



COMMITTEE ON GOVERNANCE, GOVERNMENT RELATIONS AND INTERNAL AFFAIRS

AGENDA

Tuesday, February 25, 2025

~9:40 a.m. or at the conclusion of

the ADV Pre-Meeting beginning at ~9:30 a.m.

Virtual Meeting: (646) 558-8656, ID#: 963 0582 7238

Committee Members:

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

- 1.0 Call to Order and WelcomeMorteza "Mori" Hosseini, Chair
2.0 Verification of Quorum Vice President Liaison
3.0 Action ItemsMori Hosseini, Chair
GGRIA1 Presidential Qualifications and Criteria..... Rahul Patel, Vice Chair
GGRIA2 Presidential Prospectus and Advertisement Rahul Patel, Vice Chair
GGRIA3 Presidential Compensation Rahul Patel, Vice Chair
4.0 Discussion Items.....Mori Hosseini, Chair
UF Regulation..... Ryan Fuller, Interim General Counsel
Direct Support Organization Appointments Ryan Fuller
5.0 New BusinessMori Hosseini, Chair
6.0 AdjournMori Hosseini, Chair



BOARD MEETING

AGENDA

Tuesday, February 25, 2025

~10:00 a.m. or at the conclusion of

the GGRIA Pre-Meeting beginning at ~9:40 a.m.

Virtual Meeting: (646) 558-8656, ID#: 963 0582 7238

- 1.0 Call to Order and WelcomeMorteza “Mori” Hosseini, Chair
- 2.0 Verification of Quorum Vice President Liaison
- 3.0 Public Comment..... Ryan Fuller, Interim General Counsel
- 4.0 Action ItemsMori Hosseini, Chair
Committee on Governance, Government Relations and Internal Affairs (GGRIA)
GGRIA1 Presidential Qualifications and Criteria
GGRIA2 Presidential Prospectus and Advertisement
GGRIA3 Presidential Compensation
- 4.0 New BusinessMori Hosseini, Chair
- 5.0 AdjournMori Hosseini, Chair



**COMMITTEE GOVERNANCE, GOVERNMENT RELATIONS
AND INTERNAL AFFAIRS
ACTION ITEM GGRIA1
February 25, 2025**

SUBJECT: Presidential Qualifications and Criteria

BACKGROUND INFORMATION

The Presidential Search Advisory Committee held 10 listening sessions with faculty, staff, students, administration, alumni, donors, community members and other university stakeholders and solicited input through an online survey to gather feedback regarding the short and long-term opportunities and challenges for the University and the professional and personal qualities that are important for a university president. Based on this feedback, the University's search consultant prepared draft qualifications and criteria that were reviewed and refined by a working group of Search Advisory Committee members, led by Trustee Marsha Powers. On February 3, 2025, the full Search Advisory Committee reviewed the draft qualifications and criteria and approved them for recommendation to the Board of Trustees.

PROPOSED COMMITTEE ACTION

The Committee on Governance, Government Relations and Internal Affairs is asked to take action to approve the attached Presidential Qualifications and Criteria put forward by the Search Advisory Committee for recommendation to the full Board of Trustees for approval.

ADDITIONAL COMMITTEE CONSIDERATIONS

None.

Supporting Documentation Included: Presidential Qualifications and Criteria

Submitted by: Rahul Patel, Chair of the Presidential Search Advisory Committee

Approved by the University of Florida Board of Trustees, February 25, 2025

Morteza "Mori" Hosseini, Chair

W. Kent Fuchs, Interim President and Corporate Secretary

Qualities and Characteristics

1. Introduction

The President of the University of Florida is one of the most influential and impactful positions in all of public higher education and in the State of Florida. In 2021, for the first time, the University of Florida was ranked a Top 5 public university in the country by US News & World Report. The opportunity to serve as the next President of the University of Florida represents an opportunity to lead Florida's flagship university in its quest to be firmly and consistently recognized among the most prominent and influential public and private universities in the country.

The following criteria are not prioritized in any order and have been established based upon broad consultation with advisory groups of faculty, students, staff, alumni, and friends of the University. While a candidate may not demonstrate excellence in every one of these areas, a successful applicant will meet many of these attributes.

2. Academic Accomplishments

- a. The President should be a distinguished scholar.
- b. An educator of national stature with demonstrated intellectual leadership, and with internationally recognized research or scholarly achievements who will continue to advance the academic distinction of the University of Florida.
- c. While academic experience (professional and administrative) at a research university or comparable setting is strongly desired, exceptional candidates who have earned a doctoral degree from an accredited university and who have also demonstrated a high degree of national or international scholarly and administrative success outside of academia will also be considered.
- d. A passion for and commitment to the academic values and culture of the University of Florida and the capacity to communicate the University's mission and needs clearly and persuasively to all external and internal constituencies.
- e. Highly respected by the academic community both within and outside of the University of Florida. Often, these accomplishments are represented by the following: terminal degree in their academic field, member of national academy or institute, or fellow of a major academic society.
- f. Demonstrated commitment to and support for excellence in teaching, research, and service and a willingness to champion interdisciplinary collaboration and genuine innovation in these areas.
- g. Demonstrated commitment to fostering an environment that embraces academic freedom.

- h. An appreciation and respect for the University's academic disciplines and a demonstrated record of support for scholarly work and academic excellence.
3. Leadership Experience
- a. General
 - i. As the leader of a large, complex public institution, the ability and commitment to work in collaboration with the Board of Trustees in developing an ambitious and comprehensive vision for the University and creating the strategies necessary to guide its successful implementation.
 - ii. Ability and commitment to accelerate the University's upward trajectory and international prominence, including the ability, fortitude, and strategic vision to take the University to the highest level with demonstrated leadership and emphasis on increasing quality across the University.
 - iii. Commitment, vision, entrepreneurial skills, and the ability to foster growth of the University's research enterprise and the infrastructure to support it, ensuring its quality and competitiveness, as well as its contribution to economic development and scientific discovery. The University of Florida strives to be the internationally recognized leader among research universities in creating new knowledge and technologies.
 - iv. Knowledge of the national trends in higher education that impact top tier research universities coupled with the experience necessary to effectively address them and position the University for success.
 - v. Commitment to the various initiatives set forth in the charge from the Chair of the Board of Trustees, including: growing stature of the State of Florida, UF Health, IFAS, Artificial Intelligence Initiative, the Hamilton Institute/School, Jacksonville Campus, expansion of South Florida master's program, On-Line Initiative, Athletics, the next Capital Campaign and other initiatives designed to push UF ahead of the curve with regard to advances in higher education.
 - vi. A transparent, inclusive, and approachable leadership style that embraces building connections with the campus community through visibility and accessibility coupled with the ability and courage to make difficult decisions in a timely manner.
 - vii. Demonstrated success at working effectively and in partnership with the Board of Trustees in establishing short- and long-term goals, implementing action items, and developing strategies for promoting UF's mission and vision.
 - viii. Ability and commitment to anticipate skills required by students for a changing work force and evolve the curriculum and student experience to

meet those needs.

- ix. Ability and commitment to identify new and emerging research and academic innovations and opportunities, support their growth, and establish partnerships with private sector and governmental agencies to fully realize their potential.
 - x. An appreciation for the various metrics that inform and impact the University's external rankings and performance measures established by the Florida Board of Governors and UF Board of Trustees. The ability and commitment to maintain and advance UF's current success in the US News and World Report rankings.
 - xi. Demonstrated success at developing a positive, productive, and highly engaged relationship with political, business, and community leaders from across the state and from all sectors and political affiliations and possess the sophistication necessary to leverage these relationships for the benefit of the University.
 - xii. As the highest-ranking official of a major public university, the President must be aware of the numerous external factors impacting the University and focus on promoting the University and its achievements and take great care not to use the University of Florida or the position as a platform to advocate for personal political viewpoints.
 - xiii. An appreciation for UF's land-grant mission, as defined in the Morrill Land-Grant Acts of 1862, in advancing the excellence and stature of the University. A commitment to the mission's contributions to education, research, and extension of public service for the benefit of the state, the nation, and the world.
- b. Student / Faculty / Staff Experience
- i. Passion for students and belief in the power of education to change lives.
 - ii. Experience working with academic and non-academic units to enhance all aspects of the student experience, and the desire and ability to interact with undergraduates, graduate and professional students, and postdoctoral scholars.
 - iii. Possess a genuine interest in and concern for all aspects of the faculty and staff experience and the ability to effectively interact with both.
 - iv. Driven to compete for faculty and staff talent and implement fiscal, administrative, academic and operational measures designed to

recruit and retain top faculty and staff.

4. Collaboration with Stakeholders

- a. Demonstrated success at inspiring trust and confidence among all internal and external constituents. Possess a high EQ and an effective communication style that would be embraced by a broad spectrum of university stakeholders.
- b. Ability and commitment to serve as a partner to the Board of Trustees to develop the University's priorities and strategic plan, leading the university to successfully carry out that plan in a manner consistent with a top ranked public university.
- c. Commitment to working collaboratively with the Florida Board of Governors and elected leaders to advance university priorities. A track record serving as a relationship builder who is authentic, ethical, and humble.
- d. Demonstrated strong commitment to faculty shared governance as it relates to academic standards, policies, and rewards. Appreciate the integral role faculty play in decision-making processes that affect the academic and working environment of the University.
- e. Experience serving as a passionate advocate for a university or organization and the capacity to establish fruitful relationships with members of the legislative and executive branches as well as donors, alumni, and other individuals who may be in a position to promote the University's agenda and interests.
- f. Commitment to the University's role as a contributor on the local, state, national and international levels and recognition of the University as a partner with the communities in which it serves.

5. Operational Acumen

- a. General
 - i. Demonstrated success in leading a large, complex unit or university, preferably at the R-1 and AAU level, including administrative experience.
 - ii. Experience serving in a senior-level leadership role in a complex organization in government, business, or the nonprofit sector.
 - iii. An established history of leading and managing institutional change while achieving long- and short-term strategic objectives that advance the mission and goals of a complex organization. Experience leading an institution during times of uncertainty,

crisis, innovation, and shifting expectations.

- iv. Demonstrated success at developing high-performing leadership teams and to cultivate environments with a shared sense of mission and culture that encourages entrepreneurship, innovation, strategic risk-taking, and collaboration.
 - v. Commitment to and demonstrated success in the recruitment and retention of exceptional faculty and staff coupled with a track record for mentoring faculty and staff and investing in their professional development such that they are well positioned to excel in their respective fields and contribute to the University's academic community at the highest level.
 - vi. The ability and commitment to set clear expectations, priorities, and performance metrics that align with the vision of the University of Florida Board of Trustees and inspire faculty and staff to achieve success.
- b. Compliance with State Law and Board of Governors and University Board of Trustees Regulations, Policies and Governance Standards
- i. A commitment to ensuring that the University fulfills its mission consistent with the requirements set forth by the state, the Board of Governors, and the University Board of Trustees including requirements related to foreign influence, prohibited expenditures and post-tenure review.
 - ii. Dedication to promoting open and free expression on campus while swiftly and effectively eliminating unlawful actions that are harmful or threatening to persons or property or cause disruption to the University's operations.
- c. Fiscal
- i. A high level of sophistication and understanding of the fiscal issues impacting institutions of higher education, particularly at public research universities, including an astute understanding of university finances.
 - ii. Experience with complex budgetary matters, managing and allocating resources effectively, and large-scale budgetary decision-making.
 - iii. Ability to serve as an effective steward of UF's financial resources and assets and adhere to the UF Board of Trustees' policies, regulations, and governance standards.

- iv. Experience in identifying and developing new revenue streams from public, private, and governmental sources.
- d. Advancement / Fundraising
 - i. An accomplished fundraiser with the capacity to cultivate a broad range of stakeholders including donors, alumni, and friends of the University.
 - ii. Demonstrated success in fundraising from public and private sources and working with key stakeholders to engage them with the institution and willingness to place that activity high on their agenda.
- e. Health Systems
 - i. Vision and awareness of emerging issues that could potentially impact the success of the University's academic health affairs endeavor within the nation and State's changing health care environment.
 - ii. The ability and desire to oversee a complex, inter-related system of the University health sciences center, affiliated teaching hospitals throughout Florida, and over 140 primary care and specialty practices.
 - iii. The drive, ambition, and knowledge necessary to develop and implement the strategies necessary to continue to advance UF Health's already stellar rankings for excellence in the State and country while fortifying its long-term financial stability and growth.
 - iv. Capacity and commitment to engage with health system leaders to mitigate risk, lead innovation, and continue to improve the delivery of health care services in the State of Florida.
- f. Athletics
 - i. An appreciation for the significant role of intercollegiate athletics in the life of the University community, and enthusiasm for fostering the program's integrity, competitiveness, compliance, and accountability.
 - ii. The ability and commitment to balance the complex needs of an intercollegiate athletics program and integrate that with the priorities linked to fulfilling the institution's teaching, research, and service missions.
 - iii. A passion for UF's athletic programs and a deep appreciation for their role in promoting and representing the UF brand nationally and internationally.
 - iv. Dedicated to embracing a complex and evolving collegiate athletics landscape and the initiatives necessary to successfully adjust to

these changes.

- v. Commitment to enhance and update UF's athletics facilities in an effort to provide world-class venues and fields for students to compete and fans to experience.



**COMMITTEE GOVERNANCE, GOVERNMENT RELATIONS
AND INTERNAL AFFAIRS
ACTION ITEM GGRIA2
February 25, 2025**

SUBJECT: Presidential Prospectus and Advertisement

BACKGROUND INFORMATION

The Presidential Search Advisory Committee established a working group on Presidential Marketing and Communications, led by Search Committee member Karen Unger. The working group was tasked with guiding the marketing and communication strategies throughout the presidential search process to ensure effective engagement and communication with University stakeholders. The working group collaborated with UF teams to create compelling marketing materials for outreach to prospective presidential candidates. The working group met on January 29, 2025 and reviewed and approved a draft prospectus and advertisement. The full Search Advisory Committee met on February 3, 2025 to review these recommended drafts and approved the prospectus and advertisement to be put forward to the Board of Trustees for approval.

PROPOSED COMMITTEE ACTION

The Committee on Governance, Government Relations and Internal Affairs is asked to take action to approve the presidential prospectus and advertisement put forward by the Search Advisory Committee for recommendation to the full Board of Trustees for approval.

ADDITIONAL COMMITTEE CONSIDERATIONS

None.

Supporting Documentation Included: Presidential Prospectus and Advertisement

Submitted by: Rahul Patel, Chair of the Presidential Search Advisory Committee

Approved by the University of Florida Board of Trustees, February 25, 2025

Morteza "Mori" Hosseini, Chair

W. Kent Fuchs, Interim President and Corporate Secretary



UF

UNIVERSITY of
FLORIDA

ALWAYS
Forward

UNPRECEDENTED MOMENTUM

UNPARALLELED IMPACT



THE LEADER, THE OPPORTUNITY, AND THE MOMENT

- The president of the University of Florida is one of the most influential and impactful positions in all of public higher education and in the state of Florida.
- In 2021, for the first time, the University of Florida was ranked a Top 5 public university in the country by U.S. News & World Report.
- The opportunity to serve as the next president of the University of Florida represents an opportunity to lead Florida's flagship university in its quest to be firmly and consistently recognized among the most prominent and influential public and private universities in the country.

UNRIVALED SCOPE & SCALE

The University of Florida is a truly dynamic institution — widely considered to be among the world's most comprehensive universities. It is one of only six institutions in the country with colleges of law, medicine, agriculture, and veterinary medicine on one central campus and one of only 17 in the nation to boast land-, sea-, and space-grant status.

Thanks to its extraordinary depth and breadth, Florida's flagship university is uniquely positioned to lead interdisciplinary collaborations and boundary-breaking research efforts that are shaping a better future for the state, the nation, and the world. Guided by a shared passion for the greater good, the Gator Nation is a diverse and expansive community with a proven trajectory of excellence across academics, research, outreach, health, athletics, and more.

MISSION

The university is committed to equipping students with the skills, opportunities, and experiences to lead and influence the next generation and beyond. With a cutting-edge curriculum centered on broad-based, inclusive public education, leading research, and public service, UF stimulates a remarkable intellectual vitality and cultivates innovation that can be translated for economic, cultural, and societal benefit.



CLASS OF 2028 BY THE NUMBERS

- 74,800+** Applicants
- 7,700+** Confirmed
- 4.59** Average GPA
- 1391** Average SAT
- 31** Average ACT



UF has rapidly ascended the public university rankings, going from #14 in 2017 to #7 today and ranking #5 in 2021 and 2022.



POINTS OF PRIDE

- **LOCATED IN THE STATE OF FLORIDA:** Florida is now the third most populous and one of the fastest growing states in the country. With new interest in its urban centers from corporate leaders across a wide range of industries, Florida is a national leader well positioned to enter a new era of influence.
- **ARTIFICIAL INTELLIGENCE INITIATIVE:** Partnership with NVIDIA, one of the leading computing and artificial intelligence companies in the world, and UF's Artificial Intelligence initiative represents a signature moment in UF's history, uniquely positioning UF to become the higher education leader in artificial intelligence. UF's AI supercomputer, HiPerGator, is the fastest in higher education and ensures that Gators work on the cutting edge of innovation.
- **WORLD-CLASS HEALTH SYSTEM:** One of the top academic health care systems and hospitals in the Southeast, consistently ranked among the top two health systems in Florida. One of the most comprehensive academic health programs in the country, including six academic health colleges.
- **RESEARCH:** \$1.27 billion in research expenditures.
- **ONLINE INITIATIVE:** Ranked the #2 university in the country for online learning.
- **INSTITUTE OF FOOD AND AGRICULTURAL SCIENCES (IFAS):** One of the nation's most comprehensive agriculture and natural resources programs with a presence in each of Florida's 67 counties. Significant thought leader and driver of Florida's \$130 billion agriculture community, which is one of the significant components of Florida's economy and a key component of the nation's food supply.
- **ATHLETICS:** Only program in NCAA Division I athletics to finish within the Top 10 in the standings in each of the last 40 all-sports standings. The Gators are one of only two programs to capture a national championship in each of the previous 15 complete seasons and have won 27 national titles during that time.
- **FUNDRAISING:** UF raised approximately \$500 million in fiscal year 2024. The university's fundraising momentum continues to grow following the conclusion of the \$4.65 billion Go Greater campaign in December 2022, which was one of the most successful in the history of public higher education. Over the last six years, annual giving to UF has met or exceeded \$500 million, optimally positioning the university and its 14th president for the next capital campaign.

- **GOVERNOR AND STATE LEGISLATIVE SUPPORT:** Unwavering support from the state of Florida, which has endorsed UF's drive to become one of the nation's very best public research universities, including supporting those efforts with hundreds of millions of dollars in additional funding.
- **SCRIPPS:** UF acquired Scripps Florida, one of the world's premier biomedical research enterprises and regarded as one of the most influential institutions in the world for its impact on innovation and addressing the world's most pressing health concerns.
- **HAMILTON CENTER:** Building on the strong backing from the state of Florida, the Hamilton Center has attracted the attention and support of donors around the country. In just two years, with a mission to promote scholarship and shape leaders for a free society, the Hamilton Center has hired more than 47 faculty and made UF one of the very top universities in the nation for fields including diplomatic and military history, the American founding, political theory, and early Modern Europe.
- **JACKSONVILLE GRADUATE CAMPUS:** UF is moving forward with plans to build a graduate campus in Jacksonville. Master's degree programs, slated to begin in fall 2026, include engineering management, computer science, biomedical and health sciences, the study of law, and architecture.

- **SPACE:** As part of its goal of advancing America's global leadership, UF recently established the Astraeus Space Institute, which gathers a constellation of academic stars at UF for collaborative research. The institute is enhancing existing relationships with NASA, the Kennedy Space Center, Space Florida, the Space Life Sciences Laboratory, and the International Space Station National Laboratory. In August, UF scientist Rob Ferl became the first NASA-funded university researcher to conduct his own experiments in space during a sub-orbital mission on Blue Origin's New Shepard rocket.



The University of Florida has been a member of the AAU since 1985.



POSITION SUMMARY

The university president is the chief executive officer of the University of Florida. Subject to appropriate accountability to and governance of the University of Florida Board of Trustees (the “Board”), the president is responsible for all operations of the university: overall leadership and management of the institution; its academic, research, healthcare, and land-grant enterprise; fundraising; intercollegiate athletics; the development of strategic plans; fiscal and budgetary plans; and the allocation of resources. The president also has oversight responsibilities for the university’s private affiliated organizations including a foundation, research foundation, agricultural research entities, investment management company, development corporation, hospitals and health care entities, alumni association, and athletic association, among others. In this role, the president will advance the university’s academic, research, and outreach efforts to maintain and enhance the strength of UF’s programs and offerings and ensure that student services and support are provided to create appropriate learning environments.

KEY OPPORTUNITIES

➤ ENHANCE AND ADVANCE THE VISION FOR THE UNIVERSITY:

In partnership with UF’s faculty, staff, students, and other key stakeholder groups, the next president will be presented with the tremendous opportunity to advance the university’s vision for the future that builds upon UF’s successes and continued upward trajectory. The president must bring high levels of enthusiasm and passion for the university’s work in serving the state of Florida and an ability to inspire excitement in the development and subsequent realization of this bold vision for the future.

➤ STRENGTHENING THE UNIVERSITY’S LAND-GRANT MISSION:

As UF’s most ardent champion, the president will bring to the position a resonance with and understanding of its land-grant mission and a deep commitment to advancing the University’s endeavors in teaching, research, service, and economic development.

➤ BUILDING NEW AND STRENGTHENING EXISTING PARTNERSHIPS:

UF’s president serves as an active and visible member within and outside the campus community and will build new and strengthen existing relationships that will create mutually beneficial alliances across the state of Florida.

➤ SUPPORTING UF’S FACULTY AND STAFF:

UF possesses a strong history and tradition of creating effective and welcoming teaching and learning environments for its students. To maintain the university’s strength in this area, the next president must be dedicated to leading efforts to recruit, develop, and retain talented and high-quality faculty and staff in a highly competitive and rapidly evolving environment.

➤ INCREASING UF’S NATIONAL AND INTERNATIONAL PROMINENCE:

UF’s president will be an integral figure in leading the university’s ongoing efforts to promote its unique programs, strengths, and contributions to increase the university’s reputation both nationally and internationally.

➤ ENHANCING THE STUDENT EXPERIENCE:

The University of Florida enrolls over 60,000 high-achieving student, almost 80 percent coming from within the state. UF’s next president will lead the state’s flagship university — a desirable student destination thanks to its abiding commitment to supporting the growth, development, and success of every Gator.

The National Academies of
SCIENCES • ENGINEERING • MEDICINE



The university faculty, which numbers over 6,600, has 61 funded Eminent Scholar Chair positions, 91 elected members of the American Association for the Advancement of Sciences, and 39 elections to the National Academies of Science, Engineering, and Medicine.

UF, a modern land-grant university, serves the diverse needs of Florida’s cities.



QUALITIES & CHARACTERISTICS



The President of the University of Florida is one of the most influential and impactful positions in all of public higher education and in the State of Florida. In 2021, for the first time, the University of Florida was ranked a Top 5 public university in the country by US News & World Report. The opportunity to serve as the next President of the University of Florida represents an opportunity to lead Florida's flagship university in its quest to be firmly and consistently recognized among the most prominent and influential public and private universities in the country.

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ACADEMIC ACCOMPLISHMENTS

- The President should be a distinguished scholar.
- An educator of national stature with demonstrated intellectual leadership, and with internationally recognized research or scholarly achievements who will continue to advance the academic distinction of the University of Florida.
- While academic experience (professional and administrative) at a research university or comparable setting is strongly desired, exceptional candidates who have earned a doctoral degree from an accredited university and who have also demonstrated a high degree of national or international scholarly and administrative success outside of academia will also be considered.
- A passion for and commitment to the academic values and culture of the University of Florida and the capacity to communicate the University's mission and needs clearly and persuasively to all external and internal constituencies.
- Highly respected by the academic community both within and outside of the University of Florida. Often, these

accomplishments are represented by the following: terminal degree in their academic field, member of national academy or institute, or fellow of a major academic society.

- Demonstrated commitment to and support for excellence in teaching, research, and service and a willingness to champion interdisciplinary collaboration and genuine innovation in these areas.
- Demonstrated commitment to fostering an environment that embraces academic freedom.
- An appreciation and respect for the University's academic disciplines and a demonstrated record of support for scholarly work and academic excellence.

LEADERSHIP EXPERIENCE

GENERAL

- As the leader of a large, complex public institution, the ability and commitment to work in collaboration with the Board of Trustees in developing an ambitious

and comprehensive vision for the University and creating the strategies necessary to guide its successful implementation.

- Ability and commitment to accelerate the University's upward trajectory and international prominence, including the ability, fortitude, and strategic vision to take the University to the highest level with demonstrated leadership and emphasis on increasing quality across the University.
- Commitment, vision, entrepreneurial skills, and the ability to foster growth of the University's research enterprise and the infrastructure to support it, ensuring its quality and competitiveness, as well as its contribution to economic development and scientific discovery. The University of Florida strives to be the internationally recognized leader among research universities in creating new knowledge and technologies.
- Knowledge of the national trends in higher education that impact top tier research universities coupled with the experience necessary to effectively address them and position the University for success.

- Commitment to the various initiatives set forth in the charge from the Chair of the Board of Trustees, including: growing stature of the State of Florida, UF Health, IFAS, Artificial Intelligence Initiative, the Hamilton Institute/School, Jacksonville Campus, expansion of South Florida master's program, On-Line Initiative, Athletics, the next Capital Campaign and other initiatives designed to push UF ahead of the curve with regard to advances in higher education.
- A transparent, inclusive, and approachable leadership style that embraces building connections with the campus community through visibility and accessibility coupled with the ability and courage to make difficult decisions in a timely manner.
- Demonstrated success at working effectively and in partnership with the Board of Trustees in establishing short- and long-term goals, implementing action items, and developing strategies for promoting UF's mission and vision.
- Ability and commitment to anticipate skills required by students for a changing work force and evolve the curriculum and student experience to meet those needs.
- Ability and commitment to identify new and emerging research and academic innovations and opportunities, support their growth, and establish partnerships with private sector and

governmental agencies to fully realize their potential.

- An appreciation for the various metrics that inform and impact the University's external rankings and performance measures established by the Florida Board of Governors and UF Board of Trustees. The ability and commitment to maintain and advance UF's current success in the US News and World Report rankings.
- Demonstrated success at developing a positive, productive, and highly engaged relationship with political, business, and community leaders from across the state and from all sectors and political affiliations and possess the sophistication necessary to leverage these relationships for the benefit of the University.
- As the highest-ranking official of a major public university, the President must be aware of the numerous external factors impacting the University and focus on promoting the University and its achievements and take great care not to use the University of Florida or the position as a platform to advocate for personal political viewpoints.
- An appreciation for UF's land-grant mission, as defined in the Morrill Land-Grant Acts of 1862, in advancing the excellence and stature of the University. A commitment to the mission's contributions to education,

research, and extension of public service for the benefit of the state, the nation, and the world.

STUDENT / FACULTY / STAFF EXPERIENCE

- Passion for students and belief in the power of education to change lives.
- Experience working with academic and non-academic units to enhance all aspects of the student experience, and the desire and ability to interact with undergraduates, graduate and professional students, and postdoctoral scholars.
- Possess a genuine interest in and concern for all aspects of the faculty and staff experience and the ability to effectively interact with both.
- Driven to compete for faculty and staff talent and implement fiscal, administrative, academic and operational measures designed to recruit and retain top faculty and staff.



COLLABORATION WITH STAKEHOLDERS

- Demonstrated success at inspiring trust and confidence among all internal and external constituents. Possess a high EQ and an effective communication style that would be embraced by a broad spectrum of university stakeholders.
- Ability and commitment to serve as a partner to the Board of Trustees to develop the University's priorities and strategic plan, leading the university to successfully carry out that plan in a manner consistent with a top ranked public university.
- Commitment to working collaboratively with the Florida Board of Governors and elected leaders to advance university priorities. A track record serving as a relationship builder who is authentic, ethical, and humble.
- Demonstrated strong commitment to faculty shared governance as it relates to academic standards, policies, and rewards. Appreciate the integral role faculty play in decision-making processes that affect the academic and working environment of the University.

- Experience serving as a passionate advocate for a university or organization and the capacity to establish fruitful relationships with members of the legislative and executive branches as well as donors, alumni, and other individuals who may be in a position to promote the University's agenda and interests.
- Commitment to the University's role as a contributor on the local, state, national and international levels and recognition of the University as a partner with the communities in which it serves.

OPERATIONAL ACUMEN

GENERAL

- Demonstrated success in leading a large, complex unit or university, preferably at the R-1 and AAU level, including administrative experience.
- Experience serving in a senior-level leadership role in a complex organization in government, business, or the nonprofit sector.

