,551.56</u>	\$10,501.42 <u>11,551.56</u>
Building	\$48.72	\$48.72
Capital Improvement Trust Fund	\$51.24	\$51.24
Student Financial Aid	\$525.06 <u>577.56</u>	\$525.06 <u>577.56</u>
Technology	\$143.40 <u>154.80</u>	\$143.40 <u>154.80</u>
Activity and Service	\$292.74 <u>305.54</u>	\$292.74 <u>305.54</u>
Athletic	\$39.90 \$272.78 <u>290.22</u>	\$39.90 \$272.78 <u>290.22</u>

Health

Transportation
Access

~~\$153.92~~165.48

~~\$153.92~~165.48

Resident Tuition
and Fees Annual
Charge

~~\$12,029.18~~13,185.02

~~\$12,029.18~~13,185.02

Non-Resident
Fee

\$14,494.56

\$14,494.56

Non-Resident
Student Financial
Aid

\$724.72

\$724.72

Non-Resident
Tuition and Fees
Annual Charge

~~\$27,248.46~~28,404.30

~~\$27,248.46~~28,404.30

(~~11~~12) College of Medicine Physician's Assistant Program Courses Charge Per Credit
Hour ~~2010-11~~2011-12

	Pre-Fall 2005 Continuing Students	Fall 2005 Continuing Students	Fall 2006-Fall 2009-2010 Continuing Students	Fall 2010 <u>2011</u> New Students
Resident Tuition	\$338.60 <u>389.39</u>	\$370.86 <u>426.48</u>	\$388.52 <u>446.79</u>	\$388.52 <u>446.79</u>
Building Capital Improvement Trust Fund	\$2.32	\$2.32	\$2.32	\$2.32
Student Financial Aid	\$2.44	\$2.44	\$2.44	\$2.44
Technology Activity and Service	\$16.93 <u>19.46</u>	\$18.54 <u>21.32</u>	\$19.42 <u>22.33</u>	\$19.42 <u>22.33</u>
Athletic	\$5.97 <u>6.45</u>	\$5.97 <u>6.45</u>	\$5.97 <u>6.45</u>	\$5.97 <u>6.45</u>
Health	\$13.94 <u>14.55</u>	\$13.94 <u>14.55</u>	\$13.94 <u>14.55</u>	\$13.94 <u>14.55</u>
Transportation Access	\$1.90	\$1.90	\$1.90	\$1.90
	\$12.99 <u>13.82</u>	\$12.99 <u>13.82</u>	\$12.99 <u>13.82</u>	\$12.99 <u>13.82</u>
	\$7.33 <u>7.88</u>	\$7.33 <u>7.88</u>	\$7.33 <u>7.88</u>	\$7.33 <u>7.88</u>
Resident Tuition and Fees per Credit Hour	\$402.42 <u>458.21</u>	\$436.29 <u>497.16</u>	\$454.83 <u>518.48</u>	\$454.83 <u>518.48</u>

Non-Resident Fee	\$819.13	\$793.74	\$793.74	\$793.74
Non-Resident Student Financial Aid	\$40.95	\$39.68	\$39.68	\$39.68
Non-Resident Tuition and Fees per Credit Hour	\$1,262.50 <u>1,318.29</u>	\$1,269.71 <u>1,330.58</u>	\$1,288.25 <u>1,351.90</u>	\$1,288.25 <u>1,351.90</u>

(w) College of Design, Construction, and Planning Graduate Courses Charge Per Credit Hour 2011-12

	<u>Pre-Fall 2005</u> <u>Continuing</u> <u>Students</u>	<u>Fall 2005</u> <u>Continuing</u> <u>Students</u>	<u>Fall 2006-Fall</u> <u>2010 Continuing</u> <u>Students</u>	<u>Fall 2011</u> <u>New</u> <u>Students</u>
<u>Resident Tuition</u>	<u>\$389.39</u>	<u>\$426.48</u>	<u>\$446.79</u>	<u>\$446.79</u>
<u>Building</u>	<u>\$2.32</u>	<u>\$2.32</u>	<u>\$2.32</u>	<u>\$2.32</u>
<u>Capital</u>				
<u>Improvement</u>				
<u>Trust Fund</u>	<u>\$2.44</u>	<u>\$2.44</u>	<u>\$2.44</u>	<u>\$2.44</u>
<u>Student Financial</u>				
<u>Aid</u>	<u>\$19.46</u>	<u>\$21.32</u>	<u>\$22.33</u>	<u>\$22.33</u>
<u>Technology</u>	<u>\$6.45</u>	<u>\$6.45</u>	<u>\$6.45</u>	<u>\$6.45</u>
<u>Activity and</u>				
<u>Service</u>	<u>\$14.55</u>	<u>\$14.55</u>	<u>\$14.55</u>	<u>\$14.55</u>
<u>Athletic</u>	<u>\$1.90</u>	<u>\$1.90</u>	<u>\$1.90</u>	<u>\$1.90</u>
<u>Health</u>	<u>\$13.82</u>	<u>\$13.82</u>	<u>\$13.82</u>	<u>\$13.82</u>
<u>Transportation</u>				
<u>Access</u>	<u>\$7.88</u>	<u>\$7.88</u>	<u>\$7.88</u>	<u>\$7.88</u>
<u>Resident Tuition</u> <u>and Fees per</u> <u>Credit Hour</u>	<u>\$458.21</u>	<u>\$497.16</u>	<u>\$518.48</u>	<u>\$518.48</u>
<u>Non-Resident Fee</u>	<u>\$712.29</u>	<u>\$690.21</u>	<u>\$690.21</u>	<u>\$690.21</u>
<u>Non-Resident</u> <u>Student Financial</u> <u>Aid</u>	<u>\$35.61</u>	<u>\$34.51</u>	<u>\$34.51</u>	<u>\$34.51</u>
<u>Non-Resident</u> <u>Tuition and Fees</u> <u>per Credit Hour</u>	<u>\$1,206.11</u>	<u>\$1,221.88</u>	<u>\$1,243.20</u>	<u>\$1,243.20</u>

(~~tx~~) Pursuant to Section 1009.285, F.S., each student enrolled in the same undergraduate course more than twice, shall be assessed an additional \$~~163.38~~159.87 per credit hour charge in addition to the Tuition Costs outlined above in section (4), for each such course.

