



BOARD MEETING MINUTES
April 28, 2020
Virtual Meeting
University of Florida, Gainesville, FL
Time Convened: 12:00 p.m.
Time Adjourned: 1:57 p.m.

Board members present:

Morteza Hosseini (Board Chair), David L. Brandon, James W. Heavener, Leonard H. Johnson, Thomas G. Kuntz (Board Vice Chair), Daniel T. O’Keefe, Rahul Patel, Trevor J. Pope, Marsha D. Powers, Jason J. Rosenberg, Robert G. Stern, Ray G. Thomas, Anita G. Zucker

Others present:

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

1.0 Call to Order and Welcome

Board Chair Hosseini welcomed all in attendance and called the meeting to order at 12:00 p.m.

2.0 Verification of Quorum

Vice President and University Secretary Kaplan verified a quorum with all members present and informed the Board of some Zoom webinar reminders.

3.0 Public Comment

Board Chair Hosseini asked Vice President and General Counsel Amy Hass if there were any public comment at today’s meeting. Vice President and General Counsel Amy Hass informed the Board there was no public comment to come before the Board.

4.0 COVID-19 Update

Board Chair Mori Hosseini thanked President Fuchs and university administration for their continued leadership. He noted the university is in good hands which you will see in the following COVID-19 update. As a result of the discussion Trustees will have a couple of decisions to make about certain initial cost savings measures and a one week delay of the 2020 Fall Semester.

President Fuchs expressed his appreciation of the leadership team, Trustees, and entire university community. President Fuchs noted that the University began this journey 13 weeks ago; we have made it through the end of the semester with students currently completing spring semester exams. President Fuchs indicated that the next 3 months will be critical to the University, as we switch our focus to bring all employees back to campus and prepare for student to return for to campus for fall classes.

Senior Vice President and Chief Operating Officer Charlie Lane began the COVID-19 Update presentation by providing an update on the state of the university, including current status of the following: number of COVID-19 cases, end of spring semester, online summer courses, campus services that remain open, work being done on campus, human resource initiatives to support UF employees, construction projects, and the Federal CARES Act.

Senior Vice President David Nelson presented on various epidemiological and public health issues regarding surround COVID-19. He also described testing that UF Health is conducting in and around Gainesville, the Villages, and Jacksonville, including testing of various vulnerable populations.

SVP Nelson discussed the research activity taking place with Vice President for Research David Norton's approval which has resulted in UF Health's COVID-19 research activity ramping up to 159 IRB protocols over the last two months.

SVP Nelson also discussed the current details on transmission and symptoms. He presented the State of Florida's current data on the number of cases, highlighting the death increase with age. SVP Nelson pointed out that the numbers provide cause for optimism. In Florida, as of April 21, no Florida resident under the age of 25 is known to have died from COVID-19.

SVP Nelson detailed various modeling scenarios to reopen UF. Modeling shows that new infections can be controlled and reduced to manageable levels by expanded testing, quickly isolating those who are infected by the coronavirus, and completing contact tracing in coordination with the Department of Health. SVP Nelson concluded that University of Florida Health is preparing plans for a rigorous "test-and-trace" program to support the staged reopening of the UF, an expansive data-driven effort. The goal of test and trace cannot be to prevent all cases of COVID on campus but to slow the spread, allow us to better protect the most vulnerable and to prevent the hospital and health care system from becoming overwhelmed.

Board Chair Mori Hosseini thanked SVP Nelson for his report and asked for his opinion, with the goal of a fall student return, whether UF Health could test all students who return to UF. SVP Nelson confirmed UF Health has the capacity to perform a one-time COVID-19 test for all

incoming students in the fall to start the semester, in a staged approach. From there, a plan to reopen would include some sort of social distancing on campus, monitoring for possible coronavirus flare ups. SVP Nelson emphasized that testing and tracing confirmed coronavirus cases will be key to reopening.