- An established history of leading and managing institutional change while achieving long- and short-term strategic objectives that advance the mission and goals of a complex organization. Experience leading an institution during times of uncertainty, crisis, innovation, and shifting expectations.
- Demonstrated success at developing high-performing leadership teams and to cultivate environments with a shared sense of mission and culture that encourages entrepreneurship, innovation, strategic risk-taking, and collaboration.
- Commitment to and demonstrated success in the recruitment and retention of exceptional faculty and staff coupled with a track record for mentoring faculty and staff and investing in their professional development such that they are well positioned to excel in their respective fields and contribute to the University's academic community at the highest level.
- The ability and commitment to set clear expectations, priorities, and performance metrics that align with the vision of the University of Florida

Board of Trustees and inspire faculty and staff to achieve success.

COMPLIANCE WITH STATE LAW AND BOARD OF GOVERNORS AND UNIVERSITY BOARD OF TRUSTEES REGULATIONS, POLICIES AND GOVERNANCE STANDARDS

- A commitment to ensuring that the University fulfills its mission consistent with the requirements set forth by the state, the Board of Governors, and the University Board of Trustees including requirements related to foreign influence, prohibited expenditures and post-tenure review.
- Dedication to promoting open and free expression on campus while swiftly and effectively eliminating unlawful actions that are harmful or threatening to persons or property or cause disruption to the University's operations.

FISCAL

- A high level of sophistication and understanding of the fiscal issues impacting institutions of higher education, particularly at public research universities, including an astute understanding of university finances.
- Experience with complex budgetary matters, managing and allocating resources effectively, and large-scale budgetary decision-making.
- Ability to serve as an effective steward of UF's financial resources and assets and adhere to the UF Board of Trustees' policies, regulations, and governance standards.
- Experience in identifying and developing new revenue streams from public, private, and governmental sources.

ADVANCEMENT / FUNDRAISING

- An accomplished fundraiser with the capacity to cultivate a broad range of stakeholders including donors, alumni, and friends of the University.

- Demonstrated success in fundraising from public and private sources and working with key stakeholders to engage them with the institution and willingness to place that activity high on their agenda.

HEALTH SYSTEMS

- Vision and awareness of emerging issues that could potentially impact the success of the University's academic health affairs endeavor within the nation and State's changing health care environment.
- The ability and desire to oversee a complex, inter-related system of the University health sciences center, affiliated teaching hospitals throughout Florida, and over 140 primary care and specialty practices.
- The drive, ambition, and knowledge necessary to develop and implement the strategies necessary to continue to advance UF Health's already stellar rankings for excellence in the State and country while fortifying its long-term financial stability and growth.
- Capacity and commitment to engage with health system leaders to mitigate risk, lead innovation, and continue to improve the delivery of health care services in the State of Florida.

ATHLETICS

- An appreciation for the significant role of intercollegiate athletics in the life of the University community, and enthusiasm for fostering the program's integrity, competitiveness, compliance, and accountability.
- The ability and commitment to balance the complex needs of an intercollegiate athletics program and integrate that with the priorities linked to fulfilling the institution's teaching, research, and service missions.
- A passion for UF's athletic programs and a deep appreciation for their role in promoting and representing the UF brand nationally and internationally.
- Dedicated to embracing a complex and evolving collegiate athletics landscape and the initiatives necessary to successfully adjust to these changes.
- Commitment to enhance and update UF's athletics facilities in an effort to provide world-class venues and fields for students to compete and fans to experience.



APPLICATION & NOMINATION PROCESS

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applications should include a current curriculum vitae and a letter of interest describing relevant experience and interest in the position. Submission of materials via email is strongly encouraged. Nomination letters should include the name and contact information of the nominee.

In accordance with the state of Florida's open records laws, documents and information related to applicants will be held in confidence with only the finalists' identities and materials made public. Application materials should be submitted to:



Alberto Pimentel, Managing Partner
Will Gates, Partner
Sal Venegas Jr., Partner

SP&A Executive Search
6512 Painter Avenue
Whittier, CA 90601

Email: apsearch@spaexec.com
Refer to code "UF-President" in subject line



THE UNIVERSITY OF FLORIDA IS AN EQUAL OPPORTUNITY EMPLOYER

The university is committed to non-discrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, marital status, national origin, political opinions or affiliations, genetic information and veteran status in all aspects of employment including recruitment, hiring, promotions, transfers, discipline, terminations, wage and salary administration, benefits, and training.



Presidential Search

The President of the University of Florida is one of the most influential and impactful positions in all of public higher education and in the State of Florida. In 2021, for the first time, the University of Florida was ranked a Top 5 public university in the country by US News & World Report. The opportunity to serve as the next President of the University of Florida represents an opportunity to lead Florida's flagship university in its quest to be firmly and consistently recognized among the most prominent and influential public and private universities in the country. For a full list of qualities and characteristics sought in UF's next President, please visit <https://presidentsearch.ufl.edu/>.

The University of Florida

The University of Florida is a truly dynamic institution — widely considered to be among the world's most comprehensive universities. It is one of only six institutions in the country with colleges of law, medicine, agriculture, and veterinary medicine on one central campus and one of only 17 in the nation to boast land-, sea-, and space-grant status.

Thanks to its extraordinary depth and breadth, Florida's flagship university is uniquely positioned to lead interdisciplinary collaborations and boundary-breaking research efforts that are shaping a better future for the state, the nation, and the world. Guided by a shared passion for the greater good, the Gator Nation is a diverse and expansive community with a proven trajectory of excellence across academics, research, outreach, health, athletics, and more. The following are certain important characteristics about UF:

Top Ranked University - UF has great momentum as a university. In 2017, pursuant to the US News & World Report, UF was the 14th ranked public university in the country. Today, UF is ranked 7th among the nation's top public research universities by U.S. News & World Report.

Located in the State of Florida - Florida is now the third most populous and one of the fastest growing states in the country. With new interest in its urban centers from corporate leaders across a wide range of industries, Florida is a national leader well positioned to enter a new era of influence.

Association of American Universities –The State's flagship university, UF belongs to the prestigious Association of American Universities and is one of only six in the country with colleges of law, medicine, agriculture, and veterinary medicine on one central campus.

Artificial Intelligence Initiative - Partnership with NVIDIA, one of the leading computing and artificial intelligence companies in the world, and UF's Artificial Intelligence initiative represents a signature moment in UF's history, uniquely positioning UF to become the higher education leader in artificial intelligence. UF's AI supercomputer, HiPerGator, is the fastest in higher education and ensures that Gators work on the cutting edge of innovation.

World-Class Health System - [UF Health](#) is one of the top academic health care systems and hospitals in the southeast, consistently ranked among the top health systems in Florida. UF Health is also one of the most comprehensive academic health programs in the country, which includes six academic health colleges.

Institute Of Food And Agricultural Sciences (IFAS) - UF has one of the nation's most comprehensive agriculture and natural resources programs with a presence in each of Florida's 67 counties. IFAS is a significant thought leader and driver of the Florida's \$130 billion agriculture community, which is one of the significant components of Florida's economy and a key component of the nation's food supply.

UF Health Scripps - UF Health Scripps is one of the world's premier biomedical research enterprises and regarded as one of the most influential institutions in the world for its impact on innovation and addressing the world's most pressing health concerns.

Athletics – A world class athletics program, UF is the only program in NCAA Division I athletics to finish within the Top 10 in the standings in each of the last 40 all-sports standings. The Gators are one of only two programs to capture a national championship in each of the previous 15 complete seasons and have won 27 national titles during that time.

Research – UF currently has \$1.27 billion in research expenditures.

Online Initiative - UF ranks #2 in the country for online learning.

Governor And State Legislative Support - Unwavering support from the Governor and Legislature of the State of Florida, which has endorsed UF's drive to become one of the nation's very best public research universities, including supporting those efforts with hundreds of millions of dollars in additional funding.

Fundraising - UF raised approximately \$500 million in fiscal year 2024. The university's fundraising momentum continues to grow following the conclusion of the \$4.65 billion Go Greater campaign in December 2022, which was one of the most successful in the history of public higher education. Over the last six years, annual giving to UF has met or exceeded \$500 million, optimally positioning the university and its 14th president for the next capital campaign.

Hamilton Center - Building on the strong backing from the state of Florida, the Hamilton Center has attracted the attention and support of donors around the country. In just two years, with a mission to promote scholarship and shape leaders for a free society, the Hamilton Center has hired more than 47 faculty and made UF one of the very top universities in the nation for fields including diplomatic and military history, the American founding, political theory, and early Modern Europe.

Jacksonville Graduate Campus - UF is moving forward with plans to build a graduate campus in Jacksonville. Master's degree programs, slated to begin in fall 2026, include engineering management, computer science, biomedical and health sciences, the study of law, and architecture.

Space - As part of its goal of advancing America's global leadership, UF recently established the Astraeus Space Institute, which gathers a constellation of academic stars at UF for collaborative research. The institute is enhancing existing relationships with NASA, the Kennedy Space Center, Space Florida, the Space Life Sciences Laboratory, and the International Space Station National Laboratory. In August, UF scientist Rob Ferl became the first NASA-funded university researcher to conduct his own experiments in space during a sub-orbital mission on Blue Origin's New Shepard rocket.

Position Summary

The university president is the chief executive officer of the University of Florida. Subject to appropriate accountability to and governance of the University of Florida Board of Trustees (the "Board"), the president is responsible for all operations of the university: overall leadership and management of the institution; its academic, research, healthcare, and land-grant enterprise; fundraising; intercollegiate athletics; the development of strategic plans; fiscal and budgetary plans; and the allocation of resources. The president also has oversight responsibilities for the university's private affiliated organizations including a foundation, research foundation, agricultural research entities, investment management company, development corporation, hospitals and health care entities, alumni association, and athletic association, among others. In this role, the president will advance the university's academic, research,

and outreach efforts to maintain and enhance the strength of UF's programs and offerings and ensure that student services and support are provided to create appropriate learning environments.

Qualities and Characteristics

Driven by extraordinary momentum, the University of Florida's next President will have an opportunity to firmly establish UF as a premier university that the state, nation, and world all look to for leadership. The next President must have the experience, vision, and commitment to lead the University in sustaining its top-tier position while ushering in UF's next chapter as an institution with a statewide urban footprint, alongside University, state, and industry stakeholders. In particular, the most competitive candidates will demonstrate many critical leadership qualities and characteristics including:

1. Academic Accomplishments
 - a. The President should be a distinguished scholar.
 - b. An educator of national stature with demonstrated intellectual leadership, and with internationally recognized research or scholarly achievements who will continue to advance the academic distinction of the University of Florida.
 - c. While academic experience (professional and administrative) at a research university or comparable setting is strongly desired, exceptional candidates who have earned a doctoral degree from an accredited university and who have also demonstrated a high degree of national or international scholarly and administrative success outside of academia will also be considered.
 - d. A passion for and commitment to the academic values and culture of the University of Florida and the capacity to communicate the University's mission and needs clearly and persuasively to all external and internal constituencies.
 - e. Highly respected by the academic community both within and outside of the University of Florida. Often, these accomplishments are represented by the following: terminal degree in their academic field, member of national academy or institute, or fellow of a major academic society.
 - f. Demonstrated commitment to and support for excellence in teaching, research, and service and a willingness to champion interdisciplinary collaboration and genuine innovation in these areas.
 - g. Demonstrated commitment to fostering an environment that embraces academic freedom.
 - h. An appreciation and respect for the University's academic disciplines and a demonstrated record of support for scholarly work and academic excellence.

2. Leadership Experience
 - a. General
 - i. As the leader of a large, complex public institution, the ability and commitment to work in collaboration with the Board of Trustees in developing an ambitious and comprehensive vision for the University and creating the strategies necessary to guide its successful implementation.
 - ii. Ability and commitment to accelerate the University's upward trajectory and international prominence, including the ability, fortitude, and strategic vision to take the University to the highest level with demonstrated leadership and emphasis on increasing quality across the University.
 - iii. Commitment, vision, entrepreneurial skills, and the ability to foster growth of the University's research enterprise and the infrastructure to support it, ensuring its quality and competitiveness, as well as its contribution to economic development and scientific discovery. The University of Florida strives to be the internationally recognized leader among research universities in creating new knowledge and technologies.

- iv. Knowledge of the national trends in higher education that impact top tier research universities coupled with the experience necessary to effectively address them and position the University for success.
 - v. Commitment to the various initiatives set forth in the charge from the Chair of the Board of Trustees, including: growing stature of the State of Florida, UF Health, IFAS, Artificial Intelligence Initiative, the Hamilton Institute/School, Jacksonville Campus, expansion of South Florida master's program, On-Line Initiative, Athletics, the next Capital Campaign and other initiatives designed to push UF ahead of the curve with regard to advances in higher education.
 - vi. A transparent, inclusive, and approachable leadership style that embraces building connections with the campus community through visibility and accessibility coupled with the ability and courage to make difficult decisions in a timely manner.
 - vii. Demonstrated success at working effectively and in partnership with the Board of Trustees in establishing short- and long-term goals, implementing action items, and developing strategies for promoting UF's mission and vision.
 - viii. Ability and commitment to anticipate skills required by students for a changing work force and evolve the curriculum and student experience to meet those needs.
 - ix. Ability and commitment to identify new and emerging research and academic innovations and opportunities, support their growth, and establish partnerships with private sector and governmental agencies to fully realize their potential.
 - x. An appreciation for the various metrics that inform and impact the University's external rankings and performance measures established by the Florida Board of Governors and UF Board of Trustees. The ability and commitment to maintain and advance UF's current success in the US News and World Report rankings.
 - xi. Demonstrated success at developing a positive, productive, and highly engaged relationship with political, business, and community leaders from across the state and from all sectors and political affiliations and possess the sophistication necessary to leverage these relationships for the benefit of the University.
 - xii. As the highest-ranking official of a major public university, the President must be aware of the numerous external factors impacting the University and focus on promoting the University and its achievements and take great care not to use the University of Florida or the position as a platform to advocate for personal political viewpoints.
 - xiii. An appreciation for UF's land-grant mission, as defined in the Morrill Land-Grant Acts of 1862, in advancing the excellence and stature of the University. A commitment to the mission's contributions to education, research, and extension of public service for the benefit of the state, the nation, and the world.
- b. Student / Faculty / Staff Experience
- i. Passion for students and belief in the power of education to change lives.
 - ii. Experience working with academic and non-academic units to enhance all aspects of the student experience, and the desire and ability to interact with undergraduates, graduate and professional students, and postdoctoral scholars.
 - iii. Possess a genuine interest in and concern for all aspects of the faculty and staff experience and the ability to effectively interact with both.
 - iv. Driven to compete for faculty and staff talent and implement fiscal, administrative, academic and operational measures designed to recruit and retain top faculty and staff.

3. Collaboration with Stakeholders
 - a. Demonstrated success at inspiring trust and confidence among all internal and external constituents. Possess a high EQ and an effective communication style that would be embraced by a broad spectrum of university stakeholders.
 - b. Ability and commitment to serve as a partner to the Board of Trustees to develop the University's priorities and strategic plan, leading the university to successfully carry out that plan in a manner consistent with a top ranked public university.
 - c. Commitment to working collaboratively with the Florida Board of Governors and elected leaders to advance university priorities. A track record serving as a relationship builder who is authentic, ethical, and humble.
 - d. Demonstrated strong commitment to faculty shared governance as it relates to academic standards, policies, and rewards. Appreciate the integral role faculty play in decision-making processes that affect the academic and working environment of the University.
 - e. Experience serving as a passionate advocate for a university or organization and the capacity to establish fruitful relationships with members of the legislative and executive branches as well as donors, alumni, and other individuals who may be in a position to promote the University's agenda and interests.
 - f. Commitment to the University's role as a contributor on the local, state, national and international levels and recognition of the University as a partner with the communities in which it serves.

4. Operational Acumen
 - a. General
 - i. Demonstrated success in leading a large, complex unit or university, preferably at the R-1 and AAU level, including administrative experience.
 - ii. Experience serving in a senior-level leadership role in a complex organization in government, business, or the nonprofit sector.
 - iii. An established history of leading and managing institutional change while achieving long- and short-term strategic objectives that advance the mission and goals of a complex organization. Experience leading an institution during times of uncertainty, crisis, innovation, and shifting expectations.
 - iv. Demonstrated success at developing high-performing leadership teams and to cultivate environments with a shared sense of mission and culture that encourages entrepreneurship, innovation, strategic risk-taking, and collaboration.
 - v. Commitment to and demonstrated success in the recruitment and retention of exceptional faculty and staff coupled with a track record for mentoring faculty and staff and investing in their professional development such that they are well positioned to excel in their respective fields and contribute to the University's academic community at the highest level.
 - vi. The ability and commitment to set clear expectations, priorities, and performance metrics that align with the vision of the University of Florida Board of Trustees and inspire faculty and staff to achieve success.

 - b. Compliance with State Law and Board of Governors and University Board of Trustees Regulations, Policies and Governance Standards
 - i. A commitment to ensuring that the University fulfills its mission consistent with the requirements set forth by the state, the Board of Governors, and the University Board of Trustees including requirements related to foreign influence, prohibited expenditures and post-tenure review.
 - ii. Dedication to promoting open and free expression on campus while swiftly and effectively eliminating unlawful actions that are harmful or threatening to persons or property or cause disruption to the University's operations.

- c. Fiscal
 - i. A high level of sophistication and understanding of the fiscal issues impacting institutions of higher education, particularly at public research universities, including an astute understanding of university finances.
 - ii. Experience with complex budgetary matters, managing and allocating resources effectively, and large-scale budgetary decision-making.
 - iii. Ability to serve as an effective steward of UF's financial resources and assets and adhere to the UF Board of Trustees' policies, regulations, and governance standards.
 - iv. Experience in identifying and developing new revenue streams from public, private, and governmental sources.

- d. Advancement / Fundraising
 - i. An accomplished fundraiser with the capacity to cultivate a broad range of stakeholders including donors, alumni, and friends of the University.
 - ii. Demonstrated success in fundraising from public and private sources and working with key stakeholders to engage them with the institution and willingness to place that activity high on their agenda.

- e. Health Systems
 - i. Vision and awareness of emerging issues that could potentially impact the success of the University's academic health affairs endeavor within the nation and State's changing health care environment.
 - ii. The ability and desire to oversee a complex, inter-related system of the University health sciences center, affiliated teaching hospitals throughout Florida, and over 140 primary care and specialty practices.
 - iii. The drive, ambition, and knowledge necessary to develop and implement the strategies necessary to continue to advance UF Health's already stellar rankings for excellence in the State and country while fortifying its long-term financial stability and growth.
 - iv. Capacity and commitment to engage with health system leaders to mitigate risk, lead innovation, and continue to improve the delivery of health care services in the State of Florida.

- f. Athletics
 - i. An appreciation for the significant role of intercollegiate athletics in the life of the University community, and enthusiasm for fostering the program's integrity, competitiveness, compliance, and accountability.
 - ii. The ability and commitment to balance the complex needs of an intercollegiate athletics program and integrate that with the priorities linked to fulfilling the institution's teaching, research, and service missions.
 - iii. A passion for UF's athletic programs and a deep appreciation for their role in promoting and representing the UF brand nationally and internationally.
 - iv. Dedicated to embracing a complex and evolving collegiate athletics landscape and the initiatives necessary to successfully adjust to these changes.
 - v. Commitment to enhance and update UF's athletics facilities in an effort to provide world-class venues and fields for students to compete and fans to experience.

Application and Nomination Process

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applications should include a current curriculum vitae and a letter of interest describing relevant experience and interest in the position. Submission of

materials via email is strongly encouraged. Nomination letters should include the name and contact information of the nominee.

In accordance with the State of Florida's open records laws, documents and information related to applicants will be held in confidence with only the finalists' identities and materials made public. Application materials should be submitted to:



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Will Gates, Partner
Sal Venegas Jr., Partner

SP&A Executive Search
6512 Painter Avenue
Whittier, CA 90601

Email: apsearch@spaexec.com
Refer to code "**UF-President**" in subject line

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**COMMITTEE GOVERNANCE, GOVERNMENT RELATIONS
AND INTERNAL AFFAIRS
ACTION ITEM GGRIA3
February 25, 2025**

SUBJECT: Presidential Compensation

BACKGROUND INFORMATION

The Presidential Search Advisory Committee established a working group on Presidential Compensation, led by Search Committee member Trustee Patrick Zalupski. The working group was tasked recommending a competitive compensation range to attract and retain top-tier presidential candidates. Leading consultant in the higher education compensation space, Mercer, was retained to assist. Compensation was benchmarked nationally taking into consideration market trends, candidate pool and relevant competition for candidates. With Mercer, Trustee Zalupski recommended a compensation range for approval to be used in negotiating the employment contract with the President elect. The working group met with Mercer on ADD, 2025 and reviewed and approved Mercer’s compensation analysis report and recommended compensation range. The full Search Advisory Committee met on DATE and approved Mercer and the working group’s compensation report and recommended range to be put forward to the Board Chair and Trustees for approval.

PROPOSED COMMITTEE ACTION

The Committee on Governance, Government Relations and Internal Affairs is asked to take action to approve putting forward the Mercer and Search Advisory Committee’s report and recommended compensation range to the full Board of Trustees for approval.

ADDITIONAL COMMITTEE CONSIDERATIONS

None.

Supporting Documentation Included:

Submitted by: Rahul Patel, Chair of the Presidential Search Advisory Committee

Approved by the University of Florida Board of Trustees, February 25, 2025

Morteza “Mori” Hosseini, Chair

W. Kent Fuchs, Interim President and Corporate Secretary

NOTICE OF PROPOSED REGULATIONS AMENDMENTS

Date: March 13, 2025

REGULATION TITLE:
See Attachment "A".

REGULATION NO.:
See Attachment "A".

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

AUTHORITY: See Attachment "A"

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

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

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

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

Attachment “A”

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

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

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

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

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

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

1. Submission to such conduct or request is made either explicitly or implicitly a term or condition of an individual's employment or academic status;
2. Submission to or rejection of such conduct or request by an individual is used as the basis for employment or academic decisions affecting such individual; or
3. Such conduct or request has the purpose or effect of unreasonably interfering with an individual's work or academic performance or of creating an intimidating, hostile work-related or academic environment.

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

(c) Disciplinary Action.

1. Any employee or student of the University who is found to have harassed or discriminated against another employee or applicant for employment or student, will be subject to disciplinary action up to and including dismissal or expulsion.
2. Any employee or student in a supervisory capacity who has actual knowledge by direct observation or by receipt of a complaint of sexual harassment, or sexual misconduct and who does not report the matter directly to the Director of Employee and Labor Relations, shall be subject to disciplinary action up to and including dismissal or expulsion.

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

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

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

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

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

Authority: BOG Regulation 1.001.

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

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

1.007 Code of Penalties.

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

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

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

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

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

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

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

Authority: BOG Regulation 1.001.

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

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

1.012 Tuition-Free Courses.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

employees and faculty regardless of residency requirements).

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

or online course fees.

8. Any other fees not covered by this program.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Specific Authority: BOG Resolution dated January 7, 2003.

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

REGULATIONS OF THE
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1.017 Separations from Employment, Layoff and Furlough.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

~~2.3.~~ A probationary TEAMS employee.

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

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

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

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

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

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

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

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

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

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

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

Specific Authority: BOG Resolution dated January 7, 2003.

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

REGULATIONS OF THE
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1.018 Works and Inventions.

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

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

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

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

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

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

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

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

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

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

(3) Inventions.

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

not involving the use of University support.

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

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

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

Authority: BOG Regulation 1.001.

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

REGULATIONS OF THE
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1.019 Limited Access Records

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Authority: BOG Regulation 1.001.

Law Implemented: 1012.91 FS.

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

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

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

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

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

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

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

Authority: BOG Regulation 1.001.

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

REGULATIONS OF THE
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1.100 General Personnel Policy.

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

(2) Personnel Programs.

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

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

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

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

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

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

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

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

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

(e) OPS defines at-will temporary personnel.

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

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

Authority: BOG Regulation 1.001.

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

REGULATIONS OF THE
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1.200 Benefits, Retirement Programs, Employment Services and Holidays.

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

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

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

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

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

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

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

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

(g) OPS. Other Personnel Services pay plan.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(5) University of Florida Holidays:

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

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

observed.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Authority: BOG Regulation 1.001.

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

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

1.201 Leaves.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

	Hours Accrued During Pay Period	
	Monthly	Biweekly
Faculty (except for Postdoctoral Associates)	8.667	4
TEAMS (except for Executive Service)	8.667	4
Executive Service	10.833	5
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: The employee's personal illness, injury, exposure to a contagious disease, a disability where the employee is unable to perform assigned duties or appointments with health care providers.

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

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

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

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

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

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

(g) Postdoctoral Associates do not accrue sick leave.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(13) Parental Leave.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(a) Disabled Veterans Reexamination or Treatment. An employee who has been rated by the Veterans Administration to have incurred a service-connected disability and has been scheduled by the Veterans Administration to be reexamined or treated for such disability

shall, upon presentation of written confirmation of having been so scheduled, be granted administrative leave or leave not affecting accrued leave balances for such reexamination or treatment without loss of pay, benefits, or efficiency rating, not to exceed six (6) days in any calendar year.

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

(c) National Guard State Service. Upon presentation of a copy of the employee's official orders or appropriate military certification, an employee who is a member of the Florida National Guard shall be granted leave with pay on all days when ordered to active service by the state. Such leave with pay shall not exceed thirty (30) calendar days at any one time. Such leave will be counted as administrative leave or leave not affecting accrued leave balances and shall be without loss of time or performance rating.

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

2. Any absence in excess of thirty (30) calendar days may, upon request by the employee and approval by the supervisor, be covered by accrued vacation, sick or compensatory leave.

3. If not requested by the employee or approved by the appropriate supervisor as vacation or compensatory leave, such absences in excess of thirty (30) calendar days shall be approved as leave without pay.

(d) Other Military Leave. Upon presentation of a copy of the employee's official orders or appropriate military certification, an employee, except an employee who is employed

in a temporary position or employed on a temporary basis, who is drafted, who volunteers for active military service, or who is ordered to active duty (not active duty training) shall be granted leave in accordance with Chapter 43 of Title 38, United States Code. Active military service includes active duty with any branch of the United States Army, Air Force, Navy, Marine Corps, Coast Guard, National Guard of the State of Florida or other service as provided in Sections and 115.09, Fla. Stat. Such leave shall be without loss of performance rating.

1. Verification of military certification. Such leave of absence shall be verified by official orders or appropriate military certification. The first thirty (30) calendar days of leave shall be with full pay and shall not affect an employee's vacation or sick leave balance. The remainder of military leave shall be without pay unless the employee elects to use accrued paid leave as described below. Leave payment for the first thirty (30) calendar days shall be made only upon receipt of evidence from an appropriate military authority that thirty (30) calendar days of military service have been completed.

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

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

4. Reinstatement. The position of an employee granted military leave may be filled on a temporary basis. Upon separation from the military service, the employee is eligible to return to his or her former position or a different position in the same class in the same geographic location if reinstatement is requested within one (1) year after separation. The

University may require the employee to submit to a medical examination to determine the employee's fitness to perform the essential functions of the position to which the employee may be returning. Based on the medical findings, the University may place the employee in another class with duties that employee is able to perform and which is the nearest approximation to the position held prior to the military service.

(e) Short-Term Military Training. Upon presentation of a copy of the employee's official orders or appropriate military certification, an employee who is a member of the United States Armed Forces Reserve, including the National Guard, shall be granted leave with pay during periods in which the employee is engaged in annual field training or other active or inactive duty training exercises. Whether continuous or intermittent, such leave with pay shall not exceed 240 hours in any federal fiscal year (October 1 - September 30). Such leave will be designated as administrative leave or leave not affecting accrued leave balances and shall be without loss of time or efficiency rating.

1. A copy of the official orders shall be filed in the employee's personnel file.
2. Any absence in excess of 240 hours may, upon request by the employee and approval by the appropriate supervisor, be covered by accrued vacation or compensatory leave.
3. If not requested by the employee or approved by the appropriate supervisor as vacation or compensatory leave, such absences in excess of 240 hours shall be approved as leave without pay.

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

- (a) Time away from work for the initial medical assessment and/or treatment of a

work-related injury shall be counted as work time but shall not cause employees to exceed their scheduled work hours for that day.

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

1. Workplace Injury Leave shall be pro-rated based on an employee's current FTE but shall not exceed forty (40) hours per fiscal year for full-time employees. Such leave time shall be counted against an employee's FMLA entitlement. Unused Workplace Injury Leave hours shall not carry forward from one fiscal year to next. Workplace Injury Leave shall be used only when a workers' compensation authorized medical provider documents that an employee is unable to work due to their compensable injury and/or when a work unit cannot provide an employee with modified duty work within the employee's medical restrictions.

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

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

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

(e) Modified/alternate duties, consistent with the University's Modified Duty Program Policy, 2006, shall be provided to employees with work-related injuries. A copy of the

policy is available from the Workers' Compensation Office, PO Box 115008, Gainesville, Florida 32611-5008.

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

(19) Domestic Violence Leave. Employees may take up to three (3) days of leave in a twelve (12)-month period if the employee or a family or household member is a victim of domestic violence. The fiscal year of July 1 to June 30 will be considered the twelve (12)-month period.