(y) An Excess Hour Fee shall be assessed to an undergraduate student for credit hours in excess of 120 percent of those required for completion of the applicable baccalaureate program under the definitions of required credit hours and other provisions governing the fee as set forth in Board of Governors Reg. 7.003. The amount of the excess hour fee is calculated pursuant to Board of Governors Reg. 7.003.

(5) Any person classified as an out-of-state resident who has been appointed as a graduate assistant for at least 0.25 FTE shall be charged resident Tuition Costs. Upon completion of the appointment, such person shall be charged resident Tuition Costs for the remainder of his or her graduate career in any semester in which he or she receives a waiver of all tuition fees or all tuition fees are paid from University funds. If the student loses the waiver or tuition remission under this provision for any semester, he or she shall be liable for Tuition Costs for that semester based on his or her out-of-state residency classification. Any graduate student classified as an out-of-state resident who is receiving a full fellowship shall be charged resident Tuition Costs.

(6) The Provost has the authority to designate programs in which Non-Resident Tuition Cost, or any portion thereof, are waived when such waiver is in support of the mission of the University and is consistent with policies specifically approved by the board of trustees.

~~(7) — For the 2010-2011 academic year the President or the President's designee has the authority to not assess up to \$4.64 per credit hour of the student activity and service and health fees to graduate students holding appointments as graduate assistants or graduate associates.~~

Authority: BOG Regulation 1.001, General Appropriations Act, 20110 and Higher Education Conforming Bill (HB 5001~~5201~~).

History--New 9-10-02, Amended 9-19-03, 1-11-05, 7-19-05, 11-22-05, 9-8-06, 7-24-07, 1-9-08, 9-5-08 (BOT), 10-3-08 (BOG), 7-9-09 (BOG), 9-11-09 (BOT), 10-27-09 (BOG), 10-8-10 (BOT Approval), 10-19-10 (BOG Approval).

COMMITTEE ACTION ITEM EP2

UNIVERSITY OF FLORIDA BOARD OF TRUSTEES

Committee on Educational Policy & Strategy

September 6, 2011

SUBJECT: Approve Tenure Upon Hire

BACKGROUND INFORMATION

Newly appointed faculty members have been hired upon the condition that the Board of Trustees grant tenure to them. These individuals meet the criteria set forth in the university's tenure policy and are recommended by the President to receive tenure. Attached is a summary of the tenure cases.

PROPOSED BOARD ACTION

Award tenure to newly hired faculty members as specified in the Board materials.

SIGNIFICANT POLICY ISSUES FOR BOARD TO CONSIDER

No Board of Governors approval is required.

Supporting Documentation Included: See Attached.

Submitted by: Joseph Glover, Provost and Senior Vice President for Academic Affairs

Jon Paul Dobson – College of Engineering

Dr. Dobson received his B.S. and M.S. in Geological Sciences from the University of Florida in 1982 and 1986, respectively. He received a Ph.D. in Natural Sciences / Mineral Magnetism from the Swiss Federal Institute of Technology, ETH Zurich, in 1991. After his Ph.D., Dr. Dobson was a Post-Doctoral Fellow at ETCH-Zurich and a lecturer at the University of Western Australia before joining Keele University in 2000. Dr. Dobson is currently a Professor of Biophysics and Biomedical Engineering at Keele University in the United Kingdom. His expertise is in the area of magnetic nanoparticle applications in biomedicine. Specific applications include nanomagnetic actuation of cell functions and magnetic manipulation for tissue engineering. Dr. Dobson has seven patents with four more pending. This is indicative of research with strong industrial applications. He has over 100 publications and typically gets about 500 references a year to his work. Dr. Dobson has a distinguished teaching record and has taught at both the graduate and undergraduate level at both Keele and Western Australia. He has also been successful in extramural funding, both through British and US agencies (NIH). His work has spawned two start-up companies, *nanoTherics* and *MICA*, illustrating his ability to translate basic science into real-world applications.

Glenn E. Good – College of Education

Dr. Good received his B.A. in Psychology from the University of California at Davis, his M.S. in Counseling from the University of Oregon, and his Ph.D. in Psychology (Specialization: Counseling Psychology) from Ohio State University. He is currently the Associate Dean for Research, Graduate and International Studies, and Technologies, in the College of Education at the University of Missouri. Dr. Good is the author or coauthor of five books about counseling and psychotherapy and nine book chapters about counseling and psychotherapy. The majority of his nearly 80 refereed articles appear in high quality counseling and psychotherapy journals, such as the *Journal of Counseling Psychology*, *Journal of Counseling and Development*, and the *Psychology of Men and Masculinity*. Over his career, Dr. Good has secured approximately \$1,000,000 in extramural funding as PI or Co-PI. Further, he is a two-time recipient of the "Researcher of the Year" award presented by the Society for the Psychological Study of Men and Masculinity. His accomplishments as an educator are also notable and provide evidence of distinction in teaching, receiving several teaching-related awards, including the highest teaching honor given at the University of Missouri, the William T. Kemper Fellowship for Excellence in Teaching. Dr. Good led the nationally-ranked and APA-accredited Counseling Psychology program at the University of Missouri, a role that permitted him to weave his scholarly expertise into a robust graduate program at the university. His service contributions to the field provide evidence of his stature as a recognized scholar whose expertise is called on to advance the profession. Dr. Good is an active member of the American Psychological Association and an editorial board member and/or consulting editor of five national and international journals.

