



## **BOARD MEETING MINUTES**

**July 23, 2025**

**Virtual Meeting**

**University of Florida, Gainesville, FL**

**Time Convened: 11:07 a.m.**

**Time Adjourned: 11:41 a.m.**

### **Board Members Present:**

Morteza “Mori” Hosseini (Board Chair), David L. Brandon, Richard P. Cole, Christopher T. Corr, Blake E. Cox, Jed V. Davis, L. Amelia Dempere, Daniel T. O’Keefe, Rahul Patel (Board Vice Chair), Marsha D. Powers, and Patrick O. Zalupski.

### **Others Present:**

Kent Fuchs, Interim President; Scott Angle, Senior Vice President for Agriculture and Natural Resources; Chuck Clemons, Vice President for Government and Community Relations; Melissa Curry, Vice President for Human Resources; Kurt Dudas, Vice President for Strategic Initiatives; Elias Eldayrie, Vice President and Chief Information Officer; Ryan Fuller, Interim Vice President and General Counsel; Joe Glover, Interim Provost and Senior Vice President for Academic Affairs; Nick Kozlov, Interim Chief Financial Officer; Colt Little, Vice President for Construction, Facilities, and Auxiliary Operations; Maria Gutierrez Martin, Vice President for Advancement; Stephen Motew, UF Health President and System Chief Executive Officer; David Norton, Vice President for Research; Steve Orlando, Interim Vice President for Strategic Communications and Marketing; Mary Parker, Vice President and Chief Enrollment Strategist; Brandi Renton, Vice President for Business Affairs; Heather White, Vice President for Student Life; members of the University of Florida community, and the public.

### **1.0 Call to Order and Welcome**

Board Chair Mori Hosseini welcomed everyone in attendance and called the meeting to order at 11:07 a.m.

Board Chair Hosseini asked Interim President Fuchs if he had any comments. Interim President Fuchs thanked Board Chair Hosseini for information he shared earlier this week with the UF community and highlighted a few items. First, the incredible progress on the Jacksonville campus, land conveyance, and funds that have been invested in that campus. Second, the Hamilton School progress. It is now a school (no longer a center), a large number of majors were approved this past year as well as the number of faculty hired. He highlighted two numbers; one - philanthropy to the University we record new gifts and commitments that were more than \$560 million. This is the highest number in the last three years and the second highest in UF history. Second, this was a record year for research expenditures and invention disclosures (an indicator of research to be patented and will result in startup companies). Board Chair Hosseini thanked President Fuchs, Cabinet, Deans, faculty and staff for their hard work.

## **2.0 Verification of Quorum**

Interim Vice President and General Counsel Ryan Fuller verified a quorum with all members present, except Trustees Bill Heavener and Fred Ridley who had excused absences.

## **3.0 Public Comment**

Interim Vice President and General Counsel Fuller informed the Board there was no public comment.

## **4.0 Action Items**

### **BT1 Out-of- State Tuition**

Senior Vice President and Chief Financial Officer Nick Kozlov reviewed the request for an increase to non-resident fees by 10% effective for fall 2025 based on the pre-approval by the Board of Governors in June 2025. Funds from this increase will be applied to offset instructional costs serving non-resident students and to sustain academic quality initiatives across our entire student population. UF has not increased out-of-state fees in over a decade while instructional costs have increased by about 25% over the past 10 years. Additionally, under this proposed increase UF would still have the lowest tuition by thousands among the top ten public universities in the country. Of the public universities either tied or above us in the rankings there is not one institution that has an out-of-state tuition less than \$40,000 a year. This new proposal would raise us approximately \$2,000 per year for a full-time undergraduate and we would still be more than \$10,000 less to our next closest peer. Based on his review, twelve of the top fifteen public universities either approved or are voting on out-of-state tuition increases over the past 12 months. Many of these institutions are raising tuition annually and this would be our first increase in over a decade. Fiscal Year 2026 is going to be a challenging year as we've already seen approximately \$55 million cut from our state allocation for operations compared to FY2025. Simultaneously, we are seeing large increases in our employees' benefit costs driven by state health and retirement plans. All together that is a \$130 million deficit not including implications from federal policies within our research enterprise and across our supply chain. When we make investments in our students the entire university benefits. UF has had tremendous growth since 2017, but that continued growth requires resources. The way we are ranked and perceived largely as a function of our investment either directly in our faculty salaries or indirectly in the success of our students. This Board is laser focused on continued excellence and advancement, and this increase aligns with that aspiration.

Board Chair Hosseini agreed and stated it is important for the Board to be sensitive to the fact that the increase will impact some non-resident students more than others, particularly our returning students. With that said, he recommended an amendment to the proposed action to allow returning students who can demonstrate significant financial hardship resulting from the increase to request a one-year waiver. Trustee O'Keefe asked what the approval process would be for this waiver. Board Chair Hosseini advised the Vice President of Enrollment Management Mary Parker's team will review the requests and she will make the final decision.

Interim Vice President and General Counsel Ryan Fuller advised that along with the proposed increase to out-of-state fees, BT1 also proposes an amendment to UF regulation 3.0375 on an emergency basis set forth in the Notice of Emergency Regulation Amendment. The amendment will reflect the adjustments reviewed by CFO Kozlov and clean up obsolete language related to

provisions that specifically related to prior years and are no longer relevant. Additionally, this regulation amendment is proposed as an emergency regulation so it will immediately reflect the out-of-state fee changes that are effective for Fall 2025. Consistent with the BOG regulation development procedures, we will bring a non-emergency regulation amendment back to the Board at a subsequent meeting.