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

1. Seeking an injunction for protection against domestic violence or repeat violence, dating violence or sexual violence;
2. Obtaining medical care or mental health counseling or both for the employee or a family or household member to address injuries resulting from domestic violence;
3. Obtaining services from victims' services organizations such as a domestic violence shelter or rape crisis center;
4. Making the employee's home secure from the perpetrator of domestic violence or finding a new home to escape the perpetrator; or
5. Seeking legal assistance to address issues arising from domestic violence or attending or preparing for court related proceedings arising from the act of domestic violence.

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

of an employee, or to the health or safety of a family or household member.

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

(20) Leaves of Absence for Faculty.

(a) Requests for Leave or Extension of Leave.

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

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

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

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

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

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

be made at least one (1) semester or its equivalent prior to the beginning of the academic term or date the leave is requested.)

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

3. Retirement credit for such periods of leave without pay shall be governed by the rules and regulations of the Division of Retirement and the provisions of Chapter 121, Fla. Stat. While on leave without pay, the faculty member shall retain accumulated sick leave and vacation leave but shall not earn sick leave or vacation leave nor be entitled to holiday pay.

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

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

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

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

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

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

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

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

3. Specific leave programs for eligible employees include:

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

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

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

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

4. In the case of IFAS and the Health Science Center, contact the appropriate Dean, Director or Senior Vice President's Office for information. For other units, contact the appropriate Office of the Dean. Each application shall include a statement describing the program to be followed while on leave, the expected increase in value of the employee to the University, specific results anticipated from the leave, any expected supplementary income, and a statement from the applicant agreeing to comply with the terms of the leave program.

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

6. Terms of Program.

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

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

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

d. Twelve (12)-month employees shall continue to accrue vacation and sick leave

on a full-time basis during the professional development leave.

e. Nine (9)-month employees shall continue to accrue sick leave on a full-time basis during the professional development leave. If accepting the leave, the employee must agree to return to the University for at least one (1) academic or calendar year (depending on the employee's appointment) following participation in the program. If the employee does not fulfill that agreement or does not participate in the program as stated in the proposal, the employee shall reimburse the University the amount of salary received from the University during the professional development leave.

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

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

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

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

(a) TEAMS employees, faculty (except Hospitalists) and Postdoctoral Associates earn four (4) personal leave days in proportion to their FTEs per fiscal year in addition to the

University holidays.

(b) Such personal leave days shall be credited to eligible employees on December 1 of each year. Personal leave days must be taken in full-day increments (that is, as an 8-hour day for full-time employees, as a 4-hour day for .50 FTE employees) on workdays between the dates December 26 and December 31, inclusive.

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

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

(23) Personal Leave for Postdoctoral Associates.

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

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

Authority: BOG Regulation 1.001.

History: New 6-28-98, Amended 1-12-00, 5-20-02, 3-12-03, 6-28-04, 3-30-07, 9-5-08 (technical changes only), Formerly 6C1-1.201, Amended 3-16-10, 12-10-10, 3-17-11 (technical changes only), 9-6-11, 2-01-12, 4-3-15, 3-23-18 (technical changes only), 3-26-20 (BOT approval), Amended 3- -2025.

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

1.202 University Bonus Plans.

(1) The University of Florida may create Bonus Plans that authorize the award of Bonuses based on employee work performance or for purposes of recruitment and retention.

(2) Definitions.

(a) “Bonus” is defined as a one-time monetary award in addition to base pay given to an employee that has met the criteria of this Regulation and applicable Bonus Plan.

(b) “Bonus Plan” is defined as a documented and properly approved plan that is consistent with this Regulation and Board of Governors Regulation 9.015 and sets forth the categories of employees who are eligible to receive Bonuses and the evaluation criteria by which Bonuses may be awarded.

(3) Faculty, TEAMS, ~~USPS~~, and Law Enforcement Officers are eligible to receive a Bonus, subject to applicable collective bargaining obligations. Individuals must be employed and in good standing with the University during the Bonus Plan time period and at the time a Bonus payment is made. Individuals are not in good standing for Bonus payment eligibility if, at the time the Bonus payment is made, they have:

(a) received a notification of non-renewal, termination, layoff, or ending of time-limited appointment;

(b) submitted a notice of resignation;

(c) received a notice of written reprimand or suspension in the six months prior to the time the Bonus payment is made;

(d) received an overall unsatisfactory evaluation in the preceding evaluation period;

or

(e) received and have not successfully completed a performance improvement plan.

(4) The University may establish and implement one or more of the following Bonus Plans.

(a) Work Performance Bonus Plans. Criteria for work performance Bonus Plans may include but are not limited to, documented work performance involving increased duties or responsibilities, successful completion of a special project, attainment of established goals, superior performance, or specific achievements or assignments of significance.

(b) Recruitment Bonus Plans. Criteria for recruitment Bonus Plans may include, but are not limited to, candidates with desirable specialized skills and exceptional experience, or where market conditions or departmental structure merit such a recruitment award.

(c) Retention Bonus Plans. Criteria for retention Bonus Plans may include, but are not limited to, circumstances to address verified offers of competing employment, to address market conditions which are significantly higher than the current salary, to ameliorate salary compression or inversion, or to acknowledge successful completion of career development, training, or certification programs that are in the best interests of the University or support the mission of the University.

(d) Bonus Plans in Collective Bargaining Agreements. The University may authorize the inclusion of provisions that award bonuses in collective bargaining agreements that are duly ratified by the Board of Trustees. Any Bonus provisions in such agreements must be based upon standards appropriate to institutions of higher education or relevant industry standards.

(e) Clinical Care Compensation Plans. The University may authorize comprehensive incentive-based compensation programs for services related to the delivery of clinical care through a University faculty practice plan approved by the Board of Governors and operating in accordance with Board of Governors Regulation 9.017 or another health-care-related program.

(5) Bonuses and Bonus Plans shall not create inequities among comparable employees in violation of Regulation 1.006.

(6) All proposed Bonus Plans are subject to approval by the President or designees and the Senior Vice President(s) or Vice President(s) over the employees included in the Bonus Plan. Any University approved Bonus Plans that deviate from the provisions of Board of Governors Regulation 9.015 are also subject to approval by the Board of Trustees and Board of Governors.

(7) To request the approval of a Bonus Plan, a unit must complete the Bonus Plan Approval Request Form in its entirety, obtain the appropriate SVP(s) or VP(s) approvals and submit the Form to UFHR Classification & Compensation at compensation@ufl.edu for review and approval by the President or designees.

(8) All approved Bonus Plans shall be reviewed by the President or designees and the applicable SVP and VP approvers no less frequently than every three years following initial approval. Bonus Plans may be terminated or modified by the University at its discretion at any time and do not create any employee entitlement, contract or property right.

(9) Each year, on a schedule established by the Board of Trustees, the President shall submit a report to the Board of Trustees that contains the following:

(a) The President's certification that any Bonuses paid during the reporting period complied with the criteria in the applicable Bonus Plan and were paid from funds contained within the University's budget as approved by the Board of Trustees; and

(b) The total amount paid during the reporting period for performance, recruitment and retention Bonuses.

(10) Failure to comply with or violations of this Regulation or a Bonus Plan may result in discipline, up through termination, and/or the termination of the Bonus Plan or denial of a Bonus made pursuant to the Plan.

(11) UF Human Resources is responsible for overseeing implementation of and enforcing compliance with this Regulation. Please contact the following with questions or concerns:

UF Human Resources

Classification & Compensation

903 W. University Ave.

PO Box 115009

Gainesville, FL 32611-5009

(352) 273-2842

compensation@ufl.edu, <http://hr.ufl.edu>

Authority: BOG Regulation 9.015; section 1012.978, Fla. Stat.

History: New 12-9-2022, amended _____, 2025.

REGULATIONS OF
THE UNIVERSITY OF FLORIDA

3.006 Parking

(1) This Regulation sets forth the parking restrictions and requirements for the UF campus. UF does not guarantee parking, nor can it guarantee the safety and security of vehicles, property, and persons within the campus parking facilities. UF charges fees for the use of its parking spaces in order to pay for the operation and maintenance of campus parking facilities and support the transportation infrastructure. All persons holding a valid operator's license may use properly registered motor vehicles, motorcycles, motor scooters, bicycles, and other UF approved vehicles in accordance with the terms of UF regulations, Transportation and Parking Services (TAPS) policies and procedures and applicable Florida Statute.

(2) Definitions:

(a) "Abandoned Vehicle" means a Vehicle that is left on UF campus for more than three (3) consecutive days without a valid Permit.

(b) "Back-in Parking" means parking a Vehicle with the front of the Vehicle facing the drive lanes and rear facing license plate is not visible.

(c) "Commercial Entity" means any person or company that has entered into a contract with UF to provide a service, regardless of the length of the contract, including but not limited to vendors and contractors.

(d) "Disabled Parking" means designated parking spaces for anyone legally qualified to use disabled parking.

(e) "Employee" means (i) a UF employee including Academic Personnel, TEAMS, ~~USPS~~, LEO and OPS (non-student), and (ii) any (non-student) employee of a UF direct support

organization and other affiliates.

(f) “False Registration” means applying for, receiving, or displaying a Permit by providing false information or by other fraudulent means; including reproducing, altering or defacing a Permit or any other document used for registration.

(g) “Head-in Parking” means parking a Vehicle with the front of the Vehicle facing into the front of the parking space and with the rear license plate visible and facing into the drive lanes.

(h) “Holidays” means official UF holidays only. Academic breaks and weekends are not holidays.

(i) “Impound/Impoundment” means to tow a Vehicle away from the place it is parked, to boot a Vehicle by use of an immobilization device, or to seize and hold legal custody of a Vehicle.

(j) “Inoperable Vehicle” means a Vehicle in a state of disrepair or incapable of being moved under its own power. Inoperable Vehicles include any vehicle abandoned, wrecked, dismantled, scrapped, junked, or in a partially dismantled condition, including uninflated tires, no wheels, or lacking other parts necessary for the normal operation, regardless of displaying a valid Permit.

(k) “LPR” means License Plate Recognition, an online system integrated with digital cameras that use optic character recognition software to convert a digital image of a license plate into text. The license plate data is then sent to a database where it is compared in real-time to a list of plate numbers that are associated with a Virtual Permit.

(l) “Parking” means the act of stopping or standing of a vehicle anywhere on campus, whether occupied or not and whether the vehicle’s motor is running or not.

(m) “Permit” means a non-transferable UF parking permit, decal, hangtag, virtual permit, dashboard permit or metered parking receipt issued by TAPS.

(n) “Reserved Space” means an individually marked space, reserved for the specified user twenty-four (24) hours a day, seven (7) days a week or as otherwise displayed on the applicable signage.

(o) “Restricted Area” means an area where a Vehicle may be parked only if it bears the appropriate Permit for that area.

(p) “Service Drive Area” means parking areas reserved for Vehicles for delivery, service, emergency, and other Vehicles with Service Drive Permits.

(q) “Shands Employee” means a (non-student) employee of UF Health Shands Hospital.

(r) “Student” means an individual who is enrolled at UF; full- time or part-time, regardless of the number of hours or days attending classes.

(s) “Transportation and Parking Services (TAPS)” means the UF unit: (a) responsible for (i) issuing Permits, (ii) collecting parking fees, (iii) assessing parking fines; and (iv) enforcing parking rules on campus; and (b) vested with the authority to store, dispose or transfer the title of Abandoned Vehicles.

(t) “Vehicle” means appropriately registered cars, motorcycles, motor scooters and other means of motorized transportation intended for and in current condition to be operated on public highways. Bicycles, mopeds, Segways, or micromobility devices are not Vehicles.

(u) “Virtual Permit” means a non-physical Permit that uses virtual verification by LPR.

(v) “Visitor” means a person who is not a Student, Employee, Shands Employee or Commercial Entity or other member of the UF community coming on to campus to attend to UF business or related activities; to participate in a UF related or sponsored event, class, activity, or program; or to further the UF educational mission.

(3) General Guidelines for Permits and Registration

(a) TAPS, the University of Florida Police Department (UFPD), appropriate law enforcement, and specifically designated personnel are authorized to issue citations for parking and registration violations in accordance with UF regulations and TAPS policies and procedures.

(b) Students, Employees and Shands Employees must register their Vehicle(s) and license plate(s) with TAPS in order to purchase a Permit and must display a valid appropriate Permit (or be properly registered for a Virtual Permit) during hours of Permit restriction as established on applicable signage at each parking facility.

(c) All registrants are responsible for providing TAPS with current and accurate information regarding Vehicle registration, ownership and tag number, as well as changes in address, enrollment and employment status.

(d) There is no grace period for registration of Vehicles and acquisition of Permits. New Employees may contact TAPS to obtain a temporary Permit for fourteen (14) business days from the start date of their employment at no cost. Proof of employment status is required.

(e) Parking spaces at UF are not intended for Vehicles altered for purposes other than transportation or in violation of UF policy and regulations, bicycles, mopeds, Segways, or aircraft with or without a Permit

(f) Permanently marked Commercial Entity Vehicles (identified as clearly and conspicuously marked with non-removable non-transferable painted or vinyl lettering or company logos on both sides of the Vehicle) may park without a Permit in non-reserved, Permit restricted parking spaces, and in Service Drive Areas. They may not park in gated areas, carpool zones, reserved spaces, bicycle lanes, on the grass, on sidewalks, in no parking zones, and other prohibited areas at any time. A commercial representative in a Commercial Entity Vehicle using a

permanently marked delivery truck, service vehicle, rideshare vehicle or bus making brief stops in the appropriate spaces or zones at one or more points on campus is not considered Parking and are not required to pay a Parking fee or display a Permit.

(g) A Commercial Entity may purchase a Commercial Permit for an unmarked Vehicle upon presenting a letter from the Commercial Entity, UF project manager or department substantiating the need to park on campus. At the request of the UF project manager, TAPS may issue no-cost Permits for Parking in approved, fenced construction compounds and lay-down areas, or in the remote contractor lot for contractor Parking.

(h) Commercial solicitation is not permitted on UF campus without prior approval and Permits shall not be issued (and will be considered invalid) if used for a purpose prohibited by UF regulations and policies.

(i) Disabled Parking:

i. Students and Employees with a State-issued “Disabled Persons Parking Permit” or license plate must purchase a Permit in order to park on campus.

ii. Visitors with a State-issued “Disabled Persons Parking Permit” or license plate may use designated disabled spaces and in non-reserved decal restricted spaces in order to park on campus.

(j) Daily/Temporary Parking:

i. Visitors may obtain a temporary Permit from TAPS; or utilize daily and hourly pay parking facilities or metered spaces upon payment of the required fee.

ii. All vendors must be registered with UF, as visitor parking spaces may not be used for commercial purposes without prior approval.

iii. UF departments or colleges sponsoring an event on campus shall schedule and

reserve event parking with TAPS a minimum of two (2) weeks in advance of the event. TAPS will determine the assignment of event parking based on availability.

(k) Permit Regulation:

i. Physical Permits must be properly displayed on the inside of the Vehicle windshield, passenger side, lower corner. The Permit must be clearly visible from the exterior of the Vehicle while parked on campus or a citation may be issued.

ii. Physical Permits may be transferred between Vehicles registered to permit holders, or to family members residing in the same household, but only one Vehicle per Permit may be parked on campus at any time.

iii. Adhesive Permits are required for all two or three-wheeled motor vehicles and must be displayed on the front or rear fender or front fork of the Vehicle unless otherwise approved by TAPS.

iv. Drivers of two or three-wheeled motor vehicles must park in motorcycle/scooter parking zones as designated on campus. They may not park in an automobile space, except for metered spaces upon payment of the required fee.

v. The Permit holder is responsible for assuring that the Vehicle is parked in compliance with the rules and regulations regardless of who drives it, and for knowing when the issued Permit expires.

vi. The Permit holder is responsible for all citations issued to any Vehicle associated with a Permit holder.

vii. A lost Permit must be reported to TAPS, and a stolen Permit must be reported to UFPD. TAPS will issue a replacement Permit for a \$25 fee. Permits reported lost or stolen will immediately become invalid; and use of a Permit previously reported lost or stolen is considered to be

False Registration and subject to fine and penalty. Any Vehicle bearing a Permit reported as lost or stolen is subject to immediate immobilization and tow, even if the Vehicle bearing the Permit is owned by the person who has reported the Permit as lost or stolen.

viii. Any Vehicle parked on campus is parked at the risk of the operator. UF assumes no liability for damage to Vehicles operated or parked on campus.

(l) Payment:

- i. All Student Permit charges will be charged to the Student's UF account.
- ii. Employees may pay for their Permits through payroll deduction.
- iii. The Permit price may be pro-rated on a bi-weekly basis over the term of the Permit.

The prorated price will be determined at the time of purchase.

(m) Refunds:

i. TAPS may provide a full refund on annual and semester Permits when the refund is requested less than fifteen (15) calendar days from the date of purchase or effective date. Monthly, weekly and daily Permits are non-refundable.

ii. Employees may receive a refund of one twenty-fourth (1/24) of the annual price for each unused pay period on an annual Permit, based on when the Permit is returned.

iii. No refunds will be issued unless and until the Permit is returned to TAPS.

(n) Retired and Emeritus: Retired faculty and staff are eligible to register and purchase Permits. Retired faculty and staff designated as "Emeritus" shall be issued a complimentary "Official Business" Permit.

(4) Designated Parking Spaces and Areas.

(a) Parking is permitted only within marked spaces. The absence of "No Parking" signs, curb markings or other indicators does not mean that parking is allowed.

(b) All Vehicles must abide by a Head-in Parking rule to ensure that the license plate is facing the drive lane and can be read by LPR. Exceptions to this rule are as follow:

- i. Vehicles with ADA requirements.
- ii. Electric Vehicles requiring Back-in Parking to actively charge at a charging station.
- iii. Vehicles displaying an official State-issued front license plate.
- iv. Vehicles displaying an optional front tag purchased from TAPS

(c) Where parallel or angled parking is permitted, Vehicles must be parked facing the flow of traffic.

(d) Vehicles shall not be parked in such a manner as to obstruct vehicular/bicycle/pedestrian traffic, wheelchair ramps, interfere with normal operational activities, or create a hazard.

(e) Parking on grass, unpaved surfaces, sidewalks, crosswalks, Service Drive Areas without a proper Permit, loading zones, truck spaces, or on streets (except where specifically marked for parking) is prohibited.

(f) Use of parking spaces requires either a Permit or a receipt for paid parking during restricted hours as defined by signage.

(g) No parking space may be used for commercial solicitation purposes.

(h) Unauthorized parking in Reserved Spaces or Restricted Areas is prohibited.

(i) A Vehicle parked overtime at any time limited parking space (meters, time restricted loading zones and Service Drive Areas, etc.) may receive a citation at the time the violation is identified and may receive another citation in the same day if the Vehicle remains in the same space more than two (2) hours from the time of issuance of the first citation.

(j) Vehicles may park according to Permit type in the appropriate lots and spaces as

identified on the TAPS parking map and parking lot signage.

(k) All Vehicle operators using a parking space controlled by a meter must pay to occupy the space in accordance with the instructions on the meter.

(l) Only authorized Vehicles may park in disabled spaces.

(m) Oversized Vehicles such as trucks, trailers, motor homes, or any Vehicle that occupies more than one (1) standard car space or extends beyond the space shall be parked in an area designated by TAPS with appropriate Permit.

(n) Special Events/Maintenance: TAPS has authority to close streets, lots, and parking spaces to facilitate special events, and to perform necessary maintenance. Contact TAPS when planning a special event on campus to receive proper parking permits and assignments. No department has the authority to close any lots without first obtaining permission from TAPS.

(5) Impounding Vehicles.

(a) Vehicles are subject to being Impounded at the operator's or owner's expense under any of the following conditions:

i. Unauthorized parking in Reserved Spaces, Restricted Areas, Service Drive Areas, no-parking zones, disabled spaces, or any other place in violation of this Regulation.

ii. Inoperable Vehicles and Abandoned Vehicles must be attended to promptly with immediate notification made to TAPS, Monday – Friday between 8:00 am and 5:00 pm, and the UFPD after 5:00 pm on weekdays and on weekends and Holidays. These vehicles are subject to tow after three (3) consecutive days.

iii. Parking in such a way as to interfere with campus operational activities or in violation of any UF regulation or policy.

iv. Accumulation of three (3) unpaid delinquent parking citations in an academic year.

v. Parking on campus after the suspension of parking privileges.

(b) Vehicles are Impounded at the owner's/department's expense. Subject to any applicable appeal process, the owner/department is required to pay for the outstanding citations, the Impoundment fee, and any additional applicable charges in full prior to claiming their Vehicle. The fact that a previously Impounded Vehicle has been removed from the area without authorization from TAPS shall be prima facie evidence that the registered owner has tampered with the Impounded Vehicle. Owners of Impounded Vehicles may make restitution online at the TAPS website or during office hours at the TAPS office.

(6) Parking Violations, Penalties and Payment.

(a) Violations and Suspension of Parking Privileges: Vehicle operators are subject to the parking fines in accordance with the schedule of violation charges as provided in this Regulation. TAPS reserves the right to restrict the ability of an individual or UF unit to purchase a Permit if they:

- i. Falsify or misrepresent information to TAPS;
- ii. Lend their Permit to another person when the latter is not entitled to driving or parking privileges;
- iii. Fails to respond to and resolve citations;
- iv. Demonstrates actions that show a willful disregard for public safety or property, or engages in other types of disruptive behavior with another member of the UF community;

v. Owes a delinquent parking debt to UF;

vi. Displays a counterfeit, stolen, altered, lost, or revoked Permit; or

vii. Issues fraudulent payments to TAPS for services or fines.

(b) Delinquency:

i. Parking citations not paid within fifteen (15) days of issuance, or not under appeal,

are subject to an additional late fee as outlined in this Regulation.

ii. An Employee may not purchase a new Permit if there are any outstanding citations on their account. Any violations or debts which are still outstanding after forty-five (45) days may be recovered by UF pursuant to UF Regulation 3.0421 <https://regulations.ufl.edu/wp-content/uploads/2012/09/30421.pdf>.

iii. Outstanding student accounts will also result in student records and registration being placed on hold until the debt is settled.

iv. More than three (3) outstanding citations will result in the Vehicle being Impounded.

v. More than ten (10) outstanding citations will result in suspension of parking privileges.

vi. Unless otherwise specified, all fines may be paid via the TAPS website, to the TAPS office in person, or via mail.

(7) Appeal Process for Citations, Suspensions and Impoundments.

(a) Citation, Suspension and Impoundment appeals: The University Hearing Authority (Student Traffic Court and Faculty/Staff Adjudicators) has jurisdiction over the disposition of appeals of parking violations.

i. Persons wishing to contest a citation, suspension or Impoundment must complete an online statement of appeal on the TAPS website within fifteen (15) calendar days from the date of issuance, or otherwise forfeit the right to appeal.

ii. Persons with an unfavorable appeal judgment (not suspensions or Impoundments), may file a second appeal by completing an online second level appeal on the TAPS website within fifteen (15) calendar days from the date of the first appeal judgment.

iii. Decisions of the University Hearing Authority on appeals, suspensions and Impoundments are final.

(8) Parking Rates and Fines.

(a) Parking Rates (2021-2022):

Student Permit – Annual	\$160.00
Student Permit – Semester	\$80.00
Student Permit – Monthly	\$35.00
Student Permit – Weekly	\$15.00
Employee (Gold Permit) – Annual	\$1,512.00
Employee (Gold Permit) – Semester	\$504.00
Employee (Silver Permit) – Annual	\$1,350.00
Employee (Silver Permit) – Semester	\$450.00
Shands Employee (Gold Permit) – Annual	\$1,512.00
Shands Employee (Gold Permit) – Semester	\$504.00
Shands Employee (Silver Permit) – Annual	\$1,350.00
Shands Employee (Silver Permit) – Semester	\$450.00
Employee (Official Business Permit) – Annual	\$570.00
Employee (Official Business Permit) – Semester	\$190.00
Employee (Orange Permit) – Annual	\$420.00
Employee (Orange Permit) – Semester	\$140.00
Employee (Orange Permit) – Monthly	\$60.00
Employee (Orange Permit) – Weekly	\$25.00
Employee (Orange Permit) – Daily	\$5.00
Employee (Blue Permit) – Annual	\$420.00
Employee (Blue Permit) – Semester	\$140.00
Employee (Blue Permit) – Monthly	\$60.00
Employee (Blue Permit) – Weekly	\$25.00
Employee (Blue Permit) – Daily	\$5.00
Employee (Medical Resident) – Annual	\$588.00
Employee (Medical Resident) – Semester	\$186.00
Employee (Medical Resident) – Monthly	\$70.00
Employee (Shands South 1) – Annual	\$420.00
Employee (Shands South 1) – Semester	\$140.00
Employee (Staff Commuter) – Annual	\$216.00
Employee (Staff Commuter) – Semester	\$72.00
Employee (Staff Commuter) – Monthly	\$35.00
Employee (Staff Commuter) – Weekly	\$15.00
Employee (Staff Commuter) – Daily	\$3.00
Employee (Disabled) – Annual	\$420.00
Employee (Disabled) – Semester	\$140.00
Employee (Disabled) – Monthly	\$60.00
Employee (Disabled) – Weekly	\$25.00
Employee (Disabled) – Daily	\$5.00
Employee (Carpool) – Annual	\$198.00
Student/Employee (Motorcycle/Scooter) – Annual	\$210.00

Student/Employee (Motorcycle/Scooter) – Semester	\$70.00
Commercial – Annual	\$576.00
Commercial – Semester	\$192.00
Commercial – Monthly	\$75.00
Commercial – Daily	\$7.00

(b) Parking Fines (2021-2022):

No or expired permit	\$35.00
Parking out of assigned area	\$35.00
Parking in a restricted area	\$40.00
Parking in a reserved parking space	\$40.00
Overtime Parking	\$20.00
Parking over lines	\$20.00
Parking on grass	\$35.00
Parking facing traffic	\$30.00
Parking on sidewalk	\$35.00
Parking obstructing traffic	\$40.00
Parking illegally in a Service Drive Area	\$40.00
Parking in a No Parking Zone	\$35.00
Permit improperly attached or displayed	\$15.00
False Registration	\$150.00, plus cost of equivalent permit
Use of an unauthorized duplicate or lost or stolen permit	\$150.00, plus the cost of equivalent permit
Unauthorized use of permit	\$35.00
Driving/parking on campus while eligibility is suspended	\$100.00
Failure to pay parking lot fee	\$35.00
Unauthorized operation of a vehicle in a restricted area	\$50.00
Backed into parking spaces where prohibited	\$35.00
Parking without a permit in a parking garage reserved for persons with disabilities	\$250.00
Bicycles parked out of assigned areas	\$10.00
Tampering with or unauthorized removal of an immobilizing device	\$200.00, plus replacement price of device if not returned to UF undamaged
Motorcycle/Scooter not parked in direction of pavement-marked	\$20.00

arrows	
Unsafe or improper operation of a micromobility device or a bicycle	\$50.00
Failure to pay fine within 15 days	\$10.00, plus fine

Authority: BOG Regulation 1.001

History:

3.006 Definitions: New 9-29-75, Amended 8-15-78, 8-19-79, 8-26-81, 8-12-82, 3-6-85, Formerly 6C-3.06, Amended 5-14-87, 4-27-88, 4-23-89,4-17-90, 5-7-92, 5-19-93, 4-30-95, 5-1-96, 6-7-00, 5-22-01, 3-31-06 (technical changes only), 3-30-07 (technical changes only), 3-14-08 (technical changes only), 3-17-09, Formerly 6C1-3.006, Amended 3-17-11, 3-28-14 (technical changes only), Amended 3-26-20, Consolidated and Amended 4-22-22), **Amended 3-__-2025.**

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

3.040 Employee Recognition Program.

(1) The University shall establish and maintain an employee recognition program for Academic Personnel; and Technical, Executive, Administrative, and Managerial Support (TEAMS); ~~and University Support Personnel System (USPS)~~ employees.

(2) The program shall consist of two components: superior accomplishments and satisfactory service.

(a) Superior accomplishment. Academic Personnel and TEAMS ~~and USPS~~ employees who have contributed outstanding and meritorious service in their fields, including those who have made exceptional contributions through service and superior accomplishments in State University System operations, are eligible for consideration for an award.

1. The President or his designee shall appoint a University Superior Accomplishment Awards Committee composed of a Chairman and at least four additional members who are Academic Personnel and TEAMS ~~and USPS~~ employees.

2. The Superior Accomplishment Awards Committee shall:

a. Establish criteria for superior accomplishment and coordinate the selection process for the Superior Accomplishment Awards Program for each of the University Divisions and for the total University-wide program.

b. Make recommendations to the President or his designee concerning such accomplishments and awards to be given, if any. The President or President's designee shall make a final decision.

3. A Superior Accomplishment Program shall be established at the Division level and at the University level. For purposes of this rule, the University is organized into six divisions as follows: Division 1—Office of the President, Office of the Senior Vice President and Chief Operating Officer, Office of the Vice President for [UF Human Resources Services](#), Office of the Vice President for Advancement, the Office of the Vice President for Research and Graduate Programs, the Office of the Vice President and General Counsel, and the Office of the Vice President for University Relations; Division 3—Office of the Vice President for Academic Affairs; Division 4—Office of the Vice President for Agriculture and Natural Resources; Division 5—Office of the Senior Vice President for Health Affairs; Division 6—Office of the Vice President for Student Affairs; and Division 7—Office of the Vice President for Business Affairs. Within each Division, Superior Accomplishment Award recipients will be selected in categories established by the committee for: Academic Personnel [and](#), TEAMS, ~~and USPS~~ employees. Award recipients at the Division level will automatically become nominees for the University's Superior Accomplishment Award for their employment category.