William W. Latimer – College of Public Health and Health Professions

Dr. Latimer received his B.A. in Psychology and English from Hobart and William Smith Colleges, his M.A. in Development Psychology from Columbia University, his Ph.D. in Clinical Psychology from the University of Rhode Island, and his M.P.H in Epidemiology from the University of Minnesota. Dr. Latimer is currently an Associate Professor in the Department of Mental Health at the Johns Hopkins University, Bloomberg School of Public Health. He has an impressive record of extramural research funding, including three active RO1's. His record as a researcher and as a mentor has led to an international reputation as a leader in the field of public health applications of clinical psychology. One of his greatest assets cited from a colleague was his ability to be both a gifted therapist and a thoroughly rigorous researcher. His initial development of Integrated Family and Cognitive-Behavioral Therapy (IFCBT) focused on its application as a treatment for drug dependent adolescents and their families. The treatment model coordinates cognitive-behavioral approaches in a group format with family systems approaches for adolescents and their families using structural and strategic approaches. Over the years, Dr. Latimer applied IFCBT in multiple studies examining its efficacy in drug prevention with inner-city middle school students and as an HIV/STI prevention with drug-dependent adults. Dr. Latimer is among the top group of researchers that have contributed significantly scholarly works to advance behavioral sciences across multiple cultures and ethnic groups. Dr. Latimer has a productive publication record in peer reviewed journals, and has a large number of papers in press or production in interdisciplinary journals, further attesting to his high level of research productivity.

Rosemary Loria – Institute of Food & Agricultural Sciences

Dr. Loria received her B.S. in Botany, M.S. in Plant Pathology, and Ph.D. in Plant Pathology from Michigan State University. She is currently the Professor and Chair of the Department of Plant Pathology and Plant-Microbe Biology at Cornell University. Dr. Loria has extensive experience in academic leadership. Having been with the State of New York's land-grant university for over 30 years, she understands and embraces the tripartite mission. Since 2008, Dr. Loria has been awarded approximately \$1.3 million as PI for basic research in virulence gene regulation in the actinomycete, *Streptomyces scabies*, during interaction with *Solanum tuberosum*, with an additional \$750,000 awarded for a research and licensing agreement, Novozymes Biologicals, Corporation award. Dr. Loria has published 74 refereed publications, 6 non-refereed publications, along with 12 extension reports and 6 Fungicide and Nematicide/Biological and Cultural Control tests.

Laurie B. Mintz – College of Liberal Arts and Sciences

Dr. Mintz received her B.S. in Psychology from Union College, her M.S. in Counseling Psychology, and her Ph.D. in Psychology (Specialization: Counseling Psychology) from Ohio State University. She is currently a Professor in the Department of Educational, School, and Counseling Psychology at the University of Missouri. Dr. Mintz' research is in the general area of counseling psychology, and more specifically is focused in the areas of wellness, eating disorders and body image. She also studies and teaches in the area of human sexuality. Dr.

Mintz has 40 refereed published articles, with another 6 under review or in preparation. She has been PI or Co-PI on 10 grants, the largest of which was an NIH grant for \$979k on which she was Co-PI. Of particular import has been work on eating disorders, including methods of assessments that have been influential in others' research. She is a Fellow of the American Psychological Association, and won the Counseling Psychologist 2010 Outstanding Contribution Award for an article she co-authored. Additionally, she is the author of a popular book *A Tired Woman's Guide to Passionate Sex* and of a blog on women's sexuality on PsychologyToday.com. Dr. Mintz is an accomplished teacher, having been a William T. Kemper Fellow for Excellence in Teaching and having won the University of Missouri College of Education's Graduate Teacher of the Year Award in 2004. Dr. Mintz has provided considerable service to her profession having held several leadership positions in the Council of Counseling Psychology Training Programs.

Samantha M. Wisely – Institute of Food & Agricultural Sciences

Dr. Wisely received her B.A. in Ecology, Evolution and Animal Behavior from the University of California, San Diego, her M.S. in Wildlife Ecology from Humboldt State University, and her Ph.D. in Zoology and Physiology from the University of Wyoming. She is currently an Associate Professor in the Division of Biology at Kansas State University. Since 2009, Dr. Wisely has been awarded approximately \$1.4 million on 6 current research grants and awards, serving as PI or Co-PI. She developed an internationally recognized research and education program closely linked to the National Ecological Observatory Network (NEON). In her new role at UF, she will lead and conduct a research program addressing questions related to the NEON and develop an extension program focused on citizen science or youth education at the Ordway-Swisher.

UNIVERSITY OF FLORIDA BOARD OF TRUSTEES

Committee on Educational Policy & Strategy

September 6, 2011

SUBJECT: Approval of University Press of Florida Annual Report

BACKGROUND INFORMATION

University Press of Florida, as an Academic Infrastructure Support Organization (AISO), must file an annual report that is approved by the Board of Trustees prior to October 31.

PROPOSED BOARD ACTION

Approval of the annual report of the University Press of Florida.