Senior Vice President and Chief Operating Officer Charlie Lane presented on Planning and Institutional Recovery. He reiterated that over the last two months the leadership team has a daily COVID-19 call. SVP Lane indicated the leadership team is currently in the process of discussing COVID-19 recovery framework. As the University will likely face a changed higher education terrain in the months and years ahead, the University must adapt to that landscape and redefine itself while maintaining its commitment to excellence in teaching, research, service and patient care. SVP Lane pointed out that a priority in the University's recovery effort will be forward thinking and anticipating and leading in the new direction of higher education after COVID-19. The University's recovery framework aims to think outside the box and aspire to emerge not only whole, but as a national model in higher education whose contributions strengthen our state and our nation. A University framework has been created and considers five primary areas of focus, accompanied by 11 issues to address.

Provost Joe Glover asked Trustees to consider a proposal to move the start date for instruction from August 24 to August 31, a delay of one week. Provost Glover indicated that they are not proposing to extend the Fall semester, so it will end at the currently scheduled time, and there will simply be one week less in the Fall semester. If we do this, we still have enough instructional days within the Fall semester to meet the state-mandated 220 instructional days. This proposal will apply to all undergraduate and graduate students at UF. The proposal provides more time for the campus to prepare for the return of students and give the pandemic an extra week to quiet down. Chair Hosseini noted that the Board will consider the proposal during the action items of the Board's agenda.

Vice President for Student Affairs D'Andra Mull highlighted Student Affairs' partnering with Enrollment Management, Student Health Care Center, The International Center and academic units to provide comprehensive excellence in student care and engagement. VP Mull reviewed the percentage of students still living on campus and reviewed the number of students who have taken advantage of food distribution, the Counseling and Wellness Center, participated in virtual events (Virtual Student Union), and \$1.7M in aid awarded to students through the Aid-A-Gator fund. VP Mull also reviewed the forward focus on career support received from the Career Connection Center who have responded to current circumstances by offering existing and new virtual workshops, industry engagement, and future virtual career fairs. VP Mull concluded by reviewing alumni engagement, including additional questions on the grad survey to understand the impact of COVID-19 and an increase in alumni engagement in career development services.

Vice President for Human Resources Jodi Gentry discussed Continuity of Business Operations specifically, UF's move to working remotely, maintaining healthy campus environments, UF's exposure responses, a hiring pause, UF Talent Share, an expanded leave program and leave donations, and EAP/Aid-A-Gator for faculty and staff. VP Gentry reported that UF HR is currently working on return to work protocols and offering multiple virtual training opportunities to UF

staff. VP Gentry introduced that leadership is assessing a variety of strategic tools for UF leaders to use to manage personnel budgets under different scenarios. She also said that before implementing future cost-savings measures, UF Leadership will consult with the Board Chair and notify the Board Vice Chair on specific options as UF's administration considers which tools might be most appropriate in the weeks and months ahead. VP Gentry asked Trustees to consider permitting the University to reintroduce for a brief time for eligible employees with 10 years or more of service the ability to cash out a portion of sick leave balances upon retirement as a potential inducement to retire before September 30.

Assistant Vice President, Financial Analysis and Budget George Kolb then discussed financial impacts of the current crisis, estimating that the University will see \$42 million less revenue during the spring and summer semesters. AVP Kolb discussed plans to partially mitigate those losses by using CARES Act funds and pooling funds from vacant positions and carryforward funds.

Chief Executive Officer of UF Health Shands, Ed Jimenez, presented on the financial impact of the current crisis on UF Health. He estimated that the hospitals and related entities are currently expected to miss budget projections by \$60 million to \$125 million. CEO Jimenez indicated that we should have some clarity later this week from Gov. DeSantis if elective procedures reopen. CEO Jimenez pointed out that they continue monitor the situation and have had Trustee Vice Chair Kuntz review the situation.