4. Individual awards granted under this component for the Division level award may not exceed the sum of \$500, excluding all applicable taxes. Individual awards granted under this component at the University level may not exceed the sum of \$2,000, excluding all applicable taxes. Awards may be in cash, savings bonds, or other items. In addition, certificates, pins, plaques, letters of commendation, and other tokens of recognition may be awarded provided that the cost of the awards per recipient does not exceed \$100.

5. Awards made at the Division level shall come from that Division's budget. Awards made at the University level will come from the President's budget.

6. Recognition programs established at the Department level that support the

University's Superior Accomplishment Program may award cash or other type of monetary award to employees. In addition, certificates, pins, plaques, and other tokens of recognition may be awarded to employee. The cost for all such awards will be funded from within each Department's budget. All departmental level recognition programs must be pre-approved by the Vice President for [UF Human Resources Services](#).

(b) Academic Personnel [and](#), TEAMS ~~and USPS~~ employees who have achieved increments of five (5) continuous years of satisfactory service at the University are recognized for such service.

Authority: BOG Regulation 1.001.

History: New 3-26-80, Amended 3-6-85, Formerly 6C1-3.40, Amended 2-23-88, 5-21-89, 11-20-90, 5-18-92, 5-22-01, 3-2-03, 3-17-09, 3-23-18 (technical changes only), [Amended 3--2025](#).

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

3.054 Appointment; Technical, Executive, Administrative, and Managerial Support ~~and~~
~~University Support Personnel System~~ Staff.

(1) Technical, Executive, Administrative, and Managerial Support (TEAMS) ~~and~~
~~University Support Personnel System (USPS)~~ Appointment Modifiers.

(a) The University shall use the following appointment modifiers to define the conditions of TEAMS ~~and USPS~~ employee appointments. Such appointment modifiers apply to the appointment of a qualified employee unless otherwise stated.

1. Regular—A continuing appointment or an original temporary appointment that may be followed by a continuing appointment. The appointment modifier is not included in the title.

2. Provisional—An appointment to a position where the employee has not yet passed a required examination, but meets the minimum qualifications for the position; the employee is not fully qualified, but is expected to acquire such qualification within six (6) months; is under a cooperative education program, a vocational rehabilitation program, an approved university training program, or an approved apprenticeship program; an appointment to provide a nonpermanent assignment to a vacant position; or to overlap one employee with another for training purposes.

3. Temporary—An appointment to provide a noncontinuing assignment to a vacant position; to replace an employee on leave, temporarily promoted or reassigned. Temporary appointments may include the assumption of additional or replacement duties.

4. Emeritus—An honorary title that may be conferred at retirement in recognition of distinguished service.

5. Multi-Year—An Executive Service appointment that extends beyond twelve (12) months.

6. Time Limited—An appointment to a position funded by contract and grant, auxiliaries, or local funds, as appropriate, for a particular project, enterprise, or specified period. Such designation must be made to the position at the time of recruitment. A time-limited position shall have the same rights as a position with a regular appointment modifier, except such position shall not have rights provided for layoff, recall, and notice of nonreappointment.

7. Probationary—An appointment to a position in a class for the designated period, where the employee meets the minimum qualifications for the position. Continuous successful performance in a class with the appointment modifier of temporary may be counted toward completion of the required probationary period. The decision to count such time toward completion of the probationary period shall be made at the time the employee is initially appointed with probationary status.

(2) Initial Appointment to TEAMS ~~and USPS~~.

(a) Definitions.

1. For the purposes of this regulation, a “new” employee is one not employed by the University in TEAMS ~~or USPS~~ at the time the department or unit makes the offer of employment.

2. For the purposes of this regulation, Executive Service shall denote those employees who hold the title of Vice President or who are so designated by the University President or the Board of Trustees.

(b) The initial appointment of a new employee to a TEAMS position shall be for a probationary period of six (6) months, or for such other period as is approved by the Vice President of UF Human Resources Services or designee. During this probationary period, the appointment may be terminated at any time without any requirements of notice and without rights of appeal.

(c) Employees designated in the Executive Service serve at the will of the President, do not have tenure or permanent status, and have no expectation of appointment beyond a 60 days' notice period.

~~(d) — A USPS employee who is in the probationary period and who transfers to TEAMS shall be given an initial probationary appointment of six (6) months less the time already spent in the most recent USPS probationary appointment or extension thereof. During this probationary appointment to TEAMS, the appointment may be terminated at any time without any requirements of notice and without rights of appeal.~~

~~(e) — A USPS employee who has attained permanent status and who transfers to TEAMS shall be given an initial regular appointment to TEAMS of twelve (12) months.~~

~~(f) — In no case shall a University employee have concurrent USPS and TEAMS appointments.~~

(3) Regular Appointment to TEAMS. After satisfactory completion of the probationary appointment, subsequent regular appointments to TEAMS shall be for a period of twelve (12) months and shall be for the period of March 1 through the last day of February. It is understood the initial notice of appointment may not cover these exact dates due to hire date. Such appointments shall run through the end of February and subsequent appointments shall be for the period of March 1 through the last day of February. This notice of appointment is

considered to be an ongoing agreement unless the employee is notified. It is not necessary for notices of appointment to be issued on a yearly basis.

(4) Promotion, Changes of Assignment, Demotions and Relocations in TEAMS, ~~and USPS.~~

(a) Current University employees shall not be eligible to be promoted, demoted or reassigned outside the current department until the employee has completed six (6) months satisfactory service in his or her current position, unless approved by the President. Approval shall be granted only when the action is consistent with the efficient use of University resources and agreed upon by the Vice President for UF Human Resources Services ~~and~~ by both the current department and the receiving department.

(b) A University employee may apply for a promotion, demotion, or reassignment to a non-exempt or exempt position by creating an online resume in the myUFL HR system and applying for each specific position of interest.

(c) A promotion in TEAMS ~~or USPS~~ is the appointment to another TEAMS ~~or USPS~~ position or class with substantially increased responsibilities and/or a higher pay grade, or a permanent assignment of substantially increased responsibilities for the existing classification. An employee must meet the minimum qualifications for the position to which promoted.

(d) A TEAMS ~~or USPS~~ change of assignment is the appointment to a different position in the same class or in a different class having the same pay grade.

(e) A TEAMS ~~or USPS~~ demotion is an appointment to a class or position having less responsibility.

(f) A TEAMS ~~or USPS~~ relocation is the appointment of an employee from one geographic location within the University to a different geographic location within the

University in excess of 50 miles from the employee's current work location.

(5) Pay Upon Appointment.

(a) A University employee who is newly appointed to a regular TEAMS ~~or USPS~~ appointment shall receive pay commensurate with the responsibilities assigned, but not below the minimum of the pay range except as provided in paragraph (c) below.

(b) A TEAMS ~~or USPS~~ employee who is promoted or reassigned shall receive pay commensurate with the responsibilities assigned. The employee's pay may remain unchanged, decreased, or increased depending upon the employment needs of the department or unit, but not below the minimum of the pay range. A TEAMS ~~or USPS~~ employee who is demoted shall receive pay commensurate with the responsibilities assigned, but not below the minimum of the pay range except as provided in paragraph (c) below.

(c) A provisional TEAMS ~~or USPS~~ appointment may be below the minimum of the pay range. If a provisional TEAMS ~~or USPS~~ appointment is made below the minimum of the pay range, the pay shall be increased to at least the minimum of the pay range upon the employee attaining the minimum qualifications for the class.

Authority: BOG Resolution dated January 7, 2003.

History--New 3-26-80, Formerly 6C1-7.20, Amended 3-6-85, Formerly 6C1-3.54, Amended 4-30-95, 7-1-96, 3-2-03, 5-30-04, 7-19-05, 3-17-09, Formerly 6C1-3.054, Amended 4-1-16, 3-17-17, Amended 3-__-2025.

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

3.056 Resignation and Non-Reappointment of Technical, Executive, Administrative, and Managerial Support Staff.

(1) Except for an emergency situation, a member of Technical, Executive, Administrative, and Managerial Support (TEAMS) staff in an exempt position shall be required to give at least one (1) month's notice of resignation, and a TEAMS staff member in a non-exempt position shall be required to give at least two (2) weeks' notice of resignation.

(2) Definitions.

(a) For the purposes of this regulation, Executive Service shall denote the members of TEAMS who do not hold tenure or permanent status and who hold the title of Vice President.

(b) For the purposes of this regulation, a "new" employee is one not employed in TEAMS ~~or University Support Personnel System (USPS)~~ by the University at the time the department/unit makes the offer of employment.

(3) Non-reappointment by the University.

(a) TEAMS Employees in Initial Non-Exempt Appointments and Executive Service Appointments.

1. With the exception of appointments to Executive Service, a new TEAMS employee's initial appointment at the University to a non-exempt position shall be probationary and the employee may be terminated at any time without any requirement of notice and without rights of appeal.

2. Employees in TEAMS designated in the Executive Service serve at the will of the President, do not have tenure or permanent status, and have no expectation of appointment beyond the three (3) months' notice period set forth in subsection (c) below.

(b) TEAMS employees whose positions hold appointment modifiers of Provisional, Temporary, Time-Limited, or Probationary are not entitled to any notice of non-reappointment, and their employment ceases on the last day of the appointment unless the University issues a renewal of their appointment.

(c) Any other employee in TEAMS status shall be given three (3) months' written notice that his or her employment will end. The applicable three-month notice shall be calculated from the date of the notice to the date that employment will end without regard to an employee's appointment period.

(d) The decision to discontinue an appointment to a TEAMS employee shall not be based on constitutionally impermissible grounds.

(e) Following receipt of the notice of non-reappointment, a TEAMS employee may be reassigned to other duties and responsibilities or placed on administrative leave in accordance with University of Florida Regulation 1.201 for all or any part of the period from the notice to the end of employment, or in lieu of all or a portion of the notice period may be paid an amount, less withholding, equal to all or any part of the salary he or she would have received prior to the effective date of the end of employment as may be allowed under Florida law. Such reassignment will occur when it is determined by the University that such action best meets the employment needs of the department or unit. Regardless of a reassignment, the employee is entitled to the same amount of salary he or she received prior to reassignment until the effective date of the end of employment under the notice.

(f) No single multi-year appointment shall exceed five (5) years in duration. Any multi-year appointment issued by the University must be approved in advance of issuance and in writing by the President or designee or the Vice President or designee of the unit in which the employee is appointed.

(g) No appointment shall create any right, interest, or expectancy of continued employment. At any time during any appointment, TEAMS personnel may be non-renewed upon written notice that the appointment will not be renewed as stated above.

(h) Notice of non-reappointment should be made by certified mail with return receipt requested or hand-delivered.

Authority: BOG Regulation 1.001.

History: New 3-6-85, Formerly 6C1-3.57, Amended 7-1-96, 10-31-99, 6-27-02, 3-2-03, 7-19-05, 6-12-09 (BOT approval), Formerly 6C1-3.056, Amended 6-8-12, 3-22-13, 3-23-18 (technical changes only), [Amended 3- -2025](#).

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

3.062 General Personnel Policy for Technical, Executive, Administrative, and Managerial Support ~~and University Support Personnel System~~ Employees.

(1) General Information.

(a) University of Florida rules delineate the employment relationship between Technical, Administrative, and Managerial Support (TEAMS) ~~and University Support Personnel System (USPS)~~ staff ~~members~~ and the University of Florida. These rules describe certain rights, benefits and expectations that encourage professionalism, service, and contribution. Management retains all other rights and prerogatives in order to manage the University so that it may attain its mission.

(b) It is the policy of the University of Florida to make all appointments and promotions on the basis of merit and fitness and to provide equitable treatment regarding wages and salaries, employee benefits, hours and working conditions for all employees.

(c) In determining qualifications, it is recognized that the University is an Equal Opportunity Employer. It accepts its obligation as a member of the community at large to exercise a positive program of nondiscrimination in accordance with Regulation 1.006 in all areas of employment-recruitment, hiring, training, assigning, promoting, use of facilities and privileges. The cooperation of all administrative officers and other employees is expected and necessary in implementing this policy.

(d) The University of Florida Board of Trustees prescribes personnel rules for all University of Florida TEAMS, ~~USPS~~ and Other Personnel Services (OPS) employees. All

rules and policies or procedures arising from these University-wide rules shall be consistent with the relevant provisions of Federal and State law and the Constitution of the United States of America and the State of Florida.

(e) The President of the University, shall be responsible and accountable for administering the human resources programs. The President is authorized to delegate such responsibilities through University of Florida rules, written delegations, and the University of Florida Statement of Organization and Operation.

(f) The President or designee shall establish and maintain all policies, procedures, and records which are necessary to substantiate compliance with all laws and rules relating to employment.

Specific Authority: 1001.74(4), FS.

Law Implemented: 1001.74(19), FS.

History--New 1-7-03, 5-30-04. Formerly 6C1-3.062, Amended 7-10-23 (technical changes only), [Amended 3- -2025](#).

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

5.0764 College of Medicine Policy on Pharmaceutical, Medical Device, and
Biotechnology Industry Conflicts of Interest.

(1) Definitions. The following definitions apply to this regulation:

(a) “COM” means the University of Florida College of Medicine in Gainesville (the “COM-GNV”) and the University of Florida College of Medicine in Jacksonville (the “COM-JAX”).

(b) “COM personnel” means any employee or appointee of the University of Florida (whether full-time, part-time or courtesy), including but not limited to Academic Personnel (AP), Technical, Executive, Administrative and Managerial Support (TEAMS), ~~University Support Personnel System (USPS)~~, and Other Personnel Services (OPS) employees, who has a COM appointment. Academic Personnel are defined in University of Florida Regulation 7.003 and include without limitation faculty members, residents, fellows, graduate assistants and post-doctoral associates.

(c) “Gifts” mean anything accepted by COM personnel, or by another person on behalf of the COM personnel, when equal or greater payment is not given within 90 days of receipt. Gifts include, without limitation, food or beverages, transportation, lodging, parking, membership dues, admission fees, flowers, personal services, preferential rates or terms on a debt, loans, goods or services, forgiveness of a debt, and the use of real property. Any prohibition against gifts does not extend to gifts from a relative.

(d) “Industry” means pharmaceutical, medical device, biotechnology, hospital and research equipment supply industries and their representatives.

(e) “Industry-COM Conflict of Interest Committee” or “CIC” means the Industry Academic Relations Committee for COM personnel under the jurisdiction of the COM-GNV or the JAX Industry COM Conflict of Interest Committee for COM personnel under the jurisdiction of the COM-JAX. The compositions of the committees as well as the committee’s designees for any purposes set forth in this regulation are as set forth on the committees’ website at <https://hscj.ufl.edu/college-of-medicine/administrative-affairs/IARCommittee.aspx> and <https://hscj.ufl.edu/college-of-medicine/administrative-affairs/ConflictOfInterest.aspx>.

(f) “On-site” means facilities and grounds owned, operated or controlled by the University of Florida, the COM, or any affiliated patient-care facility.

(g) “Off-site” means facilities and grounds that do not fall under the definition of “On-site.”

(h) “Relative” means the spouse, domestic partner or fiancé of a COM personnel as well as the father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, grandfather, grandmother, great-grandfather, great-grandmother, grandchild, great-grandchild and the spouse, domestic partner, or fiancé of any of them, or any other natural person living in the same household as the COM personnel.

(i) “Speaker Bureaus” means any speaking engagement in which COM personnel are speaking on behalf of Industry as determined by the terms, conditions and intent of the agreement with the COM personnel when the following conditions apply: (i) the speech is not completely original to the COM personnel and all or part of the speech content is provided or dictated by or on behalf of Industry-- or (ii) the content of the speech is subject to Industry

approval.

(2) Introduction. COM personnel must pay particular attention to potential conflicts of interest in connection with Industry in order to protect the integrity of professional judgments and to preserve public trust in physicians, researchers and academic medical institutions.

(3) Applicability of Policy. The COM Policy on Pharmaceutical, Medical Device, and Biotechnology Industry, Conflicts of Interest (“COM Industry Conflicts Policy”) applies to all COM personnel. The policy is supplemental to and does not supersede the University of Florida’s policy regarding the disclosure of outside activities, financial interests and conflict of interest, which is applicable to all University of Florida employees as set forth in University of Florida Regulation 1.011.

(4) General Statement of Policy

(a) The goal of the COM Industry Conflicts Policy is to increase transparency respecting Industry interactions and to eliminate or mitigate conflicts of interest created by these interactions. All interactions between COM personnel and Industry must be consistent with the policy.

(b) All COM personnel must become familiar with the COM Industry Conflicts Policy and are expected to understand and adhere to it. The COM Industry Conflicts Policy covers the following gifts and activities and, as in effect at any particular time, is more fully set forth at https://coi.ufl.edu/wordpress/files/2021/12/COM_COI_Policy.pdf.

(5) To the extent of any conflict or ambiguity between this or another University Regulation and the policy posted at the referenced Web site, this and other University Regulations shall govern. It shall not be a conflict, however, that the posted policy merely imposes additional requirements and provides additional detail.

(a) COM personnel may not accept gifts from Industry regardless of the monetary value of the gift unless such a gift is specifically allowed under the COM Industry Conflicts Policy.

(b) COM personnel may not accept pharmaceutical samples and educational materials from Industry unless their acceptance is specifically allowed under the terms and conditions of the COM Industry Conflicts Policy.

(c) On-site access by Industry is restricted to areas open to the general public unless otherwise allowed under the COM Industry Conflicts Policy.

(d) Participation by COM Personnel in Continuing Medical Education (CME) and other educational activities is allowed only under the conditions set forth in the COM Industry Conflict Policy. The policy applies to both on-site and off-site educational activities and any training for or by Industry.

(e) COM Personnel participation in Industry-sponsored speakers bureaus is prohibited.

(f) Food/Entertainment

1. COM personnel may not accept meals or any other gifts of food for themselves or others if sponsored or provided by Industry unless allowed by the COM Industry Conflicts Policy. The Policy applies to both onsite and offsite food or entertainment.

2. Industry requesting to support the educational mission of the COM may provide educational grants and gifts to the University. Such grants and gifts will be placed in an appropriate University or University of Florida Foundation, Inc., account and monitored and distributed pursuant to applicable University and University of Florida Foundation, Inc., regulations, policies and procedures.

(g) No Ghostwriting. The professional presentations, books, articles, reports, or other materials, oral or written, of COM personnel must have appropriate authorship attribution.

(h) Scholarships/Fellowships. COM personnel may not accept scholarships or fellowships to support training initiatives from Industry. Scholarship and fellowship funds from Industry may be provided to the University of Florida or the University of Florida Foundation, Inc., as appropriate. Any such contribution or grant will be reviewed by the CIC or by the CIC's designee. There shall be no quid pro quo associated with such funding.

(6) Disclosure and Notification.

(a) Outside activities and financial interests must be reported pursuant to the requirements of University of Florida Regulation 1.011. COM personnel who have no outside activities or financial interests to report are required to provide an annual attestation to that effect.

(b) COM personnel who present formal lectures to students or residents of the University of Florida must disclose at any presentation all outside activities, financial interests and relationships with Industry that relate directly or indirectly to the subject matter of the presentation. Disclosures of such interests may be expected in other circumstances, such as to other COM personnel (including but not limited to residents and other trainees) and patients.

Authority: BOG Regulation 1.001.

History: New 6-8-12, Amended 3- -2025.

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

7.003 Academic Personnel Employment Plan: Academic Appointments, Types of Appointments, Appointment Status Modifiers, Academic-Administrative Classification Titles, and Faculty Award Titles.

(1) Academic Personnel (AP) Employment Plan.

(a) The University of Florida maintains a uniform employment plan for Academic Personnel of the University. As used herein “Academic Personnel” comprises the faculty, and certain graduate and professional student appointments, and excludes members of ~~the University Support Personnel System (USPS) and~~ Technical, Executive, Administrative and Managerial Support (TEAMS). The Academic Personnel Plan includes all authorized class titles and codes; the class specifications; employment and professional status modifiers; and instructions for implementing and maintaining the Academic Personnel Plan.

(b) The Academic Personnel classification consists of positions having the principal responsibility of teaching and/or research, extension and/or providing administrative functions directly related to the academic mission and accomplishment of the University goals. Only those appointments that are tenure eligible shall be considered tenure accruing appointments under University of Florida Regulation 7.019. Tenure ineligible appointments are not tenure-accruing.

(2) Academic Appointments. The academic appointees of the University shall consist of personnel holding the academic ranks of assistant professor, associate professor, professor or above, the equivalent in academic ranks in the instructional, research, or extension units or other

academic functions, and personnel holding other specialty faculty or student titles identified below. Equivalent faculty ranks may be granted in the scholar, scientist, engineer, and curator series.

(a) Academic Appointment Titles

1. Professor (Faculty title). Candidates for this faculty rank shall be qualified for the rank of associate professor and in addition, be a recognized national or international authority or an outstanding teacher in his or her field or specialization. A candidate for this rank must have a distinguished record of achievement beyond the level of associate professor. An appointee holding this title is tenure eligible unless the title is appropriately modified as set forth in subsection (4)(a) of this regulation.

2. Associate Professor (Faculty title). Candidates for this rank shall hold the highest degree appropriate to his or her field or possess professional qualifications in his or her field above those which would be equivalent to the highest degree appropriate to his or her field. He or she is expected to have produced creative work, professional writing, or research, and to have had successful teaching or professional experience. A candidate for this rank must have a distinguished record of achievement beyond the level of assistant professor. An appointee holding this title is tenure eligible unless the title is appropriately modified as set forth in subsection (4)(a) of this regulation.

3. Assistant Professor (Faculty title). Candidates for this rank shall hold the highest degree appropriate to his or her field or possess equivalent qualifications based on professional experience. A candidate shall be expected to demonstrate successful experience pertinent to the position for which he or she is being recommended and have demonstrated qualities pertinent to the goals of the academic unit in which he or she will be employed. An appointee holding this title is tenure eligible unless the title is appropriately modified as set forth in subsection (4)(a) of

this regulation.

4. Curator (Faculty titles). Candidates for these positions may be awarded in the following academic ranks (equivalent to Assistant Professor, Associate Professor and Professor): Assistant Curator, Associate Curator and Curator. Appointees holding these titles are tenure eligible unless the title is appropriately modified as set forth in subsection (4)(a) of this regulation.

5. Scientist/Scholar/Engineer Series (Faculty titles).

a. Candidates for these tenure ineligible faculty positions are individuals not normally involved in regular academic programs, but who are carrying out the equivalent faculty duties in research and/or cooperative extension programs which may be funded by external or temporary sources. The candidates in the following ranks shall have the same professional qualifications required of those faculty described in subparagraphs (2)(a)1-3 above: Scientist, Associate Scientist, Assistant Scientist; Scholar, Associate Scholar, Assistant Scholar; Engineer, Associate Engineer; Assistant Engineer.

b. Faculty holding these titles shall have no regular teaching duties. Teaching on an occasional basis is not precluded, but substantial teaching assignments will not be made.

6. University Librarian (Faculty titles). Candidates may be awarded these positions in the following academic ranks: Assistant University Librarian, Associate University Librarian, and University Librarian. Appointees holding these titles are tenure eligible unless the title is appropriately modified as set forth in subsection (4)(a) of this regulation.

7. Lecturer (Faculty titles). Candidates may be awarded these tenure ineligible faculty positions in the following academic ranks: Lecturer, Senior Lecturer, and Master Lecturer. Candidates shall have received the academic degree appropriate to the assignment of duties, or

equivalent experiences or accomplishments in the field may be substituted. Appointment as Senior Lecturer shall constitute a promotion from Lecturer and shall be based on additional experiences and/or accomplishments in the field and in assigned duties. Appointment as Master Lecturer shall constitute a promotion from Senior Lecturer and shall be based on additional experiences and/or accomplishments in the field and in assigned duties.

8. Developmental Research School Faculty Positions (Specialty Faculty titles). Candidates for the positions of P.K. Yonge (PKY) University Developmental Research School Instructor, PKY Assistant Professor, PKY Associate Professor and PKY Professor, in the department of the College of Education shall have at least a master's degree and shall have had at least three (3) years experience or relevant experience pertinent to the assigned position and shall hold a valid teacher's certificate appropriate to the assignment. These specialty faculty titles are not equivalent faculty ranks to those set forth in subparagraphs (2)(a)1-4 above. Eligibility and ineligibility for permanent status is described in University of Florida Regulation 7.025.

9. County Extension Agents I, II, III, IV (Extension Faculty titles). Candidates for these extension faculty positions shall hold a master's degree and/or possess other qualifying experience or accomplishments. Responsibilities include the development of long-range educational programs in the area of responsibility of the Florida Cooperative Extension Service in concert with the county in which the agent is employed. Eligibility requirements for these ranks and eligibility or ineligibility for the awarding of permanent status are described in University of Florida Regulation 7.025 and subsection (3) of University of Florida Regulation 6.009.

10. Assistant in, Associate in, and Senior Associate in (Specialty Faculty titles). Candidates for these tenure ineligible specialty faculty positions must hold a master's degree in a

field of specialization unless the administrator of the unit determines that experience and/or training is equivalent to the educational requirements. Authorship or co-authorship of significant publications in the field of specialization may be regarded as evidence of qualifying experience and training. The authority to grant a promotion from the rank of Assistant in to Associate in or from Associate in to Senior Associate in in the College of Law, IFAS, and the Health Center is delegated by the President to the appropriate Senior Vice President. Appointment as Associate in shall constitute a promotion from Assistant in and shall be based on additional qualifying education and/or experience and on accomplishments in performing assigned duties.

Appointment as Senior Associate in shall constitute a promotion from Associate in and shall be based on additional qualifying education and/or experience and on accomplishments in performing assigned duties.

11. Postdoctoral Associate (Specialty OPS title). The appointee shall have received the doctorate in a field appropriate to the assigned duties and responsibilities. This appointment is used when the individual renders compensable services to the University and is assigned specific duties and responsibilities. Such appointments are temporary, and appointees to these specialty OPS titles shall have no continuing contractual relationship with the University. Postdoctoral associates may be appointed for up to four (4) years. Appointments of the postdoctoral associate beyond four (4) years will acquire approval of the Senior Vice President of the area requesting the appointment.

(b) Postdoctoral Fellow. The appointee shall have received the doctorate in a field appropriate to the position offered. The appointment is for the individual's further experience in research and teaching and is generally limited to two (2) or three (3) years. To qualify for a fellowship exemption under the Federal income tax laws, no assigned duties and responsibilities

or services can be required other than those which are an integral part of the Fellow's program in research and teaching. Appointees to these positions shall have no continuing contractual relationship with the University.

(c) Student Titles – Graduate School Series.

1. All titles in this series shall be governed by the following criteria:

a. Appointees in this series must be properly registered and working toward a graduate degree through the Graduate School, and the appointee must meet the requirements set forth by the Graduate School.

b. The appointment may be for any desired percentage of full-time, and the assignment shall be commensurate with the percentage of time or the degree of effort of the appointment.

c. The appointment is not tenure eligible, is not a regular faculty appointment, and is temporary in nature, either because of the character of the project or assignment or, because upon completion of requirements for a degree, the appointee will not be offered re-appointment to the position. Appointees shall have no continuing contractual relationship with the University.

2. Senior Graduate Teaching or Research Associate. The appointee shall, as a minimum, have completed most of the work leading to a doctorate. Appointment to either of these positions represents a promotion from the position of Graduate Teaching or Research Associate.

3. Graduate Teaching or Research Associate. The appointee shall, as a minimum, have completed most of the work leading to a doctorate. Appointment to either of these positions represents a promotion from the position of Graduate Teaching or Research Assistant.

4. Graduate Teaching or Research Assistant. The appointee shall have completed

thirty (30) semester credits of graduate work. Appointment to either of these positions represents a promotion from the position of Graduate Assistant.

5. Graduate Assistant. The appointee is normally a beginning graduate student since “Graduate Assistant” is the lowest rank of graduate assistant positions.

(d) Student Titles – Professional School Series.

1. All titles in this series shall be governed by the following criteria:

a. The appointment may be for any desired percentage of full-time, and the assignment shall be commensurate with the percentage of time or the degree of effort of the appointment.

b. The appointment is not tenure eligible, is not a regular faculty appointment, and is temporary in nature, either because of the character of the project or assignment or because upon completion of degree requirements, the appointee will not be offered re-appointment to the position.

c. Appointees to these positions shall have no continuing contractual relationship with the University.

d. Appointees to positions identified by professional status modifiers “Medical”, “Dental Teaching” or “Legal Writing” must be registered students in the Colleges of Medicine, Dentistry, or Law, and such appointees must meet the standards of their respective colleges.

2. Medical or Dental Teaching or Research Associate, or Legal Writing Associate. Appointment to either one of these positions represents a promotion from the position of Medical or Dental Teaching or Research Assistant, or Legal Writing Assistant.