SIGNIFICANT POLICY ISSUES FOR BOARD TO CONSIDER

The approved report is sent to the State University System Council of Academic Vice Presidents (CAVP) for review. After the CAVP review, the report is submitted to the Chancellor of the Board of Governors; however, BOG approval is not required.

Supporting Documentation Included: Yes

Other Supporting Documents Available: Yes

Board Committee Approval: Committee on Educational Policy & Strategy (EP)

Submitted by: Joseph Glover, Provost and Senior Vice President for Academic Affairs

University Press of Florida

Annual Report

2010–2011

Approval Date by (Board of Trustees or designee):

Review Date by Council of Academic Vice Presidents:

Date of Submission to Board of Governors Office:

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1. Statement of Purpose

Established in 1945, the University Press of Florida ranks within the top third of publishing houses in the Association of American University Presses (AAUP) and is the fourth largest university press in the southeast in new titles published. With 2,717 titles currently in print and digital formats, 90 print and 65 e-book titles in production, and 156 additional titles under contract, UPF has been an important element in enhancing the scholarly reputation and worldwide visibility of the State University System (SUS). The press is a member of the AAUP, the Association of American Publishers, and the Society for Scholarly Publishing.

The University Press of Florida, the scholarly publishing arm of the State University System, is charged with publishing works of intellectual distinction and significance, works that will contribute to improving the quality of higher education in the state, and works of general and regional interest and usefulness to the people of Florida, reflecting its rich historical and cultural heritage and its intellectual and natural resources. UPF publishes scholarly books in the arts, humanities, and natural and social sciences—more specifically, in the areas of fine arts, southern history, Latin American and Caribbean studies, literary criticism, Middle Eastern studies, environmental studies, archaeology, anthropology, natural history, horticulture, natural science, and space and technology. UPF is co-founder and the publisher of record for Orange Grove Text *Plus* (OGT+), an open-access textbook initiative. The University of Florida serves as the host institution for UPF.

As a nonprofit publishing house, the press operates as both an Academic Infrastructure Service Organization (AISO) for the Florida Board of Governors and as a publishing business. As an AISO, UPF strives to align its publishing areas with disciplines of interest and importance in the SUS. In its latter role, the press recognizes the need to operate the business and financial dimensions of its publishing activities in a responsible manner, so it may continue to generate increased revenues that help sustain its programs and support its growth and development. To this end, we define UPF's programs to include vigorous and imaginative promotion, sales, and distribution, both domestically and internationally, in print and digital formats, in order to achieve maximum dissemination of UPF's books.

2. Executive Summary of FY 2011 Performance

After last's year outstanding sales performance, UPF began the 2010–2011 fiscal year with a more conservative sales projection and budget. This turned out to be prudent, but not prudent enough, as sales for the year began falling off from the two previous years quickly. As a result, UPF revised its FY 2010–11 operating budget in December to reflect the reduced sales proceeds. The proposed deficit of \$282,135 was reduced in the last six months to a deficit of \$102,358. With the reduced deficit and the surplus generated from FY 10 sales, UPF ended the year with a positive variance of \$109,883. Throughout this report I will refer to the revised FY 2011 budget of December 2010 as the operating budget compared to the actual year-end figures.

This was the year of the e-book, where the digital format for our books became integrated into our workflow. Although revenues still do not match the rhetoric, some university presses are beginning to see the fruits of these digitization efforts. UPF signed agreements with EBSCO (Net Library), Ebrary, and Bowker Resources to deliver e-monographs in collections directly to libraries. UPF also signed with the newly formed University Press Scholarship On-line (UPS), an initiative created by Oxford University Press that will present e-books to libraries for discipline specific purchase. UPF is finalizing agreements with Apple, KOBO, and Barnes and Noble, having already signed with Amazon for Kindle e-reader (EPub) editions of our general interest books. UPF will begin loading OGT+ materials into iTunesU in the coming year.

The message of Orange Grove Texts *Plus* (OGT+) and its benefits to students is being realized. Taking the bold, first step, the University of Florida and its Department of Mathematics are writing and creating textbooks for all three Calculus courses, as well as Calculus for Engineers. The first complete book for Calculus I is being used this fall with an enrollment of over 1,600 students. UF has also funded an introduction to theatre appreciation text, and FAU is funding an introduction to American government text. FSU Medical School is creating a five-year strategic plan to move all of its educational materials into the open-access (OA) universe. UPF is leading the way nationally by creating a university press open-access textbook consortium, consisting of 22 presses presently that will each create and share an introductory textbook for open-access distribution.

The most pressing challenges ahead for UPF are finding funds to update the aging database and digital asset management software to a web-based system, adding more functionality to the order entry programs, finding affordable third-party vendors who can help deliver new digital products, updating the warehouse so it can meet the needs of customers' shipping requirements, receiving substantial revenue for OGT+, and keeping the monograph the center of UPF's mission.

The drastic loss in library sales due to reduced library budgets, the demand for digital-only content, and the dwindling subsidies for presses threaten the core of missions of university presses, and, as an extension, the very foundation of social sciences and humanities scholarly production. All presses, however, agree that we do not know what the final end game will be. All we know is that we have to remain nimble and flexible.

3. FY 2011 Goals and Performance

I. Quantitative Goals

a. Maintain new titles signed at 100 projects a year, and maintain new titles delivered at 85.

UPF signed 102 new projects, transmitted 87 titles from editorial to design, produced 82 new books, 23 reprints, 38 print-on-demand (POD) paperbacks, 130 PDF e-books, 156 UPSO e-books, 157 Amazon "Look Inside the Book" files, and 10 EPubs for Kindle, Nook, iPad, and smart phones.

b. Maintain the number of titles edited electronically at 100% of the list.