Director of Athletics Scott Stricklin gave an update on the state of the University Athletic Association, which currently has all activities ceased until May 31 based on direction from the Southeastern Conference. AD Stricklin pointed out that as a self-supporting DSO, UAA has had a neutral impact from COVID-19 for the Spring season. UAA has experienced a \$5M shortfall in spring sports which was roughly offset by cost savings of the same amount. He will continue to work with the SEC and UF Health on plans for football and other fall sports.

Board Chair Mori Hosseini thanked everyone involved for the COVID-19 update and opened the meeting up for questions.

Trustee Rosenberg asked since we flattened the curve and are considering reopening, what is our new goal.

SVP Nelson indicated that since we did flatten the curve and have satisfied the requirements to begin opening back up, our goal would be to manage COVID-19 levels by expanded testing, quickly isolating those who are infected by the coronavirus, and completing contact tracing. SVP Nelson pointed out that based on the models this would allow us to protect the most vulnerable and to prevent the hospital and health care system from becoming overwhelmed. SVP Nelson indicated UF Health is preparing plans for a rigorous "test-and-trace" program to support the staged reopening of the UF.

Board Chair Hosseini pointed out that we will follow the direction of the Board of Governors and Governor DeSantis and will prepare to be ready to act as we have been asked.

Board Chair Hosseini asked Vice Chair Kuntz for his input on financial matters. VC Kuntz pointed out that he has had the opportunity to review financials across campus including UF, UF Health, and UAA and had conversations with Provost Glover, SVP Lane, SVP Nelson, and others. VC Kuntz indicated that everyone has reviewed revenue implications and considered plans to overcome implications. VC Kuntz feels very comfortable that the teams are focused on the right things. He is grateful for the fantastic job that people are doing and will remain engaged.

Trustee Pope thanked Vice President Mull for providing regular updates to the student body and to him during COVID-19. Those updates have increased students' feeling of security. He added that Provost Glover has his full support to move forward with a one-week delay to the fall semester.

Trustee Heavener asked about the status of the COVID-19 vaccine. SVP Nelson indicated that typically vaccines take a year and half to be approved but due to the worldwide collaboration including an adaptive approach and trials, he hopes for a vaccine by late fall but more likely expects one by mid-spring. In the meantime, SVP Nelson indicated that we need approved treatments.

Board Chair Hosseini asked Senior Vice President for Agriculture and Natural Resources Jack Payne for a COVID-19 update from IFAS. SVP Payne began by reviewing IFAS's unique statewide structure. SVP Payne thanked the great team of administrators for their efforts to assist with managing issues related COVID-19 across the entire state of Florida. With the state-wide closures, IFAS has had the following responses: on campus courses have moved completely online, Extension Offices are working online, and research activities have been adjusted with the guidance Vice President for Research David Norton. SVP Payne pointed out the as many of you have seen and heard the Agricultural Business in Florida has been impacted significantly due to statewide closures. SVP Payne indicated IFAS hopes to have the opportunity to help asses these impacts.

Board Chair Hosseini asked Vice President for Advancement Tom Mitchell for a COVID-19 update from Advancement. VP Mitchell expressed accolades to the amazing planning by the leadership team at UF. He indicated that UF Advancement has not had to adjust its fund-raising goals and in fact, they have raised \$2.6B toward a goal of \$2.64B and are 12 months ahead of their fund-raising goal. He also stated the alumni participation rate of 18% has been achieved. VP Mitchell highlighted UF's unique role to lead during COVID-19 and in coordination with Student affairs called upon prospects and donors, which resulted in raising \$.5M in 3 days for students through Aid-a Gator. VP Mitchell concluded by indicating that there has been a negative impact on the endowment as a result of the COVID-19 impact on the stock market.

5.0 Action Items

Board Chair Hosseini turned the Board's attention to the action items.