3. Medical or Dental Teaching or Research Assistant, or Legal Writing Assistant. The appointee shall have completed thirty (30) semester credits of graduate work.

4. Resident. The appointee serves as a member of the house staff or trainee of a

Health Center professional school. The appointee must be a graduate of an approved program or hold a terminal degree appropriate for the appointment and be enrolled in the respective training within his or her selected area of specialization. The term "intern" usually refers to a resident in the first year of postgraduate work in the involved specialty. Notwithstanding the foregoing, in the College of Veterinary Medicine an "Intern" is a participant in a one-year program. An Intern in the College of Veterinary Medicine must hold a veterinary degree and be a graduate of an accredited veterinary school. A "Resident" in the College of Veterinary Medicine must hold a veterinary degree, be a graduate of an accredited school, and have performed an internship or have equivalent experience in private practice.

(3) Types of Appointments. Appointments are classified with respect to duration of time and degree of effort as follows:

(a) Duration of time.

1. Continuing - those appointments for periods of no more than a twelve- (12) month period (July 1 - June 30) but at least thirty-nine (39) weeks beginning with the Fall or Summer term.

2. Temporary - those appointments for a period of time of less than thirty-nine (39) weeks of an academic year, or for a specific or limited period of time. If an appointment is temporary, the contract or letter of appointment shall so state and notice of non-renewal of such an appointment is not required.

3. Multi-year or Term - those appointments for a fixed term as indicated in the employment offer and contract. The multi-year or term contract cannot exceed five (5) years. Persons with such appointments shall not be entitled to any notice of the ending of employment during the term or at the end of the specified multi-year or term appointment. The appointment shall automatically expire at the end of the specified multi-year period, and no further notice of

cessation of employment is required. The appointment shall not be tenured, permanent status, tenure eligible or permanent status accruing or eligible.

(b) Degree of Effort.

1. Full-time - the utilization of effort considered to be the normal or standard amount required during a given time period, equivalent to 100% or 1.00 FTE.

2. Part-time - the utilization of effort considered less than customary or standard during a given time period, equivalent to less than 100% or less than 1.00 FTE or, appointments for less than thirty-nine (39) weeks. It includes either working less than 100% of the time through an academic or calendar year or working full-time for less than the full number of terms in the academic year.

(4) Appointment Status Modifiers. A modifier defines certain conditions of an appointment and is, unless otherwise noted, to be included in the title.

(a) Faculty appointments which include the appointment status modifiers listed below are not eligible for tenure or permanent status.

1. The University shall notify the appointee in writing of the duties and responsibilities and the tenure or permanent status eligibility of the position at the time of the appointment.

2. Appointees whose faculty titles include status modifiers shall be considered members of the department for the term of the appointment and for the purpose of the assignment of duties and responsibilities. At the option of the departmental faculty the appointees may also attend, speak, and/or vote on departmental matters subject to the policy of the department, college, and/or University.

3. These appointments, with the exception of the "emeritus" status, will be reviewed by the appropriate department annually.

4. Acting. (Modifier for administrative title). This modifier applies to a temporary appointment to fill a vacancy at an administrative level. The appointee may or may not receive compensation as a result of these temporary duties dependent on the nature of the new duties and of the previous responsibilities. Refer to subsection (5) below for a description of the academic-administrative classification.

5. Adjunct. This modifier applies to temporary appointments extended to persons of satisfactory professional qualifications who perform temporary teaching, research, or extension functions in connection with established programs. Such persons are appointed for one (1) academic term at a time and possess no continuing contractual relationship with the University. Persons with adjunct appointments may not be employed for more than fifty percent (50%) of the time throughout an academic year, or full-time for more than twenty-six (26) weeks of a fiscal year, unless approved by the Office of Academic Affairs based on the needs of the unit at the time approval is granted.

6. Affiliate or Joint. These modifiers apply to persons paid or holding appointments in a department or unit of the University who participate in another department or unit such as (joint) teaching and/or supervision of graduate students and/or research or extension on a regular or infrequent (affiliate) basis. A majority vote of the departmental faculty is required in the secondary department(s) to award such status. An affiliate appointment is not tenure eligible in the secondary department(s). Joint appointments may be tenure eligible. The rights and privileges of affiliate appointees in the department should be made clear to them at the time of appointment. Affiliate faculty members normally will be reviewed by the departments annually and such appointments may be altered or terminated at any time.

7. Clinical. The faculty modifier "Clinical" applies to persons of professional

qualifications who perform teaching, research, service or extension functions in a clinical environment, in connection with an established program of the University. The faculty modifier “Clinical Hospitalist” applies to persons who perform teaching, research, and service functions in a hospital as hospitalists. Appointees to a faculty position modified by “clinical” shall not be eligible for tenure.

8. Of Practice. The modifier “Of Practice” may be used in conjunction with the faculty title “Professor” for senior faculty appointments. Candidates for this tenure-ineligible faculty rank shall hold the highest degree appropriate to the field or possess equivalent qualifications based on professional experience. A candidate for this field-specific rank shall be expected to demonstrate a national or international record of distinction in non-academic achievement pertinent to the position and have demonstrated applied and practical professional experience relevant to the goals of the academic unit in which she or he will be employed. This position will require ongoing professional engagement in the candidate’s practice field, including maintaining professional credentials, and contributions to research, teaching and service within and outside the University. It may not be used with the modifiers “Research” or “Clinical.”

9. Emeritus (Modifier for Faculty title). Faculty members, academic administrators, and such other officers of the University as the President may designate shall become eligible for the title "Emeritus" in connection with their faculty rank when they retire. The title is to be conferred in recognition of meritorious service, and it shall entail continued campus courtesies, under the same conditions as required for active faculty and administrators, including parking, use of the library and recreation facilities, admission to athletics and cultural events, receipt of such publications as are sent to regular faculty members and members of the Alumni Association, participation in contract and grant endeavors, and participation in academic

convocations. Consideration for this title shall be accomplished prior to the faculty member's retirement although the Provost may permit consideration following retirement in exceptional circumstances. The names of all eligible nominees shall be submitted by the chairperson or director to the faculty for a departmental or school vote. The departmental or school vote shall accompany the submission of the nomination to the President from the department or school, the chairperson or director, and the dean or Provost. The President or designee will make the final determination and notify the Office of Academic Affairs.

10. Provisional. This modifier applies to the appointment of a person who is not fully qualified for an academic rank but who expects to acquire such qualification in a short period of time. Such appointments do not carry eligibility for tenure or permanent status during the duration of the appointment, and persons holding such appointments have no continuing contractual relationship with the University. The appointment may not be extended beyond one (1) year except in the case of a provisional assistant professor or equivalent whose appointment can be extended for one (1) additional year.

11. Visiting. This modifier applies to appointments extended to qualified persons who are not expected to be available for more than limited periods of time, or to appointments to positions which are not expected to be available for more than a limited period of time. This appointment is not eligible for tenure or permanent status. The title shall not be held for more than four (4) years or the equivalent in proportional time unless approved by the Office of Academic Affairs based on the qualifications of the appointee and the needs of the unit.

12. Courtesy/Honorary/Affiliated Clinical/Industry - These modifiers apply to persons having the appropriate professional qualifications or having distinction and honor in his or her field who are appointed without compensation to a department, center or unit faculty. The

“Industry” modifier may also be used for persons from industry who are paid with Other Personnel Services (OPS) funds only. Persons appointed with this status may or may not be otherwise affiliated with the University. This appointment is not eligible for tenure or permanent status. The “Affiliated Clinical” modifier is to be used for appointments in the Health Science Center only. Promotion shall be based on the credentials of the appointee and the recommendation of the faculty and administrators of the department, college and unit, as appropriate. Requests for promotion are submitted to the Office of Academic Affairs for final review and approval.

13. Research or Extension. This modifier may be used in those instances where a person holding professional rank is primarily engaged in research or extension. This appointment is not eligible for tenure or permanent status.

14. Program. This modifier may be used in those instances where a person holding professional rank is primarily engaged in Florida Cooperative Extension Service work and is funded through non-appropriated sources. This appointment is not eligible for tenure or permanent status.

15. Multi-year or Term. The modifiers “Multi-year” or “Term” are to be applied to faculty who are appointed and employed for a fixed term, unless terminated for cause, as indicated in the employment offer and contract. A multi-year or term contract cannot exceed five (5) years. The use of the modifier “Multi-year” or the modifier “Term” means that the appointment, whatever the faculty title or rank, is not a tenured, permanent status, tenure eligible or permanent status eligible or accruing appointment.

(b) Professional status and student modifiers may be used to describe the professional school or area or the position filled by a student as described in paragraphs (2)(c) and (2)(d)

above. Appointees should be advised of the duties and responsibilities and the duration of such appointments and any special conditions required.

(5) Academic-Administrative Classification Titles. (Administrative/Faculty Title).

(a) Faculty appointed to serve in administrative positions, such as vice presidents, deans, directors, or department chairpersons, shall retain the rights and privileges afforded to them by their faculty rank. The following provisions shall apply to faculty members who are appointed to administrative positions.

1. Faculty appointed to serve in these administrative appointments shall not be eligible for tenure or permanent status in the administrative appointments. Tenure or permanent status shall not be granted in an administrative classification.

2. Tenure or permanent status granted to any faculty member prior to or during any such administrative appointment shall be retained only in the faculty rank in which it was granted. Any tenure or permanent status consideration during such appointment shall be based on the teaching, research, extension and service duties of the faculty member rather than the administrative portion of the assignment and on the University's criteria for tenure and promotion. Upon the cessation of such appointment, the faculty member shall be entitled to reassignment to the same or similar position in which tenure or permanent status was granted or held (or would normally have been granted or held) in the faculty member's current faculty rank.

3. Non-tenured and non-permanent status faculty who are appointed to serve in such administrative appointments shall be entitled to written notice of non-renewal if they are not to be offered further employment with the University.

4. Non-tenured faculty in tenure-accruing positions and non-permanent status faculty in permanent status-accruing positions who are appointed to serve in such administrative

appointments shall accrue time toward tenure or permanent status only in their academic rank during such appointment. Appointees shall be advised in writing of the tenure or permanent status-earning eligibility of the faculty appointment at the time of the initial appointment in the academic-administrative classification.

(b) A faculty member holding an administrative position may be removed or reassigned to other institutional duties at any time during the term of the appointment and the salary rate and appointment period shall be established to reflect the new responsibilities. Such removal or reassignment shall be discussed with the faculty member at such time and, if appropriate, with administrators of other departments or units affected.

(c) The change in the appointment status normally shall be submitted through the appropriate administrative channels to the Office of Academic Affairs for approval.

(d) Faculty appointed to serve in administrative positions shall have no right to continue appointment in such classifications or positions beyond the term of the appointment period. An appointment term shall automatically expire at the end of the contractual period [twelve (12) months or nine (9) months or in the case of the University Laboratory School, ten (10) months] or on June 30, whichever occurs first. Such appointments are subject to annual renewal in accordance with University of Florida Regulation 7.004(3) and notice of non-renewal shall not be required for the administrative appointment.

(6) Faculty Award Titles.

(a) Eminent Scholar, endowed chair programs, and Clinical Eminent Scholar.

1. The title Eminent Scholar may be granted to a tenure eligible faculty member in the endowed chair program. The criteria for the title of Eminent Scholar in the endowed chair program shall be developed by the dean of the recipient's college in consultation with faculty

members. Such criteria shall include, but not be limited to, an outstanding professional reputation and outstanding contribution of scholarly activities. Eminent Scholar is a title only and shall not be considered a promotional rank.

2. University faculty members whose performance meets the criteria of an established endowment are eligible for consideration for the endowed chair program. The decision concerning the recipient of an endowed chair rests with the administration of the academic college or unit in consultation with the faculty members of that college or unit.

3. The title of Clinical Eminent Scholar may be granted to a tenure ineligible faculty member. The criteria for granting the title of Clinical Eminent Scholar shall be developed by the Dean of the recipient's college in consultation with faculty members. Such criteria shall include, but not be limited to, an outstanding professional reputation and outstanding contribution of scholarly activities. Clinical Eminent Scholar is a title only and shall not be considered a promotional rank.

4. The Eminent Scholar and endowed chair programs may be evaluated on an annual basis using recognized academic standards, and each college or unit will be responsible for submitting a report on each Eminent Scholar and Clinical Eminent Scholar and the endowed professorship programs upon request of the Provost or President.

(b) Graduate Research Professor (Faculty title). The title of Graduate Research Professor was awarded to recognize outstanding accomplishment and an international reputation in teaching and research. This title is no longer awarded.

(c) Distinguished Service Professors and Research Curators (Faculty titles). The title of Distinguished Service Professor was awarded to recognize outstanding accomplishment in teaching, extension, or service while at the University. The title of Distinguished Research

Curator was used to recognize outstanding accomplishments in research, service, and, where applicable teaching, in either the Florida Museum of Natural History or the University libraries. These titles are no longer awarded.

(d) Distinguished Professor and Distinguished Curator (Faculty titles) - These titles are awarded to tenured faculty holding the rank of Professor or Curator to recognize a distinguished and exceptional record of achievement beyond the level of Professor or Curator that is recognized both nationally and internationally. An exceptional record of achievement is one that places the candidate at the top of the discipline in research, as defined in University of Florida Regulation 7.019, with distinction in the areas of teaching and service as also defined in that regulation. Distinguished Professor is a title only and shall not be considered a promotional rank. Recommendations for the award of the title of Distinguished Professor are processed under the same procedures used for the recommendation for promotion under University of Florida Regulation 7.019, except that nomination for this award is to be initiated by the appropriate college dean or equivalent administrator. Candidates may not be self-nominated.

Authority: BOG Regulation 1.001.

History--New 12-9-75, Amended 8-15-78, 8-19-79, Formerly 6C1-7.05, 7.06, 7.08, 7.12, FAC, 3-26-80, 5-14-85, Formerly 6C1-7.03, Amended 4-30-95, 7-17-97, 6-28-98, 6-15-99, 6-21-00, 3-12-03, 6-3-03, 3-17-09, 6-12-09, Formerly 6C1-7.003, Amended 3-16-10, 3-17-11, 3-22-13, 4-3-15, 4-1-16; 8-31-22 (technical changes only), Amended 3-__-2025.

NOTICE OF PROPOSED REGULATION REPEAL(S)

Date: March 13, 2025

REGULATION TITLE:

See Attachment "A".

REGULATION NO.:

See Attachment "A".

SUMMARY: UF Human Resources proposes to repeal regulations 3.045, 3.047, 3.058, and 3.059. These regulations in their entirety are related to a UF employee classification title, University Support Personnel System (USPS), that is no longer active. Therefore, these regulations are obsolete and unnecessary and should be repealed.

AUTHORITY: See Attachment "A"

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

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

NAME OF PERSON WHO APPROVED THE PROPOSED REGULATION REPEAL(S):
Melissa Curry, Vice President of UF Human Resources

THE FULL TEXT OF THE PROPOSED REGULATION REPEAL(S) ARE ATTACHED TO THIS NOTICE.

Attachment “A”

Regulation Number	Regulation Title	Authority
3.045	University Support Personnel System (USPS) Predetermination and Arbitration Appeal Procedures for Employees with Permanent Status	BOG Regulation 1.001
3.047	University Support Personnel System; Disciplinary Procedures	Specific Authority: 1001.74(4), 1012.92(1), (3) FS. Law Implemented: 1001.74(19), 1012.92 FS.
3.058	University Complaint Procedure for University Support Personnel System Employees	BOG Regulation 1.001
3.059	Pay Upon Appointment and Probationary Status After Promotion; University Support Personnel System Employees	BOG Regulation 1.001

~~REGULATIONS OF THE
UNIVERSITY OF FLORIDA~~

~~3.045 University Support Personnel System (USPS) Predetermination and Arbitration
Appeal Procedures for Employees with Permanent Status.~~

~~(1) — Predetermination procedures for USPS employees with permanent status.~~

~~(a) — Written Notice — Prior to the dismissal, suspension, or disciplinary reduction in
pay of a permanent employee, the University shall give the employee written notice as
follows:~~

~~1. — The employee shall be given written notice of the proposed action at least five
(5) days prior to the date the action is to be taken.~~

~~2. — If the employee is available, the notice shall be hand delivered to the
employee and the employee shall acknowledge receipt. Otherwise, the notice shall be
mailed to the employee by certified mail, return receipt requested. The mailed notice shall
be considered received by the employee even if refused or ignored.~~

~~(b) — Contents of Notice — The notice shall be signed by the person authorized to
make the final decision or his or her designated representative and shall include the following:~~

~~1. — The effective date of the University's proposed final action;~~

~~2. — The specific charges or reasons for the action;~~

~~3. — A list of documents on which the charges or other reasons are based; and
a statement that documents shall be available to the employee upon request;~~

~~4. — A statement that the employee may, within two (2) workdays of receipt of the
notice, submit a request in writing for a conference at which the employee may make an oral~~

~~or written statement, or both, to the University to refute or explain the charges or reasons for the action; and the name, address, and telephone number of the person to whom the request for a conference shall be directed;~~

~~5. — A statement that the requested conference must be held prior to the proposed effective date of the action, at a time and place determined by the University, normally during regular business hours, and that the employee may bring a representative to advise and assist;~~

~~6. — A statement that the University of Florida desires to reduce the risk of error in taking the action against the employee and to avoid damaging the employee's reputation by untrue or erroneous charges, and therefore, the University is interested in receiving and considering the employee response; and~~

~~7. — A copy or summary of the predetermination procedures shall be enclosed with the notice.~~

~~(e) — Conference — If a conference is requested by the employee, it must be conducted by the person(s) authorized to make the final decision or his or her designated representative(s) as follows:~~

~~1. — The person(s) conducting the conference shall convene the conference at the time and place set by the University and shall identify all participants. He or she shall explain that the purpose of the conference is to hear the employee's response to the charges in order to protect the employee from erroneous or arbitrary adverse action, to afford the University an opportunity to reevaluate its position after reviewing the information presented by the employee, and to thereafter affirm or alter the disciplinary action as may be warranted.~~

~~2. — The conference shall be informal and shall not be in the nature of an evidentiary~~

hearing. The employee may bring a representative to assist or advise him or her, but discovery, cross-examination, and similar legal procedures are not permissible.

3. — The employee shall be permitted to submit relevant information, orally or in writing, or both, with the privilege being reserved to the University of Florida to give such information the weight it deems proper. The employee shall be informed that if he or she chooses to make no response, the University of Florida will proceed on the basis of the best information it can obtain without such response.

4. — After the conference is conducted, the employee shall be notified, as soon as practicable, that the proposed final action will be effective on a specific date, that the proposed final action has been revised, or that no action will occur.

(d) — Decision — After the conference, if the University determines that it will proceed with the reduction in pay, suspension, or dismissal of the employee, the employee shall be notified in writing by personal delivery or by certified mail, return receipt requested, within five (5) workdays from the date the action is effective, of the employee's right to appeal to an arbitrator under subsection (2) below. If the employee occupies a position included in a certified bargaining unit, the employee shall be further notified that he or she may, in the alternative, use the unit's grievance procedures as provided in the applicable collective bargaining agreement.

(e) — During the period between the first notice and the effective date of the action, one of the following options shall be used by the University: retain the employee in his or her usual duties; temporarily assign the employee to other duties; place the employee on vacation leave; or place the employee on administrative leave.

(f) — Extraordinary Situations.

~~1. — The President or President's designee shall immediately suspend an employee from performance of his or her duties when the President or designee has reason to believe that the employee's presence on the job would adversely affect the functioning of the University or would jeopardize the safety or welfare of other employees. The President or designee shall determine whether a suspension shall be with or without pay based on the severity of the misconduct and the threat to safety.~~

~~2. — If oral notice is given, written notice of such action, and the reasons therefore, must be furnished to the employee within twenty-four (24) hours.~~

~~3. — Written notice in an extraordinary situation shall include a statement of the reasons for such action and shall be sent by certified mail, return receipt requested, or hand delivered and the employee shall acknowledge receipt.~~

~~4. — Notice of a suspension or dismissal shall include a statement that the employee has a right to appeal to an arbitrator under subsection (2) below.~~

~~(1) — USPS Arbitration Appeal Procedures.~~

~~(a) — An employee who has earned permanent status in his or her current classification shall have the right to appeal to an arbitrator any suspension, dismissal, layoff, demotion with reduction in pay, job abandonment, or reduction in pay, provided that the employee has not signed a statement indicating the action was voluntary. An employee whose position is classified to a lower class shall have the right to appeal only the reduction in pay, if any, that has occurred as a result of the demotion appointment.~~

~~1. — If an employee requests an arbitration, the employee shall, within ten (10) working days after the receipt of notice of the employment action from the University, file with Human Resource Services a completed Arbitration Request Form. This form is~~

~~incorporated by reference and is titled Arbitration Request Form, arb-req Rev. 2/04, and can be obtained from the Office of Employee Relations, Human Resource Services, 903 West University Avenue, Gainesville, Florida. A copy of the form must also be filed with the President or designee and the employee's immediate supervisor.~~

~~2. — Failure to initiate an arbitration request within the time limits prescribed shall be deemed a waiver of the right to arbitration. In the event of a question regarding timeliness of any notice, the date of receipt if transmitted in person, or the postmark if transmitted by mail, shall be determinative.~~

~~3. — After the Request for Arbitration has been received, the Vice President for Human Resource Services will determine whether the request has been filed in accordance with the provisions of this section and shall notify the employee or his or her representative, the Dean or Director, and the Vice President responsible for the college, major budgetary unit, or administrative unit in which the grievant is employed of this determination. Additionally, the employee will be mailed a copy of this regulation.~~

~~4. — The Vice President responsible for the college, major budgetary unit or administrative unit in which the grievant is employed, or the Vice President's designee, shall serve as the University representative in the arbitration.~~

~~5. — The Vice President for Human Resource Services shall select an arbitrator on a rotational basis from an odd-numbered panel of at least seven (7) arbitrators maintained by the University and shall notify the University representative and the employee or his or her representative of the arbitrator selected. If the parties do not agree on the arbitrator selected, the selection shall be made by alternately striking names from the panel. The right of first strike shall be determined by a coin toss. The employee will receive notice of the~~

~~identity of the arbitrator selected and may request disqualification of the arbitrator based on cause within five (5) days of receipt of the notice. Cause is present when it appears the arbitrator was chosen through corruption, fraud, or other undue means.~~

~~6.—When an action is both appealable under this regulation and grievable under a collective bargaining agreement, the employee shall have the option of using either procedure. The filing of the arbitration request form constitutes a waiver of any rights to review of the matter under an applicable collective bargaining agreement, Chapter 120, Fla. Stat., or other University review procedures. If the employee seeks a review of a matter in an alternative forum after requesting arbitration under this regulation or fails to appear at the scheduled arbitration hearing, the University shall have no obligation to proceed further.~~

~~(b)—Fees and Expenses.~~

~~1.—All reasonable fees and expenses for the arbitrator will be paid by the University.~~

~~2.—The party desiring a transcript of the arbitration proceedings shall provide written notice to the other party of its intention to have a transcript of the arbitration made at least one(1) week prior to the date of the arbitration and shall be responsible for scheduling a reporter to record the proceedings. The parties shall share equally the appearance fee of the reporter and the cost of obtaining an original transcript and one (1) copy for the party originally requesting a transcript of the proceeding. The requesting party shall, at its expense, photocopy the copy of the transcript received from the reporter and deliver the photocopy to the other party within five (5) calendar days after receiving the copy of the transcript from the reporter.~~

~~(c)—The employee may self represent or be represented. However, if the employee seeks to be represented by an employee organization, then the employee must follow the~~

~~grievance procedures of the applicable collective bargaining agreement. If the employee elects to be represented, the employee must deliver or send to the Vice President for Human Resource Services within five (5) working days after filing an Arbitration Request form, a written statement indicating the name, address, telephone number and qualifications of the representative and confirming that the employee as well as the representative will be present during the arbitration hearing, and that the employee agrees to this representation.~~

~~(d) — If the aggrieved employee participates during working hours in the arbitration, the employee's compensation will not be affected by the time spent at the arbitration hearing. The employee must notify the immediate supervisor seven (7) days in advance of the anticipated absence. An employee will not be permitted to prepare the case during working hours.~~

~~(e) — Hearing.~~

~~1. — The arbitrator shall hold the hearing in the City of Gainesville, unless otherwise agreed by the parties. The hearing shall commence within thirty (30) working days of the arbitrator's acceptance of selection, or as soon thereafter as is practicable. Arbitration proceedings shall be conducted in accordance with this regulation, supplemented by the Labor Arbitration Rules, published by the American Arbitration Association, as Amended and Effective on August 1, 2007.~~

~~2. — Within thirty (30) working days, the arbitrator shall issue to the University and the employee a written order which may affirm, reverse, or alter the decision of the University.~~

~~3. — The employee and the University agree that the decision of the arbitrator shall be final and binding on both parties. No judicial review of the arbitration order is available~~

~~except as provided by Chapter 682, Fla. Stat.~~

~~(f) Authority of the Arbitrator.~~

~~1. The arbitrator shall neither add to, subtract from, modify, or alter the provisions of University regulations, policies, or procedures, or an applicable collective bargaining agreement. Arbitration shall be confined solely to the application and/or interpretation of those provisions and limited to the matters in the Request for Arbitration Form submitted for arbitration. No statements of opinion or conclusions not essential to the determination of the matters submitted shall be permitted. The arbitrator shall not review managerial decisions other than to ensure that such actions are in accordance with the applicable procedures under review. In the case of suspension, dismissal, and reduction in pay taken as a disciplinary action, the arbitrator shall determine whether there is just cause for such action.~~

~~2. Where an administrator has made a judgment involving the exercise of discretion, such as decisions regarding non-reappointment, assignment, or severity of disciplinary action, the arbitrator shall not substitute the arbitrator's judgment for that of the administrator. Nor shall the arbitrator review such decision except for the purpose of determining whether the decision has violated these regulations.~~

~~3. The burden of proof shall be on the employee in layoff, demotion, reduction in pay, and relocation actions when not taken as a disciplinary action and in job abandonment. The burden of proof shall be on the employer in suspension, dismissal, demotion, and reductions in pay when taken as disciplinary actions.~~

~~4. The arbitrator's order and award may reinstate an employee, with or without back pay. The back pay award shall not exceed the amount of pay the employee would otherwise have earned at the employee's regular rate of pay and shall not be retroactive to a~~

~~date earlier than the date of the occurrence of the event giving rise to the action at issue. In no situation will the award exceed the actual loss to the employee or provide attorney fees to either party.~~

~~5. — The arbitrator may not award other monetary damages or penalties.~~

~~6. — The arbitrator may reduce a dismissal to a suspension for such time as the arbitrator may fix, or reduce the period of suspension, which order shall be binding on the University and employee concerned.~~

~~(g) — Arbitrability. Issues of arbitrability shall be bifurcated from the substantive issue(s) and, whenever possible, determined by means of a hearing conducted by conference call. The arbitrator shall have ten (10) days from the hearing to render a decision on arbitrability. If the issue is judged to be arbitrable, an arbitrator shall then be selected to hear the substantive issues, in accordance with the provisions of paragraph (2)(e) above.~~

~~Authority: BOG Regulation 1.001.~~

~~History: New 5-1-96, Amended 3-2-03, 12-31-03, 5-30-04, Formerly 6C1-3.045, Amended 3-16-10 (technical changes only), Amended 3-17-17.~~

RULES OF REGULATIONS OF THE
UNIVERSITY OF FLORIDA

~~6C1-3.047 Finance and Administration; University Support Personnel
System; Disciplinary Procedures.~~

~~(1) — The University of Florida shall administer standards for performance and conduct to ensure timely and equitable disposition of disciplinary problems. Discipline ranging from oral reprimands to dismissal can be imposed for just cause as defined in Rule 6C1-Regulation 3.046(1), F.A.C.~~

~~(2) — The University of Florida has adopted the following standards which that shall govern the manner and extent to which disciplinary action is taken. Levels of penalties are dependent upon the seriousness of the offense and any aggravating or mitigating circumstances, or as otherwise required by law. The concept of progressive discipline is endorsed dependent upon the offense. Each situation is assessed on a case-by-case basis, however, the University shall consider other discipline-related offenses collectively when in the best interest of the University of Florida. Appropriate disciplinary penalties include: oral reprimand, written reprimand, suspension without pay, or dismissal.~~

~~(3) — STANDARDS FOR PERFORMANCE AND CONDUCT.~~

~~(a) — Unsatisfactory Attendance. Unsatisfactory attendance includes: failure to obtain approval prior to any absence from work except in the case of proven emergency, failure to notify or call during an absence, an attendance record of recurring absences even if the majority of absences were necessary and/or excused, a pattern of absences, and tardiness.~~

~~(b) — Misconduct. Conduct, on or off working hours, that adversely affects the~~

~~employee's ability to perform his or her duties, or which adversely affects the University's ability to carry out its assigned mission. Misconduct may include but is not limited to: sexual harassment, threatening and/or abusive language, theft, fighting, falsification, insubordination, horseplay, possession, use, and/or distribution of non-prescribed drugs, possession or use of firearms, conviction of a crime, drinking on the job or reporting to work under the influence of alcohol or drugs, improper use of state property, leaving work area without permission, loafing, sabotage, sleeping on duty, strike or concerted activity, unauthorized solicitation, violation of safety practices, disruptive conduct, failure to follow instruction and retaliation.~~

~~(c) — Negligence. The failure to use ordinary or reasonable care in, or the omission of or inattention to, the performance of assigned duties. Negligence is synonymous with carelessness, lack of care and lack of attention.~~

~~(d) — Violation of provision of law, university rule, or departmental policy, procedure, or practice that is either verbal, written, or understood.~~

~~(4) — If a USPS employee enrolls in TEAMS while having work performance and/or disciplinary issues, corrective actions shall continue in the new pay plan.~~

Specific Authority: BOG Regulation 1001.74(4), 1012.92(1), (3) FS.