Accomplished, as well as researching the XML workflow and needed software to create dynamic book files for multiple uses and devices.

c. Maintain in-house typesetting capabilities, using desktop publishing equipment to typeset, design, produce, submit to printers, and archive 100% of the list, adding XML workflow by the third year.

Accomplished, as well as researching digital asset management and digital asset distribution vendors needed to stay competitive in the e-book arena

d. Utilize digital print technology whenever feasible.

All of UPF's monographs are being printed at digital printers and as print-on-demand editions for inventory control. As we reprint books, we move them into the digital format when possible.

e. Move to minimal press runs with just-in-time inventory replenishment.

All monographs now have print runs of between 300 and 400 copies. The majority monographs paperbacks are available only as print-on-demand inventory.

f. Continue to add new and notable projects into OGT+. Explore using the Orange Grove as a metadata repository to allow cross-disciplinary searches of active SUS research.

The list of new titles added or signed to contract for OGT+ may be found in appendix C. The legislative changes proposed for FCLA and CCLA have places the metadata repository idea on the back burner.

II. Qualitative Goals

a. Win major awards for scholarly excellence.

UPF won 28 book awards, including the Roosevelt Naval History Prize and the Southern Anthropological James Mooney Award

b. Increase visibility through favorable book reviews, on-line access to the scholarship, and publicity for the press and its authors.

UPF received 789 reviews (up from 701 last year) and participated in 197 publicity events. Direct mail efforts reached over 100,000 people. Social media marketing includes two Facebook fan pages, a blog, and a Tweeter feed

c. Advertise and exhibit to the national and international academic community.

UPF attended 27 book exhibits, sent books to another 12 exhibits, and set up "virtual" exhibit booths on our web site. UPF placed 79 print and 20 digital advertisements

d. Receive grants to fund important projects, both print and digital.

UPF had marvelous success in receiving awards and publication subventions. Andrew Mellon foundation awarded UPF two co-sponsored grants, one for digital monographs in archaeology (\$87,500) and the other for content-rich monographs in Latin American Arts and Culture (\$310,000). Four books received full publication subventions and others received small grants for a total of \$185,610.

e. Gain continued exposure of UPF's regional titles through newspaper, magazine, and on-line reviews.

Regional book review pages are being eliminated from many newspapers, so newspaper reviews are not the norm anymore. An article in the *Naples Daily News* led to record first-month sales for *Dream Houses* by Wilson & Taylor. Author Lily Prellezo had 23 events for *Seagull One*. UPF had a three-title sweep of the Florida outdoor Writers Association Book Awards and four titles recognized by the Florida Book Awards.

III. Financial Goals

a. Maintain a positive differential between increases in income and expenses.

Expenses exceeded revenues by \$102,358 as this past year's the worldwide recession caught up to us. With a surplus of \$212,241 from the previous year, UPF did complete the 2010–11 FY with a positive differential of \$109,883.

b. Achieve a sales increase during the three-year plan.

UPF's draft three-year plan was, in essence, a three-year disaster plan. With revenues falling and operating expenses, particularly personnel costs, rising, it was time for drastic action. By not filling two vacant positions, laying off four employees, and reducing two staff members to $\frac{3}{4}$ time, UPF was able to create an operating budget for FY 2011–12 that was achievable. We have elected to pause in our three-year plan creations to revisit all tasks and functions, explore more out-sourcing options, and increase productivity. To that end, UPF has invited two other university press directors to come to Gainesville for an operational assessment. By January, we will begin finalizing the three-year plan.

c. Increase revenue through active fundraising and grant writing.

The grants position is on track to achieve another \$100,000-plus year in book awards.

d. Increase revenue through open-access textbook sales.

Although there will be some revenue generated by the 1,600+ UF calculus students, OGT+ is not yet sustainable. Upon recommendation of the CAVP, the Board of Governors is scheduled to consider a new fee devoted expressly to open-access resource use. With this new fee structure, UPF will receive a portion of these student fees directly when an open-access textbook is used.

e. Rebuild the operating surplus.

This goal is on hold for the next three years as we make major investments in infrastructure and operating efficiencies. We want to maintain a positive differential between revenue and expenses, but adding to the operating surplus seems unlikely in the present economic climate.

IV. Operational Goals

a. Increase operating efficiency and cost-effectiveness by keeping abreast of industry trends and incorporating technological advancements in electronic publishing, information management, and manufacturing methods.

UPF staff participated in 5 webinars and three presentations to assess inventory, business, and XML-software programs. Mellon grant money was used to purchase Telescope, a digital asset management system for editorial and design, and an FTP server for the press. UPF is exploring digital asset distributors to ease the file conversion creation.

b. Continue staff development programs to further enhance knowledge and productivity in order to support enhanced technology and operational systems.

Four staff members attended the annual meeting of university press staff, bringing back information and workflow ideas for UPF. Two staff members presented papers at the meeting.

c. Keep building and adding to OGT+ to increase its value to all SUS faculty.

As previously described, 5 new texts created by SUS faculty signed with OGT+ and 6 faculty in other states signed aboard. With the leadership of the CAVP and BOG, OGT+ can achieve steady revenue streams with the open-access fee implementation.