Board Chair Hosseini asked for any questions or further discussion. Trustee Powers moved that the Board approve BT1 with the Chair's suggestion that returning students who can demonstrate significant financial hardship resulting from the increase may request a one-year waiver. The motion was 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.

### **BT2 Governance Standards Amendment and Hiring and Compensation Policy**

Interim VP and General Counsel Ryan Fuller reviewed the Governance Standards Amendment and Hiring and Compensation Policy. He advised the Board Chair requested the UF Office of Internal Audit to review the standards. These changes reflect their recommendations and current university practices, enhance stewardship the university funds, and ensure alignment across the university enterprise. VP Fuller highlighted a few of the changes including ensuring that property, asset and services transactions with automatic or optional renewals that could result in them exceeding the Governance Standards thresholds are properly included in the approval process; Capital facilities projects that meet certain dollar thresholds go through the approval process regardless of the source of funds used for those projects; and Policies and protocols that this Board has previously added to the Governance Standards are properly referenced in the Standards. Additionally, to further enhance the employee hiring policy this Board approved in December 2024, we are proposing amendments to that policy to further identify those UFHR hiring and compensation requirements and guidelines that the University must follow for all employees. Board Chair Hosseini agreed and advised Vice Chair Patel as well as administration reviewed and agreed with the changes.

Board Chair Hosseini asked for any questions or further discussion. He then asked for a motion to approve BT2, which was made by Trustee O'Keefe, and seconded by Trustee Cole. 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.

### **BT3 Collective Bargaining Agreements – UF/PBA**

Interim General Counsel Ryan Fuller reviewed BT3 requesting the Board ratify tentative agreements reached on new 3-year two Collective Bargaining Agreements (CBA) with the Police Benevolent Association. The CBAs provide year-one wage increases of \$13,000 for Lieutenants, Officers and Sergeants and year-one wage increases of \$8,875 for dispatchers. The increases are designed, in part, to help UFPD be more competitive in relevant markets. The union has ratified the CBAs through a vote of bargaining unit members. Trustee Cole agreed this is important to help keep our students safe.

Board Chair Hosseini asked for any questions or further discussion. He then asked for a motion to approve BT3, which was made by Trustee Cole, and seconded by Vice Chair Patel. 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.

#### **BT4 Operational Legislative Budget Request FY 2026-27 Update**

Board Chair Hosseini welcomed new Vice President of Government Relations Chuck Clemons to UF. VP Clemons advised this Operational Legislative Budget Request (LBR) for FY2026-27 is focused on our baseline operational request which will be submitted to the Board of Governors. This LBR does not preclude the board from engaging in legislative or executive leadership on new opportunities that may arise prior to and during the 2026 legislative session. Board Chair Hosseini advised they are still working through the needs of the university.

Board Chair Hosseini asked for any questions or further discussion. He then asked for a motion to approve BT4, which was made by Trustee Brandon, and seconded by Trustee Corr. 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.

#### **BT5 UF Health Refinancing**

UF Health President and System Chief Executive Officer Steve Motew advised UF Health is seeking approval to issue new debt of \$300M for the primary purpose of funding the completion of Durbin Park hospital, a new 42.5-acre health and wellness campus, which is associated with the acquisition of Flagler Hospital, now UF Health St. Johns. This will advance healthcare in Jacksonville and St. Johns County. Associated with the new debt issuance, is consolidation of Central Florida and St. John's into Shands obligated group with some refinancing of current debt to improve on our overall debt position. This aligns with UF Health 5-year operational, capital and plan of finance plans. In the lead-up to this proposal, we affirmed the credit ratings of Shand's obligated group to Moody's A3, S&P A with stable outlooks and improvement of Central Florida and Flagler ratings from A- to A that we see as a positive general indicator for UF Health particularly given the industry headwinds. Trustee Powers, chair of the UF Health Corporation Board, expressed her support of this exciting opportunity for UF and St. Johns County. The One UF concept is key here. Our ability to do a lot with the UF Health Corporation Board is based on our ability to work closely with and get support from UF including alignment with the UF Governance Standards.

Board Chair Hosseini asked for any questions or further discussion. He then asked for a motion to approve BT5, which was made by Trustee Davis, and seconded by Trustee Cole. 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.

#### **BT6 Direct Support Organization- Affiliate Appointments**

Interim General Counsel Ryan Fuller advised on December 20, 2023, the UF Board of Trustees formed an inaugural UF Health Corporation Board to help develop a framework and process for governing the new UF Health system. This inaugural board was appointed to serve through December 31, 2024, or until such time as permanent full-term members are named. He and Chair of the UF Health Corporation Board, Trustee Powers, have determined that the inaugural board has completed its task of establishing a functioning board and it is the appropriate time to move forward with appointing a permanent board. The Board was asked to review and

approve the proposed permanent board names. This releases the inaugural board of their duties and establishes a full-time permanent board group to serve in accordance with UFHCB Bylaws. Trustee Powers expressed her gratitude for the inaugural board and its efforts and recommended the UF Board appoint a permanent board to serve in accordance with the UF Governance Standards and the UF Health Corporation Bylaws.

Board Chair Hosseini asked for any questions or further discussion. He then asked for a motion to approve BT6, which was made by Trustee Brandon, and seconded by Vice Chair Patel. 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**

Chair Hosseini stated we are looking for an interim president. We hope to start the permanent presidential search in the upcoming year. Chair Hosseini asked for any questions and there were none.

#### **7.0 Adjourn**

There was no other discussion, Chair Hosseini adjourned the meeting as 11:41am.