Law Implemented 1001.74(19), 1012.92 FS.

History: New 8-26-81, Formerly 6C1-3.19, Amended 3-6-85, 5-14-85, Formerly 6C1-3.47, Amended 2-9-87, 5-21-89, 6-28-98, 10-31-99, 6-27-02, 2-3-03, 7-19-05. Formerly 6C1-3.047.

~~REGULATIONS OF THE
UNIVERSITY OF FLORIDA~~

~~3.058—University Complaint Procedure for University Support Personnel System
Employees.~~

~~(1)—General Information.~~

~~(a)—The purpose of this regulation is to establish a prompt and efficient procedure for
addressing employee complaints by University Support Personnel System (USPS) employees.~~

~~(b)—The primary objective of the complaint procedure is to maintain sound employee
relations. This process allows employees to bring complaints to the attention of management
with the assurance that they will receive a review and be accorded fair and equitable treatment
without regard to race, creed, color, sex, sexual orientation, religion, national origin, political
opinions or affiliations, age, genetic information, veteran status as protected under the Vietnam
Era Veterans' Readjustment Assistance Act, disability, or marital status.~~

~~(c)—A permanent status employee may file a complaint concerning employment or
alleging that the University failed to comply with the University complaint procedure and
request specific action by the appropriate university official.~~

~~(d)—A USPS employee who does not have permanent status may file a complaint
concerning only nondisciplinary matters affecting the employee's terms and conditions of
employment with the immediate supervisor and, finally, the next level supervisor. The USPS
Complaint Form, DHR-USPS/CF-12/02 which is incorporated herein by reference, developed
and maintained by Human Resource Services, 903 West University Avenue, Post Office Box
115002, Gainesville, Florida 32611.~~

~~(2) — Definitions:~~

~~(a) — The term “complaint,” for the purposes of this process, is defined as an allegation made by the employee that any condition affecting the employee’s terms and conditions of employment is unjust, inequitable, or creates a problem. An employee shall not have the right to file a complaint concerning evaluations of performance unless the employee alleges that the evaluation is based on factors other than performance.~~

~~(b) — The term “complainant” shall mean a USPS employee who has been directly affected by an act or omission of the University or its representative and who has filed a complaint under this process.~~

~~(c) — The complaint procedure is an informal, non-adversarial, in-house means of addressing employee complaints. Complaints will not be processed which that are or become the subject of any other administrative or judicial proceeding will not be processed.~~

~~(d) — The arbitration appeal process covers suspensions, reductions in pay, transfers, layoffs, demotions with a reduction in pay, job abandonment, and dismissals. These actions are not subject to the complaint procedure.~~

~~(e) — The vice president responsible for the area in which the complainant is employed and/or the Vice President for Human Resource Services or designee has been designated to resolve complaints on behalf of the University.~~

~~(3) — Time Limits:~~

~~(a) — A complaint shall be filed no later than ten (10) working days from the date that the complainant knew or should have known of the act or omission about which the complaint is being made.~~

~~(b) — All time limits contained in the complaint procedure may be extended by mutual~~

agreement of the parties. An extension should be freely granted unless to do so would impede the resolution of the complaint.

~~(c) — Upon the failure of the complainant to file a complaint within the time limits provided in this procedure or any extension thereof, the complaint shall be deemed to have been resolved at the prior step.~~

~~(d) — The term “days” shall mean working days.~~

~~(4) — Step One: Oral Discussion with Supervisor: An employee may informally present a complaint to the employee’s supervisor for discussion, consideration, and resolution within ten (10) working days from the date that the complainant knew or should have known of the act or omission about which the complaint is being made. Informal resolution is encouraged and a written complaint should only be filed after an informal resolution has proven unsuccessful. The supervisor should respond to the employee within ten (10) working days from the date of the discussion.~~

~~(5) — Step Two: Department Head Review.~~

~~(a) — If the employee is not satisfied with the Step One decision, the employee may present a written complaint to the administrative head of the employee’s department within ten (10) working days from receipt of oral reply from the employee’s supervisor. A copy of the written complaint shall be furnished to the employee relations manager assigned to the area. The written complaint should be clear, concise, and specifically detail what action is requested to resolve the complaint. Complaint resolutions which that are beyond the reasonable control of the University shall be denied.~~

~~(b) — The administrative head of the employee’s department, generally the director or a designee, will arrange for a meeting with the employee. The department head determines the~~

~~scope of the review of the complaint and will decide if consultation with others is appropriate. The department head will provide a written response to the complainant within twenty (20) working days from the receipt of the written complaint.~~

~~(6) — Step Three: Final Decision by Vice President. If the employee is not satisfied with the Step Two decision, a written request for review may be made through the employee relations manager to the vice president for the area in which the complainant is employed. The request for review must be made within ten (10) working days from the date of the receipt of the written response in Step Two. A copy of the request should also be provided to the department head. The vice president will review the written record and furnish a decision in writing to the employee within twenty (20) working days from the date of receipt of the complaint. A review of the written record is sufficient and no meeting is required. The decision of the vice president, or the vice president's designee, shall be final in all complaints.~~

~~Authority: BOG Regulation 1.001.~~

~~History: New 3-6-85, Formerly 6C1-3.58, Amended 2-9-87, 11-20-90, 7-15-97, 2-11-03, 7-19-05, Formerly 6C1-3.058, Amended 3-16-10.~~

~~REGULATIONS OF THE
UNIVERSITY OF FLORIDA~~

~~3.059 Pay Upon Appointment and Probationary Status After Promotion; University Support Personnel System Employees.~~

~~(1) — Current University employees who have attained permanent status in any class may apply for a promotion, demotion, or reassignment by submitting a current employee Promotion/Reassignment/Demotion Application, Form DHR-PRD-02 Revised 2/04, incorporated herein by reference and which can be obtained from the Human Resource Services, 903 West University Avenue, Post Office Box 115002, Gainesville, Florida 32611.~~

~~(2) — A University employee making such application will be treated according to current University of Florida regulations. Upon the employee's acceptance of a promotion, demotion, or reassignment, all other pending requests will be cancelled. New requests for promotion or reassignment to position(s) outside the college, division, or department of current assignment will not be accepted for a period of six (6) months or, with respect to promotion, until permanent status in the new class has been attained, whichever date is later. Additionally, employees occupying positions covered by collective bargaining agreements will be treated in accordance with any specific provision of the applicable current contract related to such actions.~~

~~(3) — Advanced appointment rates for original promotion, reassignment, and demotion appointments.~~

~~(a) — A USPS applicant who receives a regular appointment to a USPS position must be paid the minimum of the pay grade for the class to which the applicant is appointed. A salary at a rate of pay which exceeds the minimum can be authorized, provided adequate funds are available~~

~~if the applicant possesses exceptional qualifications or the department can demonstrate an inability to recruit other acceptable applicants.~~

~~(b) — When a university employee receives a regular promotional appointment in the USPS, the employee must be paid at the minimum of the pay grade for the class to which he or she is appointed. A promotional salary increase which exceeds the minimum can be authorized provided adequate funds are available and the unit's budgetary officer has approved the increase before any commitment to the employee is made regarding salary adjustment.~~

~~(c) — If an employee is demoted prior to achieving permanent status in any class, the employee's salary in the lower class is determined in the same manner as an original appointment to the lower class.~~

~~1. — If an employee who holds permanent status in the USPS is demoted following promotion to a class in which permanent status has not been obtained, the employee's pay should be reduced to their former rate of pay for the class in which the employee last held permanent status, plus any scheduled salary adjustment the employee would have received in the lower classification.~~

~~2. — A USPS employee who is demoted after achieving permanent status shall receive pay commensurate with the responsibilities assigned. The employee's pay shall remain unchanged or decreased depending upon the employment needs of the department or unit, but not below the minimum of the pay range.~~

~~(d) — A USPS employee who reassigns to a position with the same paygrade shall receive pay commensurate with the responsibilities assigned. The employee's pay shall remain unchanged or decreased depending upon the employment needs of the department or unit, but not below the minimum of the pay range.~~

~~(4) — Probationary Status After Promotion.~~

~~(a) — A permanent USPS employee who is promoted and fails to perform satisfactorily in the new position shall be notified in writing as soon as possible that his or her work performance is unsatisfactory and that he or she will not attain permanent status in the class. The receiving department shall provide the employee with ninety (90) days to seek a vacant position in a class where permanent status has been obtained previously or in another position for which the employee qualifies.~~

~~(b) — Should the employee be unsuccessful in securing another position by the expiration of the ninety (90) day period, or if the employee refuses an offer of employment, the employee may resign or action will be initiated to effect the dismissal of the employee for just cause.~~

~~Authority: BOG Regulation 1.001.~~

~~History: New 4-27-88, Amended 12-27-90, 7-1-96, 6-28-98, 10-31-99, 5-22-01, 3-2-03, 5-30-04, Formerly 6C1-3.059, Amended 3-16-10 (technical changes only).~~



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

**DIRECT SUPPORT ORGANIZATIONS WITH
BOARD APPOINTMENTS FOR
UF BOARD OF TRUSTEES APPROVAL**

Florida 4-H Club Foundation, Inc. - 11

UF Alumni Association, Inc. - 17

UF Leadership and Education Foundation - 2

UF Foundation, Inc. - 4

GatorCare – 2

UF Historic St. Augustine - 6

UF Investment Corporation, Inc. - 1

Florida Foundation Seed Producers, Inc. – 3

UF Research Foundation – 2

Citrus Research and Development Foundation – 3

UF Development Corporation – 1

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



Name: Dana Bluckhorn Davis
Type: Appointment
Replacing: N/A
Term Number: First
Term Dates: 10/01/2024 – 10/01/2027
Length of Term: 3 years
Any UF Affiliates: N/A

Bio: Dana serves as an assessment specialist for the College of Central Florida. She is a Florida 4-H alumna from Levy County and served as 4-H state treasurer in 1989. Dana holds a bachelor’s in elementary education and master’s in educational assessment and program evaluation. She is a Florida Certified teacher in 1-6 education, K-12 English, Reading, and Exceptional Student Education (ESE), and holds Florida Civics Seal of Endorsed educator.

Dana has a passion for 4-H Camp Cherry Lake where she camped and worked as a youth and young adult. She has been an active 4-H volunteer and actively included 4-H curriculum resources in the classroom as an educator. Dana’s educational and professional expertise will be an asset as 4-H seeks to expand presence in schools and reach more youth through school-based programs and expand pathway opportunities for youth college and career development through state college system.

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



Name: Errick Farmer, PhD
Type: Appointment
Replacing: N/A
Term Number: First
Term Dates: 10/01/2024 – 10/01/2027
Length of Term: 3 years
Any UF Affiliates: N/A

Bio: Dr. Errick Farmer serves as Associate Dean for the Florida A&M University School of Allied Health Sciences. He is a 4-H alumnus from Jefferson County Florida. Dr. Farmer holds a Bachelor of Science in Business Communications from Florida State University, as well as a Master’s in Applied Social Science, with a concentration in Public Administration and a Doctor of Philosophy in Educational Leadership, both from Florida A&M University. Prior to his current position, Dr. Farmer served as an Associate Professor of Professional Leadership Development at Florida A&M University, School of Business and Industry.

Dr. Farmer also worked as a Business Analyst within the FAMU – Division of Administrative and Financial Services, where he was responsible for the supervision and leadership of Management Analysts and responsible for developing and managing administrative functions of colleges and schools. Dr. Farmer has held various administrative positions within the Office of Academic Affairs and Sponsored Programs. He has a background in policy and procedures, training, contract management, and project management with an interest in expanding utilization of digital instruction.

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



Name: Roy Petteway
Type: Appointment
Replacing: Clay Hollis
Term Number: First
Term Dates: 10/01/2024 – 10/01/2027
Length of Term: 3 years
Any UF Affiliates: N/A

Bio: Roy Petteway is sixth generation owner/operator of Petteway Citrus & Cattle is a family- owned business that began in 1900 and has since grown into a premier citrus and cattle enterprise in Hardee and Polk counties. Roy is a 4-H alumnus.

Roy is engaged in community outreach and education, often partnering with UF/IFAS Extension to teach local ranchers about intense grazing practices, herd management and Artificial Insemination (AI). He has been actively engaged in community boards including Soil and Water Conservation Service and Peace River Valley Citrus Growers Association.

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



Name: Wendy Smith
Type: Appointment
Replacing: N/A
Term Number: First
Term Dates: 10/01/2024 – 10/01/2027
Length of Term: 3 years
Any UF Affiliates: N/A

Bio: Wendy Smith is an active and engaged community leader. Including in women’s leadership with Florida Farm Bureau Federation, and most recently served as chair for the Florida Agricultural Legacy Learning Center in Flagler County. Wendy is a 4-H alumna from Marion County.

Wendy and her husband Jeb (Florida Farm Bureau president) produce cattle, hay and sod on the Smith’s Century Pioneer Family Farm in St. Johns County. Wendy and Jeb have been married for more than 29 years and have four grown children who actively participated in 4-H.

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



Name: Raiza Solorzano
Type: Appointment
Replacing: N/A
Term Number: First
Term Dates: 10/01/2024 – 10/01/2027
Length of Term: 3 years
Any UF Affiliates: N/A

Bio: Raiza Solorzano serves as the Young, Beginning & Small (YBS) Business Manager for Farm Credit of Florida, based in Alachua. In her role she serves as liaison to youth agricultural organizations including 4-H and FFA. She is a 4-H alumna from Palm Beach County.

Raiza holds a bachelor’s degree in business administration from the University of Florida with a specialization in Finance, Marketing, and Economics in Agribusiness. She is actively involved with Farm Bureau, including serving as local leadership for the Alachua County YF&R group.

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



Name: Sarah Wolking
Type: Appointment
Replacing: N/A
Term Number: First
Term Dates: 10/01/2024 – 10/01/2027
Length of Term: 3 years
Any UF Affiliates: Alachua County 4-H Advisory Board

Bio: Sarah Wolking is Senior Legal Skills Professor and Director of Externships for the UF Levin College of Law. Degrees include AB from Princeton University with High Honors (Sociology, 1988) and JD from Boston University (1992).

Sarah is a 4-H alumna from Alachua County and has been an active volunteer in the program for many years. She has actively led and collaborated on the creation of multiple programs related to natural resources, environmental science, civic engagement and law/leadership.

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



Name: Samuel J. Ard, Esq.
Type: Reappointment
Replacing: N/A
Term Number: Second
Term Dates: 04/01/2025 – 10/01/2028
Length of Term: 3 years
Any UF Affiliates: N/A

Bio: Sam Ard is an alumnus of 4-H from Santa Rosa Co., Fla and was also involved in FFA as a youth. Sam previously served on the Florida 4-H Foundation Board of Directors from 1994 to 2000, and during that time served as Secretary, Treasurer, President-Elect and President. Sam was an active advocate and volunteer during his time on the board and has continued to be engaged in 4-H activities, especially in the Tallahassee region.

Sam is a graduate of Florida State University with a B.A. (1981) in Government and J.D. (1986). He is a Senior Partner at Ard, Shirley & Rudolph PA in Tallahassee. He has represented many agricultural clients as an attorney and before the Executive and Legislative branches of government throughout his career.

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



Name: Danita Thomas Heagy, D.C.
Type: Reappointment
Replacing: N/A
Term Number: Second
Term Dates: 01/01/2025 – 01/01/2028
Length of Term: 3 years
Any UF Affiliates: N/A

Bio: A proud 4-H alumna, Danita grew up in St. Johns County and was an active member of 4-H participating in local, state and national leadership programs. She and her family have established an endowment for St. Johns Co. 4-H in memory of her father, and she previously served on the St. Johns Co. 4-H Assoc. Board. She previously served as Florida 4-H Foundation Board VP for Finance and was integral in cost-saving portfolio consolidation efforts; current President-elect.

Dr. Heagy has been licensed Chiropractor since 1982 and is now retired from active practice. She previously served as a board member of the Florida Board of Chiropractic Medicine. She currently serves on Board of Directors for the National Board of Chiropractic Examiners (NBCE) representing Louisiana, Arkansas, Mississippi, Alabama, Georgia, Florida, Tennessee, Kentucky, North Carolina, South Carolina, Virginia, West Virginia, Puerto Rico, and U.S. Virgin Islands.

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



Name: Bascom "Nax" Joye
Type: Reappointment
Replacing: N/A
Term Number: Second
Term Dates: 01/01/2025 – 01/01/2028
Length of Term: 3 years
Any UF Affiliates: N/A

Bio: Nax was born and raised in Lake City, Fla. He is a graduate of the UF Warrington College of Business (BSBA 2012) and UF Levin College of Law (JD 2018). Mr. Joye is an associate with Moye O'Brien Pickert Dillon & Masterson, LLP. his practice focuses on construction and commercial litigation. He has over a decade of experience in the contracting business, with primary concentration on large commercial roofing systems, as well as a strong background in residential and commercial real estate sales and development.

While not a member of 4-H as a youth, Nax believes in the 4-H mission and the importance of civic engagement by young people. Nax and his wife Melissa reside in Orlando, Fla.

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



Name: Robert "Scott" Mixon
Type: Reappointment
Replacing: N/A
Term Number: Second
Term Dates: 01/01/2025 – 01/01/2028
Length of Term: 3 years
Any UF Affiliates: N/A

Bio: Scott serves as the Government and Community Relations Manager (North Florida) for Duke Energy. Scott has more than 30 years of experience in relationship management, communications and public affairs and marketing. Scott works with public and private leadership and the community. Scott has a professional background in finance and business, earning his Bachelor of Science from the University of Central Florida in business administration, after completing his Associate's at North Florida College in Madison.

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



Name: Curt Williams
Type: Reappointment
Replacing: N/A
Term Number: Second
Term Dates: 04/01/2025 – 04/01/2028
Length of Term: 3 years
Any UF Affiliates: N/A

Bio: Curt serves as Director of Government and Community Affairs for Florida Farm Bureau Federation, and as Farm Bureau’s representative to the Foundation. Curt is also a cattle rancher and involved in seed sod and hay production. He is a double Gator with a B.S. Turfgrass Science and M.S. Agribusiness Management. He is also a graduate of UF Natural Resource Leadership Institute (NRLI), and class XI graduate of UF Wedgworth Leadership Institute. Curt participated in FFA as a student. He and his wife Katherine currently have children in the 4-H program.

DIRECT SUPPORT ORGANIZATION:

UF Alumni Association, Inc. Board of Directors



Name: John Dicks
Type: Elected Director (New)
Replacing: Jen Adams
Term Number: First
Term Dates: 07/01/2025 - 06/30/2027
Length of Term: 2 years
Any UF Affiliates:

Bio: John Dicks, BA '06, JD/MBA '10, is a lawyer in the Tampa office of Akerman, LLP, an AmLaw-100 firm. John is a business litigator and trial attorney with a diverse practice. As a litigator, John has experience in a wide variety of cases, but focuses primarily on legal malpractice defense. Other litigation experience includes complex commercial litigation, fraudulent transfers, real estate disputes (i.e. easements, landlord/tenant, etc.), probate disputes, judgment collection, and creditors' rights / special assets. He also has significant appellate experience. In the bankruptcy and assignment arenas, John has represented each of the players (debtors, creditors, assignees, etc.), but typically represents creditors or court-appointed fiduciaries, and thrives on adversary proceedings or related litigation matters. As a zoning and land use lawyer, John has experience representing both applicants and objectors, in all manner of public hearings – including procurement, land use, zoning, and code enforcement.

John lives in Tampa with his wife (Lauren; BA '07), three daughters (June, 8; Joey, 6; and Juliette, 4), dog (Betty), and (reluctantly) his cat (Teddy). John also serves on the Law Center Association for the University of Florida Levin College of Law. At UF, John was a member of Sigma Chi, Florida Blue Key, and the UF Hall of Fame. He is currently serving as one of two Presidential Appointees to the UFAA Board of Directors for the 2024-2025 fiscal year; his new term will expire 6/30/2027.

DIRECT SUPPORT ORGANIZATION:

UF Alumni Association, Inc. Board of Directors



Name: Elizabeth Levine
Type: Elected Director (New)
Replacing: Kristin Carter
Term Number: First
Term Dates: 07/01/2025 - 06/30/2027
Length of Term: 2 years
Any UF Affiliates:

Bio: Liz Levine, BA '08, BSPR '08, is a distinguished media expert with more than 16 years of experience in broadcast television, currently working in affiliate relations for CBS Television Network. She oversees relationships with many leading broadcasters, including Gray Media, Hearst Television, Nexstar Media, and TEGNA.

In addition to her dual degrees from UF, Liz holds a Master of Science in Public Relations and Corporate Communication, for which she focused on social media strategy and reputation management. She also earned a Master of Arts in Journalism and Mass Communications, where her graduate thesis examined trends in broadcasting catering to U.S. Hispanic audiences.

Beyond her professional and academic achievements, Liz has made significant contributions to the University of Florida Alumni Association. As an executive board member of the Gotham Gator Club® and a director on the board of the UF Association of Hispanic Alumni, she has spearheaded award-winning initiatives and was recognized as the 2022-23 UF Alumni Leader of the Year. She currently serves as President of the Gotham Gator Club® in New York City.

Her leadership roles at UF, including President of the National Collegiate Hispanic Honor Society and Communications Chair for Sports Illustrated on Campus, have laid the foundation for her lifelong commitment to service and excellence.

A citizen of the United States, Germany, and Spain, Liz's international background inspires her passion for travel. She is also a talented baker and a devoted sports fan, supporting the New York Jets, the Seattle Mariners, and all Gator sports.

The University recognized her as a 2024 40 Gators Under 40 honoree; her term will expire 6/30/2027.

DIRECT SUPPORT ORGANIZATION:

UF Alumni Association, Inc. Board of Directors



Name: Ari Luxenberg
Type: Elected Director (New)
Replacing: Carlos del Sol
Term Number: First
Term Dates: 07/01/2025 - 06/30/2027
Length of Term: 2 years
Any UF Affiliates:

Bio: Ari Luxenberg BA '03, is a Senior Vice President of Business Affairs for Paramount Television Studios where he is responsible for negotiating deals on behalf of the studio to hire actors, writers, directors, producers and other key elements for various television shows, including "Jack Ryan", "Reacher", and the upcoming series "Cross" on Amazon, "The Haunting of Hill House" on Netflix, and "Fatal Attraction" on Paramount+.

Prior to joining Paramount, Ari was a Director of Legal Affairs at Warner Bros. Television where he served as the legal executive for a variety of different series, including "The Leftovers" on HBO, "The Middle" on ABC, and "Blindspot" on NBC.

Ari was born in Tampa, Florida and is a life-long Gator, getting his start on campus at Galen Hall Football Camp and Lon Kruger Basketball Camp at the age of 7. He eventually attended UF and became involved in Student Government and served as President of Florida Cicerones as a senior. Ari is a UFAA 40 Gators Under 40 honoree and was inducted into the Florida Cicerones Hall of Fame.

Ari currently resides in Manhattan Beach, California with his wife Alissa and their beloved dog Fonzie. He is currently serving as one of two Presidential Appointees to the UFAA Board of Directors for the 2024-2025 fiscal year; his new term will expire 6/30/2027.

DIRECT SUPPORT ORGANIZATION:

UF Alumni Association, Inc. Board of Directors



Name: Smith Meyers
Type: Elected Director (New)
Replacing: Nik Patel
Term Number: First
Term Dates: 07/01/2025 - 06/30/2027
Length of Term: 2 years
Any UF Affiliates:

Bio: Smith Meyers, BSA '18, was born and raised in Tampa, FL. He attended the University of Florida and received a degree in Food and Resource Economics from the College of Agricultural and Life Sciences. While at UF, he had the privilege to serve in a number of student leadership roles including Student Body President, Senate President, and Chapter President of Alpha Tau Omega. Smith also received a number of honors while at UF, including being named a University of Florida Hall of Fame Inductee and a Florida Blue Key Leadership and Honor Society Inductee. Additionally, Smith had the opportunity to serve on multiple boards while at UF, including the UF Board of Trustees, the UF Alumni Association Board, the UF Athletic Association Board, the UF Foundation Board, and the Harn Museum of Art Board.

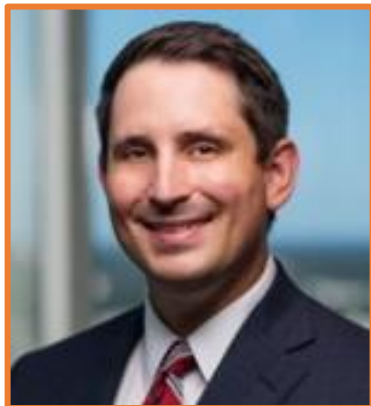
Smith currently works as a Director for Blake Investment Partners. As Director, Smith is responsible for managing relationships with existing investors, adding new investors to the Blake Investment Partners platform, and sourcing new investment opportunities. Prior to Blake Investment Partners, Smith worked in New York City as an Associate at Savills North America, an international office tenant advisory, where he coordinated global business development efforts on the Cross Border Transactions and Client Technology teams.

Smith currently lives in Tampa, FL with his wife, Austin (a fellow Gator!), and three children, Rowan, Sawyer, and Silas. Outside of work, Smith enjoys spending as much time as possible with his family and is active in his local church, Holy Trinity Presbyterian Church.

He is currently serving on the UFAA Board of Directors Membership & Philanthropy Workgroup for the 2024-2025 fiscal year; his term will expire 6/30/2027.

DIRECT SUPPORT ORGANIZATION:

UF Alumni Association, Inc. Board of Directors



Name: Kyle Robisch
Type: Elected Director (New)
Replacing: Prineet Sharma
Term Number: First
Term Dates: 07/01/2025 - 06/30/2027
Length of Term: 2 years
Any UF Affiliates:

Bio: Kyle Robisch, Kyle Robisch is an experienced business litigator and advisor who helps companies and individuals protect what they care about.

He also regularly serves as outside general counsel to clients, helping them proactively manage risk, grow their businesses, and work with regulators and elected officials.

Although he maintains a broad litigation practice, he focuses on a few particular areas: commercial, business, and complex litigation, environmental litigation and permitting, and healthcare litigation. Defending mass action, class action, and multidistrict litigation is also a significant part of his work.

Kyle has been recognized by Florida Super Lawyers, Washington, D.C. Super Lawyers, and The Best Lawyers in America®. The University of Florida also named him one of their 2020 “40 Gators Under 40.”

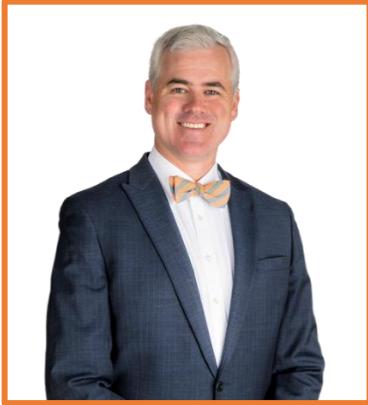
In the community, Kyle is active in the leadership of several organizations, including Special Olympics Florida, Junior Achievement, and The Florida Aquarium. He also recently served two terms as co-chair of the American Bar Association’s Water Resources Committee and is a regional chair for The Legal Mentor Network. In addition, the Florida Supreme Court recently appointed Kyle as a Director for the Florida Bar Foundation, the Florida Bar’s legal aid and access to justice arm.

Before joining Bradley, Kyle practiced at a national law firm’s headquarters in Washington, D.C. He began his legal career as a law clerk to the Hon. G. Kendall Sharp of the U.S. District Court for the Middle District of Florida.

He is currently serving on the UFAA Board of Directors Student Life Workgroup for the 2024-2025 fiscal year; his term will expire 6/30/2027.

DIRECT SUPPORT ORGANIZATION:

UF Alumni Association, Inc. Board of Directors



Name: Beau Beaubien
Type: Elected Director (Reappointment)
Replacing: N/A
Term Number: Second
Term Dates: 07/01/2025-06/30/2027
Length of Term: 2 years
Any UF Affiliates:

Bio: Beau Beaubien, BA '05, is currently Of Counsel at Greenberg Traurig, LLP and a member of the firm's Government Law & Policy Practice. He was previously Deputy Chief of Staff and Director of Cabinet Affairs to Governor Ron DeSantis. Beau formerly served as Special Counsel and Assistant Attorney General to Attorney General Pam Bondi. Beau was raised in Tampa, Florida. He graduated in 2005 from the University of Florida with a B.A. in Political Science, and in 2012 with his law degree from Florida State University. Beau enjoys reading about Florida history, fishing, and following Florida Gator athletics.