4. FY 2011 Budget

	Rev.12/30	Actual	Variance
<u>REVENUE</u>			
Subsidy	556,991.00	556,991.00	0
Interest	31,500	21,200	(10,279)
Sales Proceeds	2,387,660	2,411,117	23,457
P/H charged to Customers	29,093	27,414	(1,679)
Grants/Subrights	55,427	98,591	43,163
Total Revenue	3,060,672	3,115,334	54,662
<u>EXPENSES</u>			
Salaries	1,662,938	1,667,232	(4,294)
Regular OPS	37,384	51,496	(14,411)
Free Lancers	158,031	144,076	13,954
Operating Expenses	307,909	266,032	41,877
Sales & marketing	195,653	180,479	15,174
Manufacturing	621,395	568,355	53,040
Manuscript Evaluation	24,380	22,100	2,730
Royalties	271,932	268,329	3,602
Computer operations	62,731	49,590	13,141
Total Expenses	3,342,807	3,217,693	125,114
Operating Surplus (deficit)	(282,135)	(102,358)	179,776
Cumulative Surplus since 1995	212,241	109,883	---

5. Goals for FY 2012

1. Quantitative Goals

- a. Maintain new titles signed at 100 projects a year, and maintain new titles delivered at 85.
- b. Produce all scholarly works in simultaneous print and e-book.
- c. Maintain in-house typesetting capabilities and work with outside vendors to archive, store, manipulate, and produce digital file formats for all possible reading devices and vendors.
- d. Utilize digital print technology whenever feasible.
- e. Move to minimal press runs with just-in-time inventory replenishment.
- f. Continue to add new and notable projects into OGT+.

2. Qualitative Goals

- a. Win major awards for scholarly excellence.
- b. Increase visibility through favorable book reviews, on-line access to the scholarship, and publicity for the press and its authors.
- c. Advertise and exhibit to the national and international academic community.
- d. Receive grants to fund important projects, both print and digital.
- e. Gain continued exposure of UPF's regional titles through newspaper, magazine, and on-line reviews.

3. Financial Goals

- a. Maintain a positive differential between increases in income and expenses.
- b. Achieve a sales increase during the three-year plan.
- c. Increase revenue through active fundraising and grant writing.
- d. Increase revenue through open-access textbook sales.
- e. Rebuild the operating surplus.

4. Operational Goals

- a. Increase operating efficiency and cost-effectiveness by keeping abreast of industry trends and incorporating technological advancements in electronic publishing, information management, and manufacturing methods.
- b. Continue staff development programs to further enhance knowledge and productivity in order to support enhanced technology and operational systems.
- c. Keep building and adding to OGT+ to increase its value to all SUS faculty.

Appendix A: UPF Editorial Advisory Board, 2010–2011

Doug Wartzok (2010–2011)

Provost/Vice President for Academic Affairs
Florida International University

Uzi Baram (2010–2012)

Associate Professor of Anthropology
Division of Social Sciences
New College of Florida

John Belohlavek (2009–2011)

Professor of History
University of South Florida

Diane Chase (2009–2011)

Vice Provost, Academic Affairs
University of Central Florida

Athena du Pre (2009–2011)

Professor Communication Arts
University of West Florida

Michael Francis (2010–2012)

Associate Professor of History
University of North Florida

David Jackson (2009–2011)

Professor of History and Chairman
Department of History and Political Science
Florida A&M University

William Link (2010–2012)

Professor of History
Department of History
University of Florida

Nancy K. Poulson (2010–2012)

Professor of Spanish and Latin American Studies
Department of Languages, Linguistics and Comparative Literature
Florida Atlantic University

John Stack (2010–2012)
Director, Institute for Public Policy
Florida International University

Jim Wohlpart (2010–2012)
Associate Dean and Professor of English
Department of Language and Literature
Florida Gulf Coast University

Tricia Young (2009–2011)
Professor
Department of Dance
Florida State University

The chair for 2012–2013 is slated to be Mark Workman, Provost, UNF

Appendix B: New Titles Published in FY 10–11

- Colonial Georgia and the Creeks: Anglo-Indian Diplomacy on the Southern Frontier, 1733–1763*, by John T. Juricek
- In Katrina's Wake: The U.S. Coast Guard and the Gulf Coast Hurricanes of 2005*, by Donald L. Canney
- Interstate 95: The Road to Sun and Sand*, by Dianne Perrier
- Interstate 81: The Great Warriors Trace*, by Dianne Perrier
- Strike!: The Radical Insurrections of Ellen Dawson*, by David Lee McMullen
- Best Native Plants for Southern Gardens: A Handbook for Gardeners, Homeowners, and Professionals*, by Gil Nelson
- The Bachelet Government: Conflict and Consensus in Post-Pinochet Chile*, edited by Silvia Borzutzky and Gregory B. Weeks
- The Archaeology of Clothing and Bodily Adornment in Colonial America*, by Diana DiPaolo Loren
- Making Caribbean Dance: Continuity and Creativity in Island Cultures*, edited by Susanna Sloat
- Anna Madgigine Jai Kingsley: African Princess, Florida Slave, Plantation Slaveowner*, by Daniel L. Schafer (new in paperback)
- Gladesmen: Gator Hunters, Moonshiners, and Skiffers*, by Glen Simmons and Laura Ogden (new in paperback)
- Trailblazing Mars: NASA's Next Giant Leap*, by Pat Duggins
- Seagull One: The Amazing True Story of Brothers to the Rescue*, by Lily Prellezo in collaboration with José Basulto
- Emma Darwin: A Victorian Life*, by James D. Loy and Kent M. Loy
- Kennedy v. Nixon: The Presidential Election of 1960*, by Edmund F. Kallina Jr.
- Land into Water–Water into Land: A History of Water Management in Florida*, by Nelson M. Blake (second edition)
- Florida's Megatrends: Critical Issues in Florida*, by David Colburn and Lance deHaven-Smith (second edition)
- Ulysses in Focus: Genetic, Textual, and Personal Views*, by Michael Groden
- The Kingdom of Saudi Arabia*, by David E. Long and Sebastian Maisel (second edition)
- Thoreau the Land Surveyor*, by Patrick Chura
- Ballroom!: Obsession and Passion inside the World of Competitive Dance*, by Sharon Savoy
- William Bartram and the Ghost Plantations of British East Florida*, by Daniel L. Schafer