5.1 UF 2020 Accountability Plan

Board Chair Hosseini reminded the Board that the Board of Governors requires the universities to submit an annual Accountability Plan which combines both the annual Accountability Report

and the annual University Work Plan report. This report provides both actual historical data and prospective goals.

Board Chair Hosseini asked for any questions or further discussion. He then asked for a motion to approve Board Action Item 5.1, which was made by Vice Chair Kuntz, and second which was made by Trustee Brandon. Board Chair Hosseini asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

5.2 Regulation 3.0372 Student Summer Fees

Board Chair Hosseini asked Vice President and General Counsel Amy Hass to discuss the action item on amending student summer fees.

Vice President and General Counsel Amy Hass indicated Trustees are being asked to approve amendments to University of Florida Regulation 3.0372 Student Summer Fees to reflect the proposed revised Student Fees per credit hour basis for Summer 2020 with the addition of a Distance Learning Fee and a reduction in the A&S fee, the Athletic fee, the Health fee, and the Transportation fee for the students who pay per credit hour. The net impact to students would be favorable by a very small amount per credit hour.

Vice Chair Kuntz questioned if the University needs to submit a change in fees to the Board of Governors, which VP Hass indicated the Board of Governors regulation on fees authorizes Boards of Trustees to approve distance learning fees up to \$30. The BOT approval is final.

Board Chair Hosseini asked for any questions or further discussion. He then asked for a motion to approve Board Action Item 5.2, which was made by Vice Chair Kuntz, and second which was made by Trustee Zucker. Board Chair Hosseini asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

Board Chair Hosseini turned the Board's attention to two additional action items that were discussed at length earlier during the COVID-19 update.

Board Chair Hosseini asked the Trustees for a motion to approve the proposal to move the start date for instruction for the 2020 Fall Semester from August 24 to August 31, a delay of one week which was made by Trustee O'Keefe and second which was made by Trustee Brandon. Board Chair Hosseini asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

Board Chair Hosseini then asked the Trustees for a motion to approve UF leadership's strategic evaluation of cost savings measures to implement with approval of the Board Chair who will notify the Board Vice Chair, with the initial cost-saving measure to include offering a retirement incentive that will reintroduce, for a brief time, a sick leave payments to TEAMS staff. A motion was made by Trustee Zucker and seconded by Trustee Brandon. Board Chair Hosseini asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

6.0 New Business

Board Chair Hosseini asked if anyone had any further business.

Trustee Brandon asked if antibody testing was available. SVP Nelson indicated that antibody testing is available but antibody testing is not as simple as it sounds and there is still uncertainty about its usefulness, as it is currently unclear whether someone having antibodies offers protection against getting or spreading the infection again at some point in the future.

Board Chair Hosseini asked President Fuchs if he would like to share any comments. President Fuchs expressed his optimism as UF turns from a defensive posture against COVID-19 to an offensive strategy to move forward and reopen. He pointed out that this coming weekend would have been graduations and let everyone know that tomorrow they should be on the lookout for commencement speaker, Thaddeus Bullard's speech, which was recorded to share with graduates. President Fuchs thanked UF Health for all their efforts on the frontline and thanked everyone for their leadership during this extraordinary time for the Gator family.

Board Chair Hosseini thanked Vice President and Chief Information Officer Elias Eldayrie for his work over the last couple of months and asked if he had any information to share with the group. VP Eldayrie echoed the positive comments throughout the meeting about UF leadership and highlighted that over the month of April there have been 72,000 Zoom meetings. He also commended faculty who within 10 days were able to switch from the classroom to online classes. He finished by stating it has been a great privilege and opportunity to work for UF during this time.

Board Chair Hosseini expressed his gratitude to all. He reiterated his goal to reopen to students in the fall. He indicated the university and community depends on students returning to campus in the fall. Board Chair Hosseini also thanked everyone for their efforts to make meeting happen.

7.0 Adjourn

There being no further business, the meeting was adjourned at 1:57 p.m.