Beau and his wife Alyssa live in Tallahassee with their son Beau and daughter Eloise. He has served on the Board since 2022; his current term expires 6/30/2025.

DIRECT SUPPORT ORGANIZATION:

UF Alumni Association, Inc. Board of Directors



Name: Cristina Cabrera
Type: Elected Director (Reappointment)
Replacing: N/A
Term Number: Second
Term Dates: 07/01/2025-06/30/2027
Length of Term: 2 years
Any UF Affiliates:

Bio: Cristina Cabrera, BA '94, MBA '99, is a healthcare executive, proud community volunteer and mom. She currently works for a virtual healthcare platform company whose mission is to make it easy for people to access affordable, high-quality health and care. Her experience includes working in implementations and training, customer success, growth and partnership development in a variety of large and diverse organizations. Cristina received her Bachelor of Science in Business Administration and Master of Business Administration from UF. While a student, she held leadership roles in Kappa Alpha Theta, Florida Cicerones, Campus Diplomats and Preview. She was a member of Florida Blue Key and named Outstanding Female Leader at commencement.

Cristina currently serves on the board for her sorority's local college chapter and her local school parish. She also serves as a mentor for Florida Blue Key, the Junior League of Tampa actives and the Hillsborough Professional Women's Association. She currently lives in Tampa, FL with her son, Juan-Enrique.

She has served on the UFAA Board of Directors since 2023; her current term expires 6/30/2025.

DIRECT SUPPORT ORGANIZATION:

UF Alumni Association, Inc. Board of Directors



Name: Jessica Costello
Type: Elected Director (Reappointment)
Replacing: N/A
Term Number: Second
Term Dates: 07/01/2025-06/30/2027
Length of Term: 2 years
Any UF Affiliates:

Bio: The Honorable Jessica G. Costello, BA '06, was appointed on March 29, 2019, by the Governor of Florida to serve as a Hillsborough County Court Judge. She presides over County Civil and Domestic Violence Injunction cases. Shortly after her appointment to the bench, Judge Costello was selected by the Governor and First Lady of Florida to serve as a member of the Florida Children and Youth Cabinet, an entity whose mission is to improve the self-sufficiency, safety, economic stability, health and quality of life of all children in Florida. She is a proud mom to son Cameron and wife to husband Shane, a shareholder with a Tampa law firm.

Prior to her judicial appointment, Judge Costello served as an Assistant Statewide Prosecutor with the Florida Attorney General's Office. In this role she managed local, state and federal law enforcement teams in the prosecution of organized crime throughout the state with a focus on counterterrorism, gangs, human trafficking, drug trafficking and fraud. She has spent the majority of her career in the field of criminal prosecution and tried a significant number of cases to verdict, ranging from misdemeanors to complex multi-defendant criminal matters to capital homicide.

Judge Costello served as a member of Florida's Anti-Terrorism Task Force and the FBI's Joint Terrorism Task Force Executive Committee. She also worked with community leaders and nongovernmental organizations to engage and inform the public about issues related to crime in the community.

Named Florida's Gang Prosecutor of the Year in 2015, Judge Costello was selected as a Top Government Attorney by Florida Trend from 2014-2019 and was inducted into the Tampa Bay Business Journal's 'Up and Comers' Hall of Fame in 2016. She was named a 'Woman of Color Leading Change' by the YWCA of Tampa Bay in 2017, received the University of Florida's Outstanding Young Alumni award in 2018 and in 2020 was recognized for her leadership and service as an Honorary Inductee into Florida Blue Key. In 2021, the Florida Assoc. of Women Lawyers named her a 'Leader in the Law' and in January 2022 the Hillsborough County Bar Association named Judge Costello 'Outstanding Jurist of the Year'.

Jessica currently lives in Tampa, FL and has served on the UFAA Board of Directors since 2022; her current term expires 6/30/2025.

DIRECT SUPPORT ORGANIZATION:

UF Alumni Association, Inc. Board of Directors



Name: Ruan Cox
Type: Elected Director (Reappointment)
Replacing: N/A
Term Number: Third
Term Dates: 07/01/2025-06/30/2027
Length of Term: 2 years
Any UF Affiliates:

Bio: Ruan Cox, BS '08, is a scientist, strategic partnerships and strategy professional, community builder, as well diversity and inclusion advocate. He currently serves as an Associate Director for Strategic Partnerships at Regeneron Genetics Center, a subsidiary of Regeneron Pharmaceuticals, Inc. In this capacity, Ruan helps to push forward the mission of one of the world's largest human genomic research efforts, which is to improve patient care by using genomic approaches to speed drug discovery and development. He works with universities, academic health care centers, and private industry worldwide to help Regeneron execute a wide range of strategic partnerships to enable this mission. Before joining Regeneron, Ruan served as the Assistant Director for Business Development in the Technology Transfer Office at the University of South Florida's Research and Innovation Division. Prior to his work at the University of South Florida, Ruan worked at the world-renowned Moffitt Cancer Center where he helped to create the industry alliances unit in the center's Office of Innovation. Ruan's relationship building prowess combined with his scientific training led to over \$180 million in new funding generated for cancer research and clinical care.

Ruan earned a Bachelor of Science in Biology from the University of Florida and a Ph.D. in Molecular Medicine from the University of South Florida's Morsani College of Medicine with a focus in Immunology. Through his research contributions to this field, Ruan has had numerous publications that have contributed to the advancement of treatment options for resolution of lung injury. While earning his Ph.D., Ruan received prestigious fellowships from the American Heart Association, Florida Education Fund and Alfred P. Sloan Foundation. Ruan currently serves on boards for the Tampa Bay Economic Development Corporation, American Thoracic Society, Scientists, Inc. and Iota Phi Theta Fraternity, Inc. Of all his volunteer efforts, Ruan takes particular pride in his work for the UF Alumni Association where he served four years on the Tampa Bay Gator Club board including a term as president in the 2018-2019 fiscal year. His efforts as president of the Tampa Gator Club raised over \$35,000 for the organization and earned numerous awards from the Alumni Association including Best Gator Club®.

Ruan currently lives in Miami, Florida and has served on the UFAA Board of Directors since 2021; his current term expires 6/30/2025.

DIRECT SUPPORT ORGANIZATION:

UF Alumni Association, Inc. Board of Directors



Name: Christina Criser Jackson
Type: Elected Director (Reappointment)
Replacing: N/A
Term Number: Second
Term Dates: 07/01/2025-06/30/2027
Length of Term: 2 years
Any UF Affiliates:

Bio: Christina Criser Jackson, BA '06, MS '10, has dedicated her life to nonprofit work. With a bachelors in English and a master's degree in family, youth and community sciences, Christina is passionate about improving lives and strengthening our community. Starting her career at United Way Worldwide, Christina has served our Central Florida community for over a decade.

As President and CEO of United Way of Central Florida, Christina collaborates with a team of 35 staff members, 80 partner services, 2,000 volunteers, and 20,000 donors throughout Polk, Highlands, and Hardee counties. They are responsible for processing the Publix-United Way workplace campaign, raising over \$58 million annually throughout the southeastern United States. In addition to annual operations, her team recently opened the Carol Jenkins Barnett United Way Children's Resource Center at Bonnet Springs Park and launched a \$5.8 million grant to address behavioral health and early intervention needs in Polk County.

She is a board member at GiveWell Community Foundation, Polk Vision, and President of Association of Fundraising Professionals Florida Caucus. She is a sustaining member of the Junior League of Greater Lakeland and involved in various faith and civic groups. Christina is a graduate of the United Way Worldwide Advanced Leadership Program.

Christina currently lives in Lakeland, FL and has served on the UFAA Board of Directors since 2023; her current term expires 6/30/2025.

DIRECT SUPPORT ORGANIZATION:

UF Alumni Association, Inc. Board of Directors



Name: Alex Hurd
Type: Elected Director (Reappointment)
Replacing: N/A
Term Number: Second
Term Dates: 07/01/2025-06/30/2027
Length of Term: 2 years
Any UF Affiliates:

Bio: Alex Hurd, BA '01, is a purpose driven leader with a track record of creating, leading, and managing businesses that leverage global partnerships to generate commercial value and drive societal impact. His career has spanned the globe with assignments across the Americas, Asia, Africa, and Europe.

Alex is currently the Vice President, Health Services for Walmart Canada, overseeing a complex business spanning retail pharmacy, clinics, vision centers and OTC medicines. He oversees a team of over 5,000 Associates tasked with enhancing access to affordable, personalized care for all Canadians. During his ten-year tenure with Walmart, Alex has held multiple global leadership roles, including as COO for ClarusONE, Walmart and McKesson's UK-based pharmaceutical sourcing joint venture, and Head of strategy and business development for Walmart's Health and Wellness business unit in the U.S.

Alex began his career with Deutsche Bank's investment bank and spent several years leading healthcare and renewable energy programs for the Clinton Foundation. He is a Fulbright Scholar and former co-chair for the Consumer Goods Forum's health and wellness steering committee.

He is fluent in five languages and currently resides with his family in Toronto. He has served on the UFAA Board of Directors since 2023; his current term expires 6/30/2025.

DIRECT SUPPORT ORGANIZATION:

UF Alumni Association, Inc. Board of Directors



Name: Kim Kaupe
Type: Elected Director (Reappointment)
Replacing: N/A
Term Number: Second
Term Dates: 07/01/2025 - 06/30/2027
Length of Term: 2 years
Any UF Affiliates:

Bio: Kim Kaupe, BSBA '08, is a founder, keynote speaker, and one-of-a-kind teacher. From worldwide stages to her online courses, Kim's mission of investing in yourself, your career and your network has garnered the praise of corporate clients such as American Express, YPO and TEDx. On LinkedIn alone, she has served over 200,000+ students through her entrepreneur-focused LinkedIn Learning courses.

Her current company, Bright Ideas Only, is a marketing and fan engagement agency based in Austin, Texas and Charleston, South Carolina. The company works with powerhouse, A-list properties such as Oprah, The New York Mets, KISS, Shawn Mendes, ACE Comic Con, Miller Coors, and Paul McCartney to create new programs, revenue streams and branding. Her previous companies, 'ZinePak and The Superfan Company, garnered global praise from being named one of The Wall Street Journal's Startup of the Year to being featured on Season 5 of ABC's hit primetime show, Shark Tank, securing offers from 4 out of 5 sharks.

Kim's accolades include Forbes 30 Under 30, Advertising Age's 40 Under 40, Inc.'s 35 Under 35 and EY's Young Innovator of the Year Award. Kim regularly contributes commentary on business, entrepreneurship and entertainment to media outlets such as Rolling Stone, Forbes and Entrepreneur in addition to being featured on television networks, such as her appearance as a judge for 2019 Miss USA pageant LIVE on Fox.

Kim is passionate about giving back to the next generation through her volunteer work and service on foundation boards such as Junior Achievement and the Andrus Family Fund. She enjoys good music, witty banter, and commenting on life and entrepreneurship on her social channels. If you don't interrupt her during one of her beloved Florida Gator games, she is always up for a conversation, laugh, or figuring out a master plan on how she can meet one of her idols, Harrison Ford. She has served on the UFAA Board of Directors since 2022; her current term expires 6/30/2025.

DIRECT SUPPORT ORGANIZATION:

UF Alumni Association, Inc. Board of Directors



Name: Careshia Moore
Type: Elected Director (Reappointment)
Replacing: N/A
Term Number: Third
Term Dates: 07/01/2025 - 06/30/2027
Length of Term: 2 years
Any UF Affiliates:

Bio: Careshia Moore, BA '99, MEd '00, JD '07, is the President and CEO of Usher's New Look (UNL), the youth empowerment foundation celebrating 25 years of service. In her role as President and CEO of UNL, Ms. Moore provides strategic leadership to the organization that is committed to transforming the lives of underserved youth into passion-driven leaders.

Careshia is licensed attorney, advocate and educator who has a heart for inspiring others to reach their potential. She is a mentor, leadership development expert, workshop creator and facilitator and a designer of educational products. As a life-long educator, her observation of the disparities among historically marginalized youth was the catalyst for the work in which she is currently engaged and propels her to continue to seek out innovative strategies to equip youth to compete to succeed.

Careshia is active in her community through membership on various non-profit boards. She has served as a member of the Communities in Schools of Henry County Board of Directors and United Way Advisory Board. Currently, she serves as Chair of the Mentor Georgia Advisory Board, a member of Board of Directors for the University of Florida Alumni Association and a member of the Board of Trustees for Southern Education Fund. She is also a certified Aggression Replacement Trainer and has worked with justice-involved youth as a trainer and a Neighborhood Accountability Board Coordinator. In recognition of her dedication to the community and her passion for encouraging and inspiring others, she was named as one of Southern Journal Magazine's Top 14 under 40. Among other awards, she has earned the Educational Equity award from the John R. Lewis Legacy Institute.

Careshia is married to her husband of 20 years, and they are the proud parents of one son and one daughter. She is also a published author of a children's book, Mikaela the Koala. In the Fall, she will launch her second book, Preparing Your Child to Compete to Succeed Against Privilege that will serve as the basis for national parent engagement support groups and workshops.

She currently lives in McDonough, Georgia and has served on the UFAA Board of Directors since 2021; her current term expires 6/30/2025.

DIRECT SUPPORT ORGANIZATION:

UF Alumni Association, Inc. Board of Directors



Name: Glenna Palazzo
Type: Elected Director (Reappointment)
Replacing: N/A
Term Number: Third
Term Dates: 07/01/2025 - 06/30/2027
Length of Term: 2 years
Any UF Affiliates:

Bio: Glenna Palazzo, BSPR '90, is President and Owner of Black Cat Revenue, a strategic business consulting firm focused on increasing sales results and improving sales operational efficiencies. Her experience includes work in the legal services, accounting, customer experience and cyber security industries. A veteran executive, Glenna has held sales and operational leadership roles for large and diverse organizations including Harvard Business School Publishing, Korn Ferry, Wolters Kluwer and Epiq Legal Services before starting her own firm.

Glenna is active in her community and church serving as the past president of the high school Booster club, National Charity League and Frisco Women's League. She is a mission trip volunteer and youth group leader.

While at UF, Glenna was President of the Inter-Residence Hall Association, Chairman of the Reitz Union Board of Managers, a member of Preview, Kappa Delta, Florida Blue Key and inducted into the University of Florida Hall of Fame. Glenna earned her bachelor's degree, with honors, and was named the UFAA Outstanding Leader for her graduating class. She also represented the Gainesville Rotary Club as an Ambassadorial Scholar for her post graduate education at the Manchester Business School in Manchester, England.

Glenna, her husband Alan, and two daughters live in the Dallas metroplex and are avid Gator fans supporting all Gator athletics that come to the state of Texas. She has served on the UFAA Board of Directors since 2020; her current term expires 6/30/2025.

DIRECT SUPPORT ORGANIZATION:

UF Alumni Association, Inc. Board of Directors



Name: Andrea Pelt-Thornton
Type: Elected Director (Reappointment)
Replacing: N/A
Term Number: Second
Term Dates: 07/01/2025 - 06/30/2027
Length of Term: 2 years
Any UF Affiliates:

Bio: Andrea Pelt-Thornton, BA '83, is a retired Information Technology Agile Delivery Manager. Prior to her recent retirement from NextEra Energy/Florida Power and Light Company (FPL), she delivered Data Analytics and enterprise collaboration solutions for the corporation. As a member of the NextEra Energy Corporate Diversity Council, and past president of the African American Professional Employee Group, Andrea provided high level strategic direction to corporate-wide diversity and inclusion initiatives.

Andrea is active in various professional organizations including the Board of Directors for the Customer Service Week Conference (CS Week), delivering professional educational opportunities for utilities. She is also a past President of the Florida Chapter of the American Association of Blacks in Energy.

Andrea is committed to public service. She is President of the Delta Education, Health and Cultural Initiative, Inc., a non-profit organization which enriches the South Florida community. Additionally, Andrea is an active member of The Links Incorporated, Fort Lauderdale Chapter where she is the past Vice President of Programs. Andrea is a Director of the Black Archives and Lyric Theater Foundation in Miami, Florida, and a member of Delta Sigma Theta Sorority, Incorporated, where she has served in leadership roles nationally, regionally, and locally as president of the Miami Alumnae Chapter. An NAACP Life Member, Andrea fondly served for several years as part of the ACT-SO Committee for the Miami-Dade Branch of the NAACP.

Andrea established the Willie and Johnnie Pelt Endowed Scholarship fund and was awarded the 2022 Gator Philanthropist Award by the UF Association of Black Alumni. She also received the Delta Sigma Theta Miami Alumnae Chapter 2019 Professional Achievement Award, and was acknowledged by Legacy Magazine as one of South Florida's Most Influential Business Leaders of 2018. Andrea holds an MBA from Nova University, and a BS degree in Business Administration from the University of Florida. Together with husband Stanley and son Jeffrey, she loves travel, football, basketball, and family fun. She has served on the UFAA Board of Directors since 2023; her current term expires 6/30/2025.

DIRECT SUPPORT ORGANIZATION:

UF Alumni Association, Inc. Board of Directors



Name: Damon Sununtnasuk
Type: Elected Director (Reappointment)
Replacing: N/A
Term Number: Third
Term Dates: 07/01/2025 - 06/30/2027
Length of Term: 2 years
Any UF Affiliates:

Bio: Damon Sununtnasuk, BSBA '06, is the founder and CEO of two award winning companies - Natural Cure Labs LLC and Sunt Group LLC. He has an internationally decorated career in health, technology, and entrepreneurial leadership. Damon has led business efforts at several technology companies, including Microsoft, Google, and Samsung in London, Berlin, and Seoul, respectively. Damon's work and travel has taken him to more than 70 countries across six continents.

Damon currently serves as President of the Cambridge Alumni Association, Mexico, and is on the Florida Chapter Board of Directors of the Gift of Adoption Fund. Damon has served on the board of multiple "Gator Clubs" around the world from Seattle to London, Seoul to New York, and currently leads the informal Mexico City presence.

Damon earned his Bachelor of Science in Business Administration (Magna Cum Laude) from the University of Florida and his Master of Business Administration (First-Class Honours) from the University of Cambridge, England.

Damon has served on the UFAA Board of Directors since 2021; his current term expires 6/30/2025.

DIRECT SUPPORT ORGANIZATION:

UF Alumni Association, Inc. Board of Directors



Name: Craig Thompson
Type: Elected Director (Reappointment)
Replacing: N/A
Term Number: Second
Term Dates: 07/01/2025 - 06/30/2027
Length of Term: 2 years
Any UF Affiliates:

Bio: Craig, BS '08, MA '09, JD '12, currently serves as the Chief Legal Officer of Integra Investments, a real estate private equity firm based in Miami, Florida.

Born and raised in Pensacola, Craig is a triple Gator, having received his J.D., M.S. in Entrepreneurship and B.S. in Business Management. While a student, he was twice elected as President of Florida Blue Key, President of the Interfraternity Council, selected as a J. Wayne Reitz Scholar and was inducted into the University of Florida Hall of Fame. A Gator since birth, 55 members of the Ponce-Gonzalez family have attended the University of Florida since Craig's grandfather, Sergio Ponce, enrolled in 1941.

Craig currently lives in Coral Gables, FL with his wife, Georgia, a double Gator herself, and their two young children. He has served on the UFAA Board of Directors since 2023; his current term expires 6/30/2025.

DIRECT SUPPORT ORGANIZATION:

University of Florida Leadership and Education Foundation



Name: Kati Migliaccio
Type: Appointment
Replacing: Elaine Turner
Term Number: First
Term Dates: No Term Limit - UF Employee
Length of Term: 3 years
Any UF Affiliates: None

Bio: Dr. Kati Migliaccio is the dean of the College of Agricultural and Life Sciences at the University of Florida. In this role, she provides strategic leadership for the college's academic programs across 16 departments and schools that comprise UF's Institute of Food and Agricultural Sciences. Dr. Migliaccio is deeply committed to fostering a dynamic and enriching educational experience, ensuring the college's curriculum remains relevant to industry needs while embracing technology to drive innovation both in and outside the classroom.

Dr. Migliaccio's career at UF began in 2005, when she became faculty at the UF/IFAS Tropical Research and Education Center in Homestead, Florida. In this position, her teaching, research and Extension programs focused on hydrological processes with applications in both urban and agricultural contexts. In 2015, she moved to Gainesville and was promoted to professor in the UF/IFAS Department of Agricultural and Biological Engineering. Three years later, she was appointed chair of the department, a role she held until she became dean in January 2025. Throughout her career at UF, Migliaccio has expanded access to research opportunities for undergraduate students, strengthened departmental recruitment efforts and created pathways for students to engage with emerging technologies in their fields. Before her academic career, Migliaccio also worked with engineering firms in Texas and Arkansas, gaining valuable real-world experience that has informed her approach to education.

The University of Florida is a recognized leader in the field of artificial intelligence, and Dr. Migliaccio has played a key role in advancing the use and implementation of AI for the university. She has provided leadership for UF's Artificial Intelligence Initiative, spearheading efforts to integrate AI into the university's curricula across all disciplines. She remains a prominent leader in this initiative, guiding the university's strategic understanding of AI's future role and offering recommendations for optimizing its use to shape UF's trajectory in the years to come.

Dr. Migliaccio holds a bachelor's degree in agricultural engineering from Texas A&M University, a master's degree in biosystems and agricultural engineering from the University of Kentucky, and a doctorate in biological and agricultural engineering from the University of Arkansas.

DIRECT SUPPORT ORGANIZATION:

University of Florida Leadership and Education Foundation



Name: Michael Basore
Type: Reappointment
Replacing: N/A
Term Number: Third
Term Dates: 06/30/2024 - 06/30/2027
Length of Term: 3 years
Any UF Affiliates: None

Bio: Michael Basore is President of TKM-Bengard Farms, a fourth-generation family farm founded by his father, Tom, in 1969. Located in Belle Glade, Florida, TKM is the largest lettuce producer east of the Mississippi, producing over 6,500 hundred acres of lettuce and harvesting approximately one hundred million pounds of iceberg annually. In addition to iceberg lettuce, they harvest romaine, green leaf, boston, endive, escarole, cabbage, parsley, cilantro, frisee, radicchio, sweet corn, cantaloupe, and honeydew melons.

TKM is managed by six Basore Brothers - Tom Jr, Brian, Toby, Kevin, Michael, and Stephen. Each brother, meanwhile, specializes in a different aspect of the business. Michael shares responsibility for key functions of the farm with his five brothers. In charge of harvesting and forecasting, Michael also oversees the sourcing of harvest materials. Instrumental in developing and implementing new technical and agricultural advancements in the day-to-day operations of the farm, Michael helps coordinate the transportation of refrigerated trailers filled with lettuce from the field to the pre-cooler. To make sure they are meeting customers' food safety requirements as well as what was mandated in the new Food Safety Modernization Act, the operation employs the latest technology for streamlined operations. For example, to simplify traceability efforts and have access to information in real time, the farm upgraded from using Palm Pilots to iPads and iPod Touches allowing free-flowing information between people working in the shipping office to farm managers out in the field.

A decade ago, it seemed unlikely that the lettuce industry would survive here in the nutrient-rich soil that Palm Beach County farmers have long called "black gold." Retailers wanted pretty produce, but Florida lettuce had a shorter shelf life and lacked the eye appeal of the California variety that dominated the market. In addition, Western growers, with a year-round growing season, simply outproduced their Florida competitors.

Florida growers also were slow to react when bagged salads took off in the early 1990s and sliced into sales. "We used to do 13,000 to 14,000 cases of naked lettuce a day. All of a sudden that disappeared," recalls Michael. In 1994, the Basore family hit a low point when its biggest customer, a produce processing company called South Bay Growers, pulled the plug on its lettuce operation. The company, a subsidiary of U.S. Sugar and a big land owner, was one of the nation's largest suppliers of winter

vegetables. But South Bay, which bought from the Basores and other growers, decided to switch to sugar cane. The move devastated the nearby town of South Bay, which lost 1,300 jobs, and left local growers like the Basores in the lurch. Without South Bay's lucrative contracts with chain stores, the Basores had virtually no buyers. "Marketing got real tough," says Tom.

In 1996, Toby, Kevin and Michael Basore launched a lettuce-growing operation called TKM Farms. The new company's business plan aimed at tapping into the lucrative processed-lettuce market-- cleaning and mixing lettuce into 1-pound bags for sale in grocery stores or 4-pound bags for restaurants. In addition to the iceberg the family had grown for nearly three decades, the Basores began planting varieties ranging from endive to escarole, radicchio, frisee and baby spinach. Today, Tom jokes that his sons are growing crops of lettuce that he didn't know existed 25 years ago.

The Basores also realized that they needed to update their processing operations -- marketing field-soiled lettuce heads in battered boxes wouldn't do anymore. And so they moved part of the factory to the field. As the lettuce is harvested, nothing touches the ground anymore. Workers bend, hand-cut and pack thousands of heads of green leaf lettuce that are immediately tucked into crates and bound with shrink-wrap before being shuttled to the Basores' 70,000-sq.-ft. cooling house. Nothing touches the ground anymore.

In 1998, TKM made another strategic move, teaming up with Veg Pro International of Quebec. Employees and equipment from both companies shuttle back and forth between Quebec and south Florida following the growing seasons. Armed with a superior product, the Basores set another goal of surpassing the produce industry's expectations in the area of food safety and traceability. In 2003, they constructed a 70,000-square-foot packing facility called Cypress Cooling.

In 2011, American Vegetable Grower magazine presented TKM with its 10th annual Grower Achievement Award at the United Fresh Public Policy Conference in Washington, DC. As a company, TKM-Bengard has grown over 200% in the last 10 years.

During the winter months when Florida fields are productive, Veg Pro employees come south to run a slick assembly line packaging operation in the Basores' Belle Gade plant. Inside the lettuce factory, chilled to 34 degrees, white-aproned workers put spinach and other greens through a triple-wash cycle. Depending on what the day's harvest has yielded, the Canadians devise a "recipe" for their packaged "spring mix," which every 20 minutes or so is tested by quality assurance workers. On a day in mid-January, the workers blend tatsoi, mizuna, romaine, tango, arugula, and other types of lettuce until they've achieved just the right 60-40 mix of green and red leaves.

Today, TKM Bengard Farms -- the name stems from a recent partnership with Tom Bengard Ranch of Salinas, California -- bills itself as the largest lettuce grower east of the Mississippi River, working approximately 2,200 acres of iceberg, 1,800 acres of spring mix and baby spinach, and 600 acres of romaine, escarole, endive and other varieties of lettuce. Some will end up on grocery store shelves under the Ready Pac label. The bulk of it will be sold to fast food restaurants. Looking to diversify even more, the farm recently began developing fresh market Romaine hearts. Variety selection will determine how well the venture prospers.

There are many challenges with growing lettuce. It is a tough commodity to handle, but a big key to TKM's success is that the Basore brothers have worked together to make that happen. Michael and his wife, Tammy, live with their children, Myles and Sara, in Wellington, FL.

DIRECT SUPPORT ORGANIZATION:
UF Foundation Executive Board



Name:	Swati Patel
Type:	Reappointment
Replacing:	N/A
Term Number:	Third (Elected Director)
Term Dates:	3/01/2025 – 02/28/2027
Length of Term:	2 years
Any UF Affiliates:	None

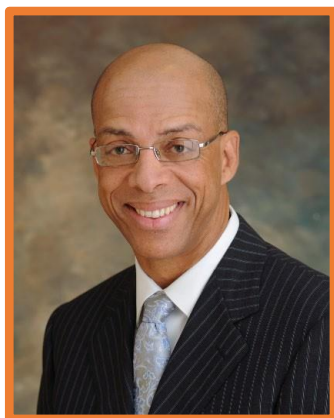
Bio: Swati Patel has spent over 20 years in the real estate, vacation property and hotel industry. She has been ranked among the top hotel owners/franchisees in Florida. With an MBA from Duke University and a Bachelor of Science in Psychology from the University of Florida, Swati leverages the intersection of human behavior and business strategy to catalyze financial and operational results.

During her tenure with Caiman Management, she has managed over 100 employees, more than 6 different properties, and championed service for the most prestigious names in hotels, including Hilton, Hampton Inn, and Holiday Inn. Swati has also served as a member of the Asian American Hotel Owners of America organization for over 25 years.

Dedicated to her family and community, she actively serves on several boards committed to increasing access to quality education, network capital and worldwide health. Swati serves on the alumni board for Duke University’s Fuqua School of Business and previously served on the boards for Odyssey (former chair) and the US Fund for UNICEF’s Southeast Region. She also supports the Atlanta Speech School and the Georgia Campaign for Adolescent Power and Potential (GCAPP), as well as multiple other local and global organizations.

Both graduates from the University of Florida, Swati and her husband, Rahul, have been generous supporters of the Fred Levin College of Law endowment, Athletics and the Machen Florida Opportunity Scholarships. She served on the Student Affairs Campaign Council for the University’s *Florida Tomorrow* campaign and the Student Affairs Development Advisory board for the beginning of the current *Go Greater* campaign.

DIRECT SUPPORT ORGANIZATION:
UF Foundation Executive Board



Name:	Eugene Pettis
Type:	Reappointment
Replacing:	N/A
Term Number:	Third (Elected Director)
Term Dates:	3/01/2025 – 02/28/2027
Length of Term:	2 years
Any UF Affiliates:	None

Bio: Eugene Pettis, co-founder of Haliczzer Pettis & Schwamm, leads a trial practice representing an impressive list of corporate, public sector and individual clients in civil trial matters.