Frank Lloyd Wright's Florida Southern College, by Dale Allen Gyure

Florida Forever 2011 Calendar (distributed for the Legacy Institute for Nature and Culture)

The Whaling Expedition of the Ulysses, 1937–1938, by Lt. (j.g.) Quentin R. Walsh, edited by P. J. Capelotti

Toledo's Peru: Vision and Reality, by Ronald Bruce St John

Cypress Gardens, America's Tropical Wonderland: How Dick Pope Invented Florida, by Lu Vickers

Native Plant Landscaping for Florida Wildlife, by Craig N. Huegel

Florida Ranches 2011 Calendar (distributed for the Firefly Group)

The Cubalogues: Beat Writers in Revolutionary Havana, by Todd F. Tietchen

Randy Wayne White's Ultimate Tarpon Book: The Birth of Big Game Fishing, edited by Randy Wayne White and Carlene Fredericka Brennen

Animal Investigators: How the World's First Wildlife Forensics Lab Is Solving Crimes and Saving Endangered Species, by Laurel A. Neme

The Florida Manatee: Biology and Conservation, by Roger L. Reep and Robert K. Bonde (new paperback)

Failed Sanctions: Why the U.S. Embargo against Cuba Could Never Work, by Paolo Spadoni

Military Struggle and Identity Formation in Latin America: Race, Nation, and Community During the Liberal Period, edited by Nicola Foote and René D. Harder Horst

Samuel P. Harn Museum of Art at Twenty Years: The Collection Catalogue, edited by Jason Steuber, Laura K. Nemmers, and Tracy E. Pfaff

The Quarters and the Fields: Slave Families in the Non-Cotton South, by Damian Alan Pargas

Natives, Europeans, and Africans in Colonial Campeche: History and Archaeology, edited by Vera Tiesler, Pilar Zabala, and Andrea Cucina

Stalking the U-Boat: U.S. Naval Aviation in Europe during World War I, by Geoffrey L. Rossano

Island Shores, Distant Pasts: Archaeological and Biological Approaches to the Pre-Columbian Settlement of the Caribbean, edited by Scott M. Fitzpatrick and Ann H. Ross

The Archaeology of American Capitalism, by Christopher N. Matthews

A Civil War Gunboat in Pacific Waters: Life on Board USS Saginaw, by Hans Konrad Van Tilburg

Empire and Pilgrimage in Conrad and Joyce, by Agata Szczeszak-Brewer

New Immigrants, New Land: A Study of Brazilians in Massachusetts, by Ana Cristina Braga Martes, translated by Beth Ransdell Vinkler

Hillforts of the Ancient Andes: Colla Warfare, Society, and Landscape, by Elizabeth N. Arkush

The Migration of Peoples from the Caribbean to the Bahamas, by Keith L. Tinker

Langston Hughes and American Lynching Culture, by W. Jason Miller

Venezuela's Petro-Diplomacy: Hugo Chávez's Foreign Policy, edited by Ralph S. Clem and Anthony P. Maingot

America's Hundred Years' War: U.S. Expansion to the Gulf Coast and the Fate of the Seminole, 1763–1858, edited by William S. Belko

Foundational Essays in James Joyce Studies, edited by Michael Patrick Gillespie

Michener's South Pacific, by Stephen J. May

Sunshine Paradise: A History of Florida Tourism, by Tracy J. Revels

History's Peru: The Poetics of Colonial and Postcolonial Historiography, by Mark Turner

Girls of the Factory: A Year with the Garment Workers of Morocco, by M. Laetitia Cairoli

In Search of Asylum: The Later Writings of Eric Walrond, by Eric Walrond, edited by Louis J. Parascandola and Carl A. Wade

Misfortunes and Shipwrecks in the Seas of the Indies, Islands, and Mainland of the Ocean Sea (1513–1548): Book Fifty of the General and Natural History of the Indies, by Gonzalo Fernández de Oviedo, translated and edited by Glen F. Dille

History of Andersonville Prison, by Ovid L. Futch (revised edition)

Ecological Imaginations in Latin American Fiction, by Laura Barbas-Rhoden

The Quotable Edison, edited by Michele Wehrwein Albion

Bromeliads for Home and Garden, by Jack Kramer

Florida's Fishing Legends and Pioneers, by Doug Kelly

Carnival and National Identity in the Poetry of Afro-Cubanismo, by Thomas F. Anderson

Missionary Positions: Evangelicalism and Empire in American Fiction, by Albert H. Tricomi

Fifteen Florida Cemeteries: Strange Tales Unearthed, by Lola Haskins

Zora Neale Hurston's Final Decade, by Virginia Lynn Moylan

Salvaging the Real Florida: Lost and Found in the State of Dreams, by Bill Belleville

Deconstructing the Cherokee Nation: Town, Region, and Nation among Eighteenth-Century Cherokees, by Tyler Boulware

Non-Native and Invasive Ticks: Threats to Human and Animal Health in the United States, by Michael J. Burrige

Site Dance: Choreographers and the Lure of Alternative Spaces, edited by Melanie Kloetzel and Carolyn Pavlik (new paperback)

Yo Soy Negro: Blackness in Peru, by Tanya Maria Golash-Boza

Immigrant Prince: Mel Martinez and the American Dream, by Richard E. Foglesong

Pilgrim in the Land of Alligators: More Stories about Real Florida, by Jeff Klinkenberg (new paperback)