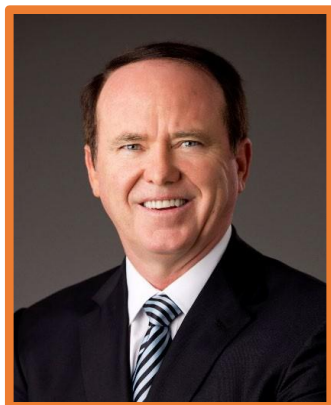
He has over 30 years of experience handling a range of complex cases in the areas of medical malpractice, personal injury, commercial litigation, employment and professional liability, and became the first African-American President of The Florida Bar in 2013. During which, he provided visionary leadership and left a legacy of forward-thinking initiatives that continue at The Florida Bar, including the William Reece Smith Leadership Academy.

He is a sought-after keynote speaker who has used his engaging and enthusiastic style to motivate thousands. Eugene supports higher education, serving on the University of Florida Executive Board and the Moot Court Team at the Levin College of Law where he named the Eugene Pettis Family Black Law Student Association Academic Support Endowment.

His trial and litigation skills are highly regarded as evidenced through numerous awards from Best Lawyers in America. Eugene also a perennial selection by his peers for inclusion in Florida Super Lawyers, the South Florida Legal Guide “Top Lawyers” list and Florida Trends “Legal Elite.” In addition to his legal expertise, his leadership and commitment to community service have also won him recognition by the Urban League of Broward County with the Margaret Roach Humanitarian Award.

Eugene attended the University of Florida where he received his bachelor’s degree in political science in 1982 and his Juris Doctorate degree in 1985.

DIRECT SUPPORT ORGANIZATION:
UF Foundation Executive Board



Name:	Jon Pritchett
Type:	Extension
Replacing:	N/A
Term Number:	First (Chair)
Term Dates:	3/01/2025 – 09/30/2025
Length of Term:	6 months
Any UF Affiliates:	None

Bio: Jon Pritchett is president of Pritchett Trucking, founded by his late father, Marvin, who started the business in 1970. Today, the company’s network spans 48 states and Canada and employs well over 400 people.

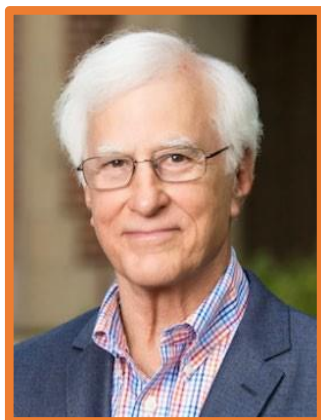
He is also president and CEO of Nextran Corporation, the parent company of a network of commercial truck dealerships and 16 full-service truck centers located along major truck routes throughout Florida, Georgia and Alabama. Nextran Truck Centers in Miami is a leader in the export of new commercial trucks from the United States, with more than 15 years of truck sales throughout Latin America and the Caribbean.

In 2017, the Nextran Foundation was launched with a mission to impact wellness for children and families and to support local communities through charitable giving and volunteer efforts. UF Health Shands Children’s Hospital, Children’s Miracle Network, March of Dimes and Tyler’s Hope for a Dystonia Cure are among the nearly 20 organizations approved for matching donations from the Nextran Foundation.

Jon has served the UF Foundation in various leadership roles since 2013; most recently as chair of the Executive Board. A Bull Gator for more than two decades, he and his wife, Kelly, are also directors on the Gator Boosters Board of Directors.

A generous supporter to UF, Jon has contributed to the construction of UF Health’s Children’s Hospital, has supported the Machen Florida Opportunity Scholars Endowment and helps fund many Athletics capital improvements.

DIRECT SUPPORT ORGANIZATION:
UF Foundation Executive Board



Name:	Howard Sheridan
Type:	Reappointment
Replacing:	N/A
Term Number:	Third (Elected Director)
Term Dates:	3/01/2025 – 02/28/2027
Length of Term:	2 years
Any UF Affiliates:	None

Bio: Howard Sheridan practiced diagnostic and interventional radiology and nuclear medicine in Fort Myers, FL for over 30 years, where he also served as president of the medical staff of Southwest Florida Regional Medical Center and chair of its radiology department.

After founding the area's first high-energy linear accelerator radiation therapy center, Howard co-founded 21st Century Oncology—a leading provider of advanced radiation therapy and other integrated cancer care services to cancer patients in the US and Latin America. He also co-founded and served as vice president of 21st Century CARE, a non-profit dedicated to providing cancer assistance to the needy, cancer education and research.

He founded Edison National Bank—the oldest locally owned and operated community bank in Lee County—and serves as chair of its holding company, Edison Bancshares. An award-winning nature photographer, Howard's work has been published in National Geographic, Island Scene, National Wildlife, Alaska and Montana magazines as well as several children's books.

Howard and his wife, Brenda, are conservationist and have been recognized by the Florida Wildlife Federation for their contributions toward making Southwest Florida more sustainable, and their efforts to protect the Caloosahatchee River, the manatee and its habitat.

The couple have been generous supporters of UF, primarily to the Department of Chemistry in the College of Liberal Arts and Sciences, where they support student scholarships.

Howard earned a bachelor's degree in chemistry from the University of Florida in 1965 and graduated from Tulane University School of Medicine in 1969.

DIRECT SUPPORT ORGANIZATION:

GatorCare



Name:	Joseph Glover
Type:	Appointment
Replacing:	Scott Angle
Term Number:	First
Term Dates:	TBA
Length of Term:	N/A
Other DSO's:	UF Alumni Association

Bio: Glover became Interim Provost in September 2024, resuming his 15-year career as UF's chief academic officer after a brief period as provost of the University of Arizona.

Glover served as UF Provost from 2008 to 2023. Prior to that appointment, his academic leadership positions at UF included interim provost, associate provost for academic affairs, and interim dean and associate dean of the College of Liberal Arts and Sciences. Having arrived at UF in 1982 as an assistant professor in mathematics, he served as chair of the mathematics department from 1993 to 1998.

As provost, Glover conceptualized and spearheaded UF's embrace of artificial intelligence in education, a university wide initiative launched in 2020 that has since won the university recognition as the nation's leading university in AI across the curriculum. He led administrators in planning and implementing the UF Preeminence Plan, a multiyear effort to recruit all-star faculty in key fields that helped drive UF's rise into the Top Ten in 2017 in the *U.S. News Best Colleges* rankings and subsequent ascent into the Top 5. UF launched UF Online, the Pathway to Campus Enrollment, or PaCE program, and the UF Innovation Academy under his leadership. As interim provost, Glover's priorities include continuing to guide UF's ascent as the nation's AI University, contributing to developing the academic programs at a new graduate education campus in Jacksonville and a renewed focus on UF's climb in the national and international rankings. "Ultimately," he said, "my goal is to grow and strengthen the academic enterprise so that the next permanent provost inherits an institution poised for success."

Glover received his bachelor's degree in mathematics from Cornell University and his master's and doctoral degrees in mathematics from the University of California, San Diego. He taught at the University of California, Berkeley, and the University of Rochester before joining the University of Florida faculty. He held a National Science Foundation postdoctoral fellowship at UCSD and an NSF-CNRS fellowship at the Universite de Grenoble II. His research in probability theory, stochastic processes, and potential theory has been supported by the NSF, the AFOSR, and the NSA. He served as an associate editor of the *Journal of Theoretical Probability* (1996-2007) and, since 2001, Glover has provided orientation and training to new department chairs in the State University System through the Institute for Academic Leadership.

DIRECT SUPPORT ORGANIZATION:

GatorCare



Name:	Lesli Ward
Type:	Appointment
Replacing:	N/A
Term Number:	First
Term Dates:	TBA
Length of Term:	N/A
Other DSO's:	N/A

Bio: Lesli Ward is the Vice President of Human Resources for UF Health Jacksonville. She has 35 years of Human Resources experience. She started her career as a Compensation Analyst in banking. She joined UF Health Jacksonville 22 years ago as a consultant to consolidate two compensation programs from an acquisition of two hospitals to form Shands Jacksonville. She joined the organization permanently as the Human Resources Director and 3 years later was promoted to Vice President of Human Resources.

During Ms. Ward's tenure, she has focused on the development of leaders and staff. She has overseen the development of a comprehensive training and development function. Programs include executive leadership development, new leader, and staff development programs for the three separate UF Health entities in Jacksonville. She directed the development and implementation of the UF Health Jacksonville Mentoring Program and was instrumental in bringing Tipping the Scales Mentoring Program for at-risk youth to the hospital. Ms. Ward serves as co-chair for the UF Health Workforce Strategic Plan for Jacksonville.

DIRECT SUPPORT ORGANIZATION:

UF Historic St. Augustine



Name:	Susan Parker
Type:	Appointment
Replacing:	Don Slesnick
Term Number:	First
Term Dates:	March 2025 – March 2029
Length of Term:	4 years
Other DSO's:	None

Bio: Susan holds a PH.D. and M.A. in U.S. and Latina American colonial history and a B.A. in Spanish. She focused on projects about the history of Florida, with focus on early St. Augustine since 1987.

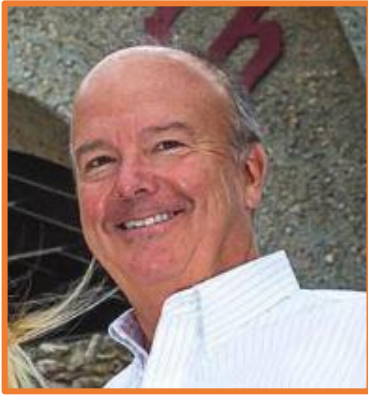
Since 2016 Susan has been a self-employed consultant for historical research projects, exhibits and media projects. She worked with UFHSA as research director for the documentary Secrets of Spanish Florida; wrote the pending nomination for the Governor's House Lot to the National Register of Historic Places; provided research and initial ideas for the monument to US Colored Troops proposed by UFHSA for the west side of the Governor's House Lot; provided research for the 2023 gala and for the observance of the transfer at Gov. House of Spanish East Florida to the U.S.

2007 – 2016 – Executive Director, St. Augustine Historical Society. In addition to administering a well-respected non-profit corporation (incorporated in 1883), Susan oversaw the care and preservation of four colonial buildings. SAHS's buildings were open daily to visitors and available for weddings and other events. Created public programs and wrote grants for fund them. Wrote federal and state grants for preservation projects and library services. 2002 – 2007 Consultant for Florida Division of Historical Resources and State Historic Preservation Office (SHPO) for 18-county region for cultural and preservation grants, National Register of Historic Places, historic marker program, State and federal laws regarding historic properties; lead scholar for National Endowment for Humanities teacher workshops sponsored by Florida Humanities Council. 1987 – 1997 Historian, Historic St. Augustine Preservation Board (State of Florida). Research documents written and received in Spanish St. Augustine, land records. Researcher for Historic St. Augustine Preservation Board for Spanish Quarter and HSAPB's properties to undergird archaeological research projects, and grants; ex officio appointee to City of St. Augustine Historic Preservation Board. HSAPB dissolved by Florida Legislature. 1991 – 2009 Adjunct professor at University of Florida, University of North Florida, University of South Florida St. Petersburg. 1996 to 2022 wrote weekly history column for St. Augustine Record. Since 2022 she continues to write column for SAHS's website.

Susan has assisted the City of St. Augustine and St. Johns County on historically oriented exhibits and projects, preservation projects, and archival and artifact care including serving on the Confederate Monument Contextualization Committee for the City of St. Augustine. She served as the chair of the St. Johns County Historic Resources Board and is currently Clerk Historian for St. Johns County Clerk of Court and Comptroller.

DIRECT SUPPORT ORGANIZATION:

UF Historic St. Augustine



Name:	John Fraser
Type:	Reappointment
Replacing:	N/A
Term Number:	Second
Term Dates:	Mar. 2025 - May 2029
Length of Term:	4 years
Other DSO's:	None

Bio: Mr. John Fraser is President of the Fountain of Youth Park, and his family is also the owner of the park which has in recent years been determined to be the original settlement of Pedro Menendez in 1565. The Fraser family has owned the park since 1927, and John assumed management of the park from his father in 1972.

John and his family also own other historic properties in St. Augustine and John, like his grandfather, is dedicated to historic preservation and the promotion of St. Augustine. John and his family donated some 97,000 artifacts to the Museum of Natural History at the University of Florida that were found on the Fountain of Youth property and continue to allow archeologists from UF to excavate and explore these sites.

John has devoted his entire career promoting, marketing and advancing the St. Augustine history and having him join the UFHSA board will bring a unique vision from the private sector perspective. Having Mr. Fraser as a board member and the Fountain of Youth Park as a partner will help advance the mission of UFHSA to protect and preserve the true and rich history of St. Augustine.

DIRECT SUPPORT ORGANIZATION:

UF Historic St. Augustine



Name:	Jeff Atwater
Type:	Appointment
Replacing:	Allen Lastinger
Term Number:	First
Term Dates:	March 2025 – March 2029
Length of Term:	4 years
Other DSO's:	None

Bio: As a former banking executive, legislative leader, and statewide elected official, Jeff Atwater had a direct and lasting impact on Florida's financial, regulatory, and business landscape.

After serving two years in the Florida State House, and eight in the State Senate (the final two as President), Jeff was twice elected statewide as Florida's Chief Financial Officer and State Treasurer, a Cabinet level position which impacted all public policy.

As Florida's CFO Jeff focused on creating a viable and attractive market in the Sunshine State for new capital investments throughout the insurance industry from windstorm, property, and auto, to workers compensation, health and life insurance.

Florida, with the fifth largest public pension investment portfolio in the country, is frequently recognized for outstanding management and investment returns. As Treasurer and Trustee of the Florida Retirement System, Jeff worked closely with the State Board of Administration on portfolio allocation policy and review of investment managers.

He also helped moved Florida from the bottom quartile into America's top three states for fiscal transparency by implementing a new financial ERP system with new performance metrics for companies seeking to obtain state contracts and grants.

Jeff is a Partner with Ballard Partners and chairs the firm's Financial Services Industry Practice to help clients weather the constantly changing currents in the insurance, banking, and securities industries.

Prior to elected office, Jeff served as President and CEO of the Barnett Bank of Broward County and President of Bank of America of Broward County. Most recently he served as CFO and V.P. of Strategic Initiatives for Florida Atlantic University.

Jeff, a fifth generation Floridian, holds an undergraduate degree in Finance, and an MBA, from the University of Florida. Jeff and his wife Carole have four children and reside in Palm Beach County.

DIRECT SUPPORT ORGANIZATION:

UF Historic St. Augustine



Name: Doug Jones
Type: Appointment
Replacing: Roy Hunt
Term Number: First
Term Dates: March 2025 – March 2029
Length of Term: 4 years
Other DSO's: None

Bio: Douglas Jones is Director of the Florida Museum of Natural History in Gainesville. Located on the campus of the University of Florida, the Florida Museum of Natural History is one of the most comprehensive university-based natural history museums in the U.S. with over 40 million specimens and artifacts in its permanent collections. Dr. Jones received his Ph.D. in 1980 from Princeton University. He has been a curator of paleontology at the Museum since 1985 and is also a professor in the Departments of Geological Sciences and Biology at UF. Dr. Jones has authored over 150 scientific and technical papers and edited several books, including most recently, *The Geology of Florida*. He is past president of the Board of Directors of the Florida Association of Museums (FAM), the Association of Science Museum Directors (ASMD) and was Chairman of the Board of the American Alliance of Museums (AAM) which represents the 30,000+ museums in the USA. He recently received AAM's 2024 Distinguished Service to Museums award.

DIRECT SUPPORT ORGANIZATION:

UF Historic St. Augustine



Name: Charles Ellis
Type: Reappointment
Replacing: N/A
Term Number: Second
Term Dates: March 2025 - May 2029
Length of Term: 4 years
Other DSO's: None

Bio: Mr. Ellis is a licensed realtor in Florida and began his realtor career almost 20 years ago after working for the JC Penney Company. Mr. Ellis is very involved in the St. Augustine community and has served in numerous leadership capacities for the City and community.

The UFHSA board is currently seeking to strengthen its partnership with other “non-profit” historical groups in St. Augustine and requested that the Advisory Leadership of Ft. Mose State Park recommend a person to represent them on the UFHSA board. Mr. Ellis’s name was the immediate recommendation given his involvement with Ft. Mose.

Ft. Mose State Park, located in St. Augustine, is the 1st legally sanctioned free African settlement in the U.S. UFHSA is fortunate to have Mr. Ellis’s leadership and vision and to have him bring this perspective. Enhancing a partnership with Ft. Mose Museum will truly benefit UF’s work in St. Augustine.

DIRECT SUPPORT ORGANIZATION:

UF Historic St. Augustine



Name:	Reverend Father Thomas S. Willis
Type:	Reappointment
Replacing:	N/A
Term Number:	Second
Term Dates:	Mar. 2025 - May 2029
Length of Term:	4 years
Other DSO's:	None

Bio: Father Tom was born in St. Augustine, Florida and has had an interest in the history since he was a child. The Basilica of St. Augustine is a one of the more outstanding historical institutions in the Nation's Oldest City and having Father Tom on the UFHSA (University of Florida Historic Saint Augustine) board will provide a wonderful resource and great local leader.

When he was asked by the bishop to be pastor of the Cathedral Basilica of Saint Augustine in 2008, it seemed to be a unique blessing. As the City and Parish were preparing for the celebrations of our 450th Anniversary of the City, he was asked to serve on any number of commissions to help plan the festivities and to help in formulating plans to best tell the history and stories of St. Augustine. As the pastor of America's First Catholic Parish, this unique distinction has shaped the colonial history in an important way.

Father Tom believes that becoming a member of the University of Florida Historic St. Augustine Board will open another avenue to help preserve and promote the distinctive history in our nation and world.

DIRECT SUPPORT ORGANIZATION:

University of Florida Investment Corporation



Name:	William Walton
Type:	Reappointment
Replacing:	N/A
Term Number:	Third
Term Dates:	04/21/2025 – 04/20/2028
Length of Term:	3 years
Any UF Affiliates:	None

Bio: Bill Walton is managing member and co-founder of Rockpoint Group, L.L.C., a global real estate investment management firm which sponsors real estate investment funds capitalized by domestic and foreign institutional investors. Mr. Walton is responsible for the overall operations and management of Rockpoint, as well as overseeing the origination, structuring and asset management of all of Rockpoint’s investment activities. In 1994, Mr. Walton also co-founded Westbrook Real Estate Partners, L.L.C., a similar real estate investment management firm. Since 1994, the Rockpoint founding managing members have invested in more than \$60 billion of real estate. Prior to co-founding Westbrook, Mr. Walton was a managing director in the real estate group of Morgan Stanley & Company, Inc., which he joined in 1979. Mr. Walton is involved with several real estate industry organizations and has served as a Director or Trustee on the Boards of several public companies, as well as non-profit organizations, with a particular interest in educational entities, including the American Enterprise Institute, Communities in Schools, the Episcopal School of Jacksonville, the Episcopal School Foundation, the Jacksonville University Public Policy Institute, KIPP Schools Jacksonville, Mpala Wildlife Foundation, Princeton University and Princeton University Investment Company. Mr. Walton received an A.B. in 1974 from Princeton University and an M.B.A. in 1979 from Harvard Business School.

DIRECT SUPPORT ORGANIZATION:

Florida Foundation Seed Producers, Inc.



Name: Ricky Hartley
Type: Reappointment
Replacing: N/A
Term Number: Second
Term Dates: 7/1/2023 to 6/30/2026
Length of Term: 3 years
Other DSO's: None

Bio: Mr. Hartley is responsible for Golden Peanut Company's peanut seed production and seed supply chain. Golden Peanut Company is a leading peanut shelling company and wholly owned subsidiary of Archer Daniels Midland. Mr. Hartley is a graduate of the University of Georgia. He is an active participant in the Southern Seed Certification Association (SSCA), the American Peanut Shellers Association (APSA), and the American Peanut Research and Education Society (APRES). Mr. Hartley has been nominated to serve a second, three-year term on the FFSP Board of Directors.

DIRECT SUPPORT ORGANIZATION:

Florida Foundation Seed Producers, Inc.



Name: Jonas Forrester
Type: Appointment
Replacing: Nate Jameson
Term Number: First
Term Dates: 7/1/2023 to 6/30/2026
Length of Term: 3 years
Other DSO's: None

Bio: Mr. Forrester is the Manager of Forrester Farms in Columbia, Alabama. Forrester Farms is a 6th generation family-owned farm and peanut shelling operation that has grown, processed, and marketed peanut seed throughout the Southeast for over 30 years. Mr. Forrester is a graduate of the Georgia Institute of Technology with a Bachelor of Science in International Business (Co-op). After graduating in 2006, Mr. Forrester began a career in information technology distribution providing enterprise class storage and networking solutions globally. In 2018, he was recognized for 15 years of service excellence with the Fortune 100 company, TD Synnex, and returned to jointly operate the family's farm with his brother, Jared, and cousin, Arnie. His agricultural experiences include peanut, cotton, corn, turfgrass, watermelon, and cantaloupe crop production. Mr. Forrester serves as warden of the vestry at the Episcopal Church of the Nativity and enjoys spending time with his wife, Sharee, and 4 children in Dothan, Alabama.

DIRECT SUPPORT ORGANIZATION:

Florida Foundation Seed Producers, Inc.



Name: Matthew Griffin
Type: Appointment
Replacing: Ty Strode
Term Number: First
Term Dates: 7/1/2023 to 6/30/2026
Length of Term: 3 years
Other DSO's: None

Bio: Mr. Griffin is the East Coast Sales & Product Development Manager for United Genetics Seed Company. Through traditional breeding programs, United Genetics develops and sells various vegetable seed products but specializes in hot & sweet peppers, processing & fresh market tomatoes, melons, watermelons, squash, and cucumbers. Mr. Griffin's primary duties include trialing and introduction of new vegetable hybrids into the marketplace through partnering and sales with select dealers. Mr. Griffin is a native of Lake County, Florida and a graduate of the University of Florida. Previously, he worked as an assistant farm manager at Lipman Family Farms in Estero, Florida. Mr. Griffin serves on the FDACS Agricultural Feed, Seed, and Fertilizer Advisory Council and is also actively involved in the Lake County Farm Bureau and the Florida Future Farmers of America Sponsors Council.

DIRECT SUPPORT ORGANIZATION:

University of Florida Research Foundation



Name: Dr. Saby Mitra

Type: Reappointment

Replacing: N/A

Term Number: 2nd

Term Dates: 01/01/2025 to 12/31/2027

Length of Term: 3 years

Other DSO's: UFICO

Bio: Saby Mitra is the Dean of the Warrington College of Business at the University of Florida. As dean, Saby is responsible for the strategy, administration, budgets, and operations of the undergraduate programs in the Heavener School of Business, the graduate programs in the Hough Graduate School of Business, and the accounting programs in the Fisher School of Accounting. Saby leads an organization with more than 120 faculty, 200 staff and 6,500 students.

Prior to his deanship, Saby spent 27 years of his academic career at the Scheller College of Business at Georgia Tech. He was senior associate dean of faculty from 2019-2020 and senior associate dean of programs from 2015-2019. Prior to his role as senior associate dean, Saby was the faculty director of Executive MBA programs and led two curriculum revisions to align the program to evolving student needs. Saby also has extensive experience in leading corporate programs at the intersection of business and technology for several companies including Bank of America, Coca Cola, SunTrust Bank, ABInBev and the Society for Cable TV Engineers, among others.

Saby's research and teaching focuses on information systems, electronic commerce, information security, IT governance and IT infrastructure design. His research has been published in premier business school journals such as *Management Science*, *Information Systems Research*, *MIS Quarterly*, *Journal of Marketing*, *Organization Science*, *Journal of MIS*, *INFORMS Journal on Computing*, *IEEE Transactions*, and *Journal of Operations Management*, among others. He has served as Senior Editor and Associate Editor for *Information Systems Research*, the premier journal in his academic discipline. He has also served on the program committees for several premier academic conferences.

Saby obtained his PhD in Business Administration (Management Science) from the University of Iowa and his Bachelor Technology degree in Mechanical Engineering from the Indian Institute of Technology, Kanpur.

DIRECT SUPPORT ORGANIZATION:

University of Florida Research Foundation



Name: Brad Bennett
Type: Appointment
Replacing: N/A
Term Number: First (after filling vacancy thru Dec 23)
Term Dates: 01/01/2024-12/31/2026
Length of Term: 3 years
Other DSO's: N/A

Bio: Brad is retired after serving 25 years as Associate Controller at the University of Florida, Florida State University and the University of South Florida. He has been directly responsible for all units within the Controller's areas of operations. In addition, he served 6 years as Director of the Interinstitutional Committee on Finance and Accounting for all 12 State universities. This unit provides the financial statement reporting software and requirements for the universities in the State University System of Florida.

Prior to his work in the State University System in Florida, Brad was a Senior Auditor with the Florida State Auditor General. He was in charge of several audits at the University of Florida and University of South Florida.

Brad graduated from Florida Southern College with a B.S. in Accounting in 1979. In 1985, he went on to become a Certified Public Accountant licensed in the State of Florida.

DIRECT SUPPORT ORGANIZATION:

Citrus Research and Development Foundation, Inc.



Name: Joseph B. (Joby) Sherrod
Type: Reappointment
Replacing: N/A
Term Number: Second
Term Dates: 03/01/2022 – 12/31/2024
01/01/2025 – 12/31/2027
Length of Term: 3 years
Any UF Affiliates: None

Bio: Joby Sherrod is an experienced agronomist and leader in the citrus industry, currently serving as the Director of Agronomy at Alico, Inc. He has over 30 years of experience in citrus production, having worked across various levels within the industry. Sherrod holds a Bachelor of Science degree from Florida Southern College, with a focus on citrus studies, and a Master of Science in Applied Horticulture from the University of Florida.

Before joining Alico, Sherrod worked as Director of Grove Operations for A. Duda & Sons, where he implemented advanced agricultural technologies to improve crop monitoring and management.

Sherrod is recognized for his expertise in integrating sustainability and technological innovation into agricultural practices. At Alico, he is instrumental in advancing the company’s sustainability initiatives, focusing on sustainable citrus farming practices for the management of 36,000 acres of citrus.

DIRECT SUPPORT ORGANIZATION:

Citrus Research and Development Foundation, Inc.



Name: Deeley A. Hunt
Type: Reappointment
Replacing: N/A
Term Number: Second
Term Dates: 01/01/2022-12/31/2024
01/01/2025-12/31/2027
Length of Term: 3 years
Any UF Affiliates: None

Bio: Deeley Hunt joined the family citrus business after graduating from Florida Southern College. He is currently the President of Hunt Bros Service, which cares for citrus groves and other agriculture interest around central Florida. He is also currently serving on the Polk Citrus Advisory Committee and the Florida Citrus Research Foundation.

DIRECT SUPPORT ORGANIZATION:

Citrus Research and Development Foundation, Inc.



Name: George F. Hamner, Jr.
Type: Reappointment
Replacing: N/A
Term Number: Second
Term Dates: 01/01/2022 – 12/31/2024
01/01/2025 – 12/31/2027
Length of Term: 3 years
Any UF Affiliates: None

Bio: George F. Hamner, Jr. returned to Florida to join the family citrus business in 1978, taking over operations in 1985. He remains the President and CEO of Indian River Exchange Packers, Inc., which owned and operated a modern full service fresh fruit packing company shipping fruit around the world. The packing house has recently been sold, but various ongoing operations continue. Mr. Hamner is also President and CEO of Vero Producers, Inc. where he oversees the production and marketing of the fruit produced on the family’s 1200+ acres of citrus groves. He continues to serve on numerous industry related boards, as well as civic, business, and public committees. He is the past Chairman and President of the Indian River Citrus League, past President of Florida Citrus Mutual, past President of Florida Citrus Packers and currently Chairman of the Citrus Administrative Committee which along with the Department of Citrus regulates fresh Florida grading and shipping standards.

Mostly though, he just likes to quail hunt and bonefish which he does as often as his wife will allow.

DIRECT SUPPORT ORGANIZATION:

University of Florida Development Corporation



Name:	Colt H. Little
Type:	Appointment
Replacing:	N/A, filling open director seat
Term Number:	First
Term Dates:	03/07/2025 – 03/06/2029
Length of Term:	4 years
Any UF Affiliates:	N/A

Bio: Colt Little was selected to serve as Interim Vice President for Construction, Facilities, and Real Estate in December 2024 to oversee the Department of Planning Design and Construction, Facilities Services, and the Office of Real Estate. In his previous role as senior counsel, Colt worked closely with those offices to advise UF and its affiliated entities on matters related to real estate, construction, finance, and facilities. As Associate Vice President for Enterprise Projects, he also served as a project coordinator, advisor, and liaison for certain large, cross-divisional, capital projects. Colt earned his Bachelor of Arts in History, with honors, from UF and his law degree from Texas Tech University. Prior to joining UF in 2014, he practiced in the areas of real estate, construction, and public finance with several Florida law firms.