Africa Interweave: Textile Diasporas, by Susan Cooksey (distributed for the Harn Museum)

Leaps in the Dark: Art and the World, by Agnes de Mille, edited by Mindy Aloff

Dream Houses: Historic Beach Homes and Cottages of Naples, text by Joie Wilson and photographs by Penny Taylor

Reubin O'D. Askew and the Golden Age of Florida Politics, by Martin A. Dyckman

The U.S. Coast Guard's War on Human Smuggling, by Dennis L. Noble

From Sun Cities to The Villages: A History of Active Adult, Age-Restricted Communities, by Judith Ann Trolander

The Bioarchaeology of the Human Head: Decapitation, Decoration, and Deformation, edited by Michelle Bonogofsky

An Introduction to Christine de Pizan, by Nadia Margolis

British and African Literature in Transnational Context, by Simon Lewis

Landscapes and Hydrology of the Predrainage Everglades, by C. McVoy, W. Park Said, J. Obeysekera, J. VanArman, T. Dreschel

Looking South: Race, Gender, and the Transformation of Labor from Reconstruction to Globalization, by Mary E. Frederickson

Shaw, Synge, Connolly, and Socialist Provocation, by Nelson O'Ceallaigh Ritschel

Rethinking Anthropological Perspectives on Migration, edited by Graciela S. Cabana and Jeffery J. Clark

The Door of Hope: Republican Presidents and the First Southern Strategy, 1877–1933, by Edward O. Frantz

A History of the Catholic Church in the American South, 1513–1900, by James M. Woods

Transnational Politics in Central America, by Luis Roniger

The Rise of Charismatic Catholicism in Latin America, by Edward L. Cleary

São Paulo: Perspectives on the City and Cultural Production, by David William Foster

Appendix C: Orange Grove Text *Plus* New Titles under contract

Concepts in Calculus, I, by UF Mathematics with Serge Shabanov and Miklos Bona

Concepts in Calculus, II, by UF Mathematics with Serge Shabanov and Miklos Bona

Concepts in Calculus, III, by UF Mathematics with Serge Shabanov

Introduction to Theater Appreciation, edited by Charlie Mitchell

Introduction to American Government, by Timothy Lenz and Mirya Holman

EMarketing: The Essential Guide to Online Marketing, by Rob Stokes, 2nd edition

Computing Life, NIH

Opening up Education: The Collective Advancement of Education through Open

Technology, Open Content, and Open Knowledge, edited by Toru Iiyoshi and M.

S. Vijay Kumar

Calculus-Based Physics I, by Jeffrey W. Schnick

College Algebra, by Carl Stitz and Jeff Zeager

Pre-Algebra, by Carl Stitz and Jeff Zeager

Liberté: A First Year French Textbook, by Gretchen Angelo

UNIVERSITY OF FLORIDA BOARD OF TRUSTEES

Committee on Governance

September 6, 2011

SUBJECT: Vice President Organization

BACKGROUND INFORMATION

The University of Florida Board of Trustees authorized the Committee on Governance by BOT Resolution 07-37 to finally approve any changes to the organizational structure of Vice Presidents of the University.

PROPOSED COMMITTEE ACTION

It is proposed that the Committee grant final approval to the changes in the University's organizational structure for Vice Presidents that are set forth in the attached resolution. The positions of Vice President and Chief Financial Officer and Vice President for Student Affairs will report to the position of Provost and Senior Vice President for Academic Affairs, and the position of Vice President for Research will report to the position of Senior Vice President and Chief Operating Officer (formerly titled SVP for Administration). (The Vice President for Human Resource Services, Vice President and Chief Information Officer, and Vice President for Business Affairs positions already report to the Senior Vice President and Chief Operating Officer position under the last-approved structure and no further change is needed.) In addition, the President is authorized to change reporting of a Vice President position from one Senior Vice President to another Senior Vice President position with notice to the Committee, as no new positions would be created and the flexibility is within the same organizational reporting level.

SIGNIFICANT POLICY ISSUES FOR COMMITTEE TO CONSIDER

The Governance Committee provides final approval under the authority granted by the Board of Trustees in Resolution 07-37; therefore, no further Board action is required.

Supporting Documentation Included: See attached.

Submitted by: J. Bernard Machen, President



The Foundation for The Gator Nation

**ACTION OF THE UNIVERSITY OF
FLORIDA BOARD OF TRUSTEES
COMMITTEE ON GOVERNANCE**

Number: R11-89

Subject: Vice President Organization

Date: September 6, 2011

At a duly called meeting of the Committee on Governance of the University of Florida Board of Trustees on September 6, 2011, the Committee took final action and adopted the following resolution under its authority granted by the Board of Trustees in Resolution 07-37:

RESOLVED: (A) That amendments to the University of Florida's organizational structure for Vice Presidents of the University are approved providing for (1) the position of Vice President and Chief Financial Officer to report to the position of Senior Vice President for Academic Affairs and Provost, rather than to the Senior Vice President for Administration; (2) the position of Vice President for Student Affairs to report to the position of Senior Vice President for Academic Affairs and Provost; and (3) the position of Vice President for Research to report to the position of Senior Vice President and Chief Operating Officer (formerly titled Senior Vice President for Administration); and (B) The President is hereby authorized to change the reporting of any Vice President position that reports to a Senior Vice President position from one Senior Vice President position to another Senior Vice President position, without further action by the Governance Committee but with notice to the Committee.

Executed as of the 6th day of September, 2011.

Marshall M. Criser, III, Chair
Committee on